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Mark Burns-Williamson

Police and Crime Commissioner for West Yorkshire

Annual Report 2019/20 – Headline Achievements

- Bringing new engagement and early intervention projects to our communities to tackle serious violence through the new WY Violence Reduction Unit.
- Launching our first victims and witnesses strategy – ‘Supporting People Harmed by Crime’.
- Working with NHS and police partners to deliver West Yorkshire’s new Sexual Assault Referral Centre (SARC).
- Protecting victims by commissioning a West Yorkshire-wide domestic abuse perpetrators programme.
- Granting £636k through the Safer Communities Fund to over 100 projects working to make a difference to communities in need.
- Lobbying government for better support for victims of road traffic collisions.
- Supporting the West Yorkshire Anti-Slavery Partnership into its sixth year.
- Funding important work with vulnerable groups through the West Yorkshire Reducing Reoffending Board.
- Securing funding for new Independent Sexual Violence Advisor services in our districts.
- Pledging to support our commissioned services, and working with partners, to meet the unparalleled challenges of the Covid pandemic.

The early months of 2019 were dominated by our work with the police and partners to address public concerns about serious violence – specifically the threat posed by the use of knives. In spring 2019, my role as Chair of the Association of Police and Crime Commissioners (APCC) meant I had first-hand experience of the development of the Government’s approach to the worrying increase in knife crime. Although this was a trend which was associated with London, it also affected other major urban areas such as the West Midlands and here in West Yorkshire.

At the start of April I attended the Serious Youth Violence Summit at Downing Street, where I raised issues directly with the Prime Minister. I spoke about the need to rebuild neighbourhood policing, and the effect of social media in enabling some violence. I also attended meetings of the APCC Serious Violence Taskforce, and towards the end of the month, gave evidence at the Home Affairs Select Committee Inquiry into serious youth violence. I argued for ‘whole system’ approach to tackling serious violence, incorporating schools, youth, and health services, and which would bring with it the capacity to engage with and divert vulnerable people from gang violence.

This period ultimately led to a wave of central government funding to support the establishment of **Violence Reduction Units** (VRUs) in 18 areas of England, including an initial £3.37 million to fund a West Yorkshire VRU. Officially launched in March this year, the establishment of the VRU has been a key milestone for the OPCC and our partners during 2019/20. West Yorkshire’s VRU pools together the expertise of partners from law enforcement, youth justice, education, victim support, and health sectors to tackle violence as a ‘public health’ concern. This approach addresses the root causes of violence, in particular the factors which can draw young people into serious crime; issues such as exposure to domestic violence, exploitation and vulnerability, and disengagement from school or training.

During autumn 2019, the VRU established a team of delivery, engagement, and analytical staff to work toward the unit’s initial targets of developing a strategic needs assessment of serious violence in West Yorkshire, and an accompanying violence prevention ‘response strategy’. The VRU’s overarching objective is to identify the causes of violence and co-ordinate action to address it, and central to this work has been feedback from affected communities.

Through the VRU, £2 million was allocated to 35 violence prevention initiatives in our districts. Subsequent evaluation of this work has shown that over 16,000 young people under 25 were reached through projects which worked to divert people from violent criminal activity. Examples include ‘Breaking the Cycle’ from the Bradford Youth Service, ‘Drop the Knife for a Better Life’ at Sunnyvale Outdoor Activity Centre (Calderdale), and the ‘SOS+ Second Chance’ project from St Giles Trust in Leeds.

Looking ahead, the VRU plans to build on its first year of work in a number of areas:

- *Developing the West Yorkshire Hospital Navigator Programme - a county-wide programme of interventions to provide young people with a route away from violent crime.*
- *Developing responses to support children and young people impacted by domestic violence and abuse.*
- *Developing and providing interventions in schools, colleges, and alternative education provision to increase attendance and reduce exclusion rates.*
- *Developing and providing interventions in a range of community and secure settings to divert young people from custody and reduce reoffending.*

- *Working in partnership with the West Yorkshire and Harrogate Health and Care Partnership, to take forward work to enhance system-wide responses to complex trauma.*

Additionally, the VRU will be undertaking a programme of evaluation and research studies that will further develop our understanding of the drivers of serious violence and how best to respond. These will sit alongside innovative work to improve data sharing between partners.

The second important violence reduction initiative of 2019 was the Home Office's 'surge funding', provided to deliver targeted enforcement action by police services. For West Yorkshire Police (WYP), this represented a £4 million investment to help strengthen the response to serious violence under the banner '**Operation Jemlock**'. This project has featured high visibility patrols of violent crime hotspots, a dedicated Robbery Investigation car, and an increased number of knife arches used at key transport hubs. By the end of April 2020, Operation Jemlock had led to 2,500 arrests; 4,000 intelligence reports; and the seizure of over 150 weapons.

In July 2019, the Government made the eye-catching announcement of the **nationwide recruitment of 20,000 police officers** by April 2023. Following a decade of austerity cuts to our police budgets, the Government's policy reversal acknowledges the great pressures our police services have been under in recent times. Whenever possible, I have acted to re-build police numbers in West Yorkshire, and during 2019/20, I allocated further funds to recruit 264 officers. This investment was made with the support of local residents who responded to my public consultation, and who voted to support local policing through the police precept element of our Council Tax.

I will be working closely with the Chief Constable to put appropriate plans in place to ensure that new officers reach our communities with the proper support, training, and equipment that they need. This new phase of recruitment does provide a great opportunity for the force to intensify its programme to boost the proportion of BAME officers and staff within its workforce. It would be to our great benefit if we could build a workforce which better reflects the diversity of our region's population.

At the close of 2019/20, recorded knife/sharp instrument offences in West Yorkshire had fallen by 10% against the previous year, and rates of crime as a whole had fallen by 2.8% over the same period. This small reduction is still a landmark after an extended period when the annual number of recorded crimes had increased. In West Yorkshire, we can have a good degree of confidence in these figures. **West Yorkshire Police's standards in recording crime were acknowledged as 'Outstanding'** by HM Inspectorate of Constabulary & Fire and Rescue Services (HMICFRS) in May 2019 – a landmark achieved by only four other forces in England and Wales.

Examples of violence prevention projects funded through the VRU:

From its first wave of funding, the VRU supported 35 early intervention and violence prevention projects across the West Yorkshire districts. Some examples include:

A & E Health Pathways for people at risk of youth violence (with Safer Leeds, Bradford Council and Wakefield Council Youth Service) - Engaging with young people under 25 attending A&E departments/trauma wards with knife and other assault related injuries. Supporting families and friends and working to divert young people away from the factors leading to exposure to violence.

Breaking the Cycle (Bradford Council) - An expansion of the successful 'Breaking the Cycle' project through the recruitment of new youth, drugs, education, and social work resources, to tackle the driving factors behind violence within the 11-19 years age group.

Young People Mentoring Programme (Kirklees Council/Yorkshire Mentoring) - Enabling *Yorkshire Mentoring* to expand its offer within schools, providing mentors to work with young people who have experienced a range of issues such as trauma, carer responsibilities, sibling imprisonment/gang affiliation, threats, and domestic violence.

Nowells Youth Centre (Safer Leeds) - A youth engagement project in Harehills working with 8-17 years old from the area, building young people's resilience to negative influences such as criminal exploitation and gang activity.

Communicate to Educate (Wakefield Council Youth Services) - A programme which focuses on improving the communication skills of young people at risk of serious violence, together with the delivery of training to practitioners on the 'desistance' model of intervention with young people at risk. The project addresses the factors behind the escalation of violence and reoffending.

Custody Diversion (West Yorkshire Police, St. Giles Trust and West Yorkshire Liaison and Diversion Service) – Partnership approach using case workers with lived experience of serious youth violence and criminality, who engage with the young person at the 'teachable moment', after they have been arrested and are reconsidering their options and life choices.

HMP Leeds Gangs & Violence Reduction (Catch 22) – A service to support the management of prisons by reducing the risk of violence and aggression posed by gang-involved/at risk prisoners.

Detached Outreach Youth Work (Calderdale Council with Himmat) – A street based intervention for young people, offering education and targeted diversionary programmes of work in order to deter them from using /carrying weapons with the intention of committing violence

SCF Project: West Yorkshire Police and Guiseley FC – burglary prevention (£5,850)

This project targets prolific offenders who have been convicted, and are currently serving a sentence at HMP Leeds for burglary offences. The project uses restorative justice techniques to raise awareness of the impact that a burglary has on a victim, for example by playing a 999 recording of a victim reporting a live burglary. Offenders' behaviour is then discussed and challenged through group discussion work. To help engage offenders in the project, representatives from Guiseley FC

attend the prison to deliver a sports programme alongside the restorative sessions. The programme concludes by signposting a way forward for participants that does not include criminal behaviour.

Other highlights from the year

July 2019 - Local and regional partners met in Leeds to discuss the fight against **serious violence at a joint OPCC/Home Office event**. Partners from the NHS, fellow PCCs, police forces, and third sector groups, discussed the 'public health' approach to violence, and the new VRU model. In attendance were victims of violence, who spoke about its impact on individuals and families and the need for new strategies to prevent violence in our communities.

July - The first financial abuse prosecution by the **West Yorkshire Financial Exploitation and Abuse Team (WYFEAT)** reaches the courts following a two year investigation. Two offenders pleaded guilty to offences relating to the financial abuse of a vulnerable Calderdale resident. The OPCC has provided funding to support the WYFEAT project since its commencement in 2016.

September - I joined 250 specialists from across the country in Birmingham, for a conference on further improving the partnership response to 'county lines' and child sexual exploitation. The event was delivered through the **Modern Slavery Police Transformation Programme (MSPTP)**, with support from my office.

November - West Yorkshire won two awards at the prestigious **Howard League Community Awards**. West Yorkshire projects CATCH (Community Action To Create Hope) and the POLIT (Police Online Investigation Team) Pathway, won the 'Policing and children' and 'Policing and adults' categories respectively. We were proud to nominate CATCH for this award.

January 2020 - More than 150 professionals from across West Yorkshire participated in the first West Yorkshire **Violence Reduction Unit workshop**. The conference drew together those who had worked to establish the VRU, as well as representatives from the West Yorkshire early intervention projects supported by VRU funding. This event was the precursor to the official **launch of the VRU**, which was attended by Helen Christmas of Public Health England, and Chief Constable, John Robins. A further £3.3m of VRU funding for 2020/21 was announced in the same month.

March - The OPCC submit two bids totalling £709K to the **Home Office Safer Streets Fund**. Grants were announced in July to tackle residential burglary through improved home security, alley-gating, street lighting, and the installation of CCTV; focusing on two neighbourhoods in Bradford and Leeds.

Safeguarding Vulnerable People

In our partnership work with agencies working across West Yorkshire, during the year we have been able to make further steps to safeguard vulnerable people in our communities. Through the work of my office, and specifically through our Safeguarding Advisor post, we host two important partnership forums which aim to bring organisations together to build a consistent approach to safeguarding across the five districts; they are the **West Yorkshire Risk and Vulnerability Group** and the **Independent Domestic Abuse Scrutiny Panel**.

My office also supports and co- chairs the **West Yorkshire Safeguarding Communications Group**, which brings West Yorkshire Police and local authority communications leads together with the third sector and the OPCC to develop collaborative safeguarding campaigns. Working closely with West Yorkshire district Safeguarding Boards and other key stakeholders, the group produces impactful campaigns to raise awareness, target perpetrators, and inform our communities on safeguarding topics. Two recent examples include the annual '16 Days of Action' campaign (aimed at perpetrators of domestic abuse), which ran during November and December 2019, and a campaign focused at 'Night-time Economy' workers. People working in takeaways, bars, hotels, and transport hubs have an important role to play in helping to identify when a young person may be vulnerable. This campaign is built on the work of the Safer Leeds Street Support Team and has now been developed for use across West Yorkshire.

The 'Safeguarding is Everyone's Business' campaign has developed on the back of some excellent work in the Wakefield area and was produced to directly respond to concerns raised during the Covid-19 lockdown. At this time, when children were not being seen as regularly by school staff or health professionals, the campaign reminded people that we all need to play a part in supporting families under stress. To see examples of the campaign materials we promote, please see my @WestYorksOPCC Twitter account.

My office now hosts the **Yorkshire and Humber Child Sexual Exploitation Threat Reduction Group**. Chaired by West Yorkshire Police, this group brings police safeguarding leads from the four Yorkshire and Humber forces (YaTH) together with statutory and third sector partners and national organisations. The group's aim is to share information and good practice from the region to fight the threat of Child Sexual Exploitation (CSE). I am very happy to support this regional response to a complex crime.

In December, the **Independent Domestic Abuse Scrutiny Panel** (IDASP) chaired by my Safeguarding Advisor held a development day at the OPCC offices. The event coincided with the '16 Days of Action' campaign against violence against women and girls, and the International Day for the Elimination of Violence Against Women. A wide range of organisations from across West Yorkshire were represented, and inputs were given on the work of the panel, Domestic Abuse Protection Orders, Independent Domestic Violence Advisor cars, awareness raising of Clare's Law (the scheme to help people find out whether a partner has a history of domestic violence), and the work of the Crown Prosecution Service.

IDASP was established in 2018 as part of the **Whole Systems Approach to Domestic Violence** project to provide oversight and feedback on West Yorkshire Police's response to domestic abuse cases. The panel brings together experienced professionals from domestic abuse services, children's services, victim advocates, the Crown Prosecution Service, and other public partners in health and

education, to conduct an in-depth review of randomly selected and anonymised police domestic abuse case files which have not resulted in a charge.

The Panel considers a number of factors when reviewing a case, including the quality of emergency call handling and dispatch; consideration of potential coercive control offences; whether appropriate referrals are made to partner agencies; and decision-making regarding a charge or caution. The feedback from this scrutiny is used by the police and partners to influence the continuous improvement of services and share good practice. The Panel's work has been interrupted by Covid but we are aiming to resume meetings later in 2020.

I remain committed to the fight against the criminal exploitation of all people through the **National Anti-Trafficking and Modern Slavery Network (NATMSN)** and the **West Yorkshire Anti-Slavery Partnership (WYASP)**. This year, the responsibility to deliver and coordinate the West Yorkshire Anti-Slavery Partnership now sits with my office, and I have taken on the role of Chair to help develop its membership and influence.

WYASP is now in its sixth year, and achievements from the past twelve months have included the establishment of the West Yorkshire Modern Slavery District Leads Group, which brings local authority and police district leads together with my office and the West Yorkshire Police Force Human Trafficking Team. The purpose of the group is to provide a coordinated response to modern slavery in all its forms; providing cross-border support, opportunities to collaborate, and the sharing of best practice. You can follow the progress of the network on Twitter @wy_antislavery or at www.westyorkshire-pcc.gov.uk/wyasp

The activity of the **National Anti-Trafficking and Modern Slavery Network** has also gathered pace this year. Meetings have been focussed on specific themes including improving victim care and support, and improving modern slavery investigations and prosecutions. Recent achievements delivered through the network include arranging seven national workshops for OPCCs which focussed on raising awareness of support provided to victims and survivors of modern slavery, and strategies for work with partners to develop local modern slavery partnership initiatives. I have also addressed two national partnership events organised by my office and held in Birmingham. The first in September focused on protecting children from exploitation, and the second (held in February this year) explored supporting victims and preventing them from being re-trafficked. These events brought together over 200 strategic partners and front line professionals who were presented with case studies and examples of best practice to help improve their organisations' response.

Working Together

The **West Yorkshire Anti-Slavery Partnership** works to identify and promote best practice in the fight against modern slavery. Two case studies of notable work in West Yorkshire have been featured in the Local Government Association's publication, *'Tackling Modern Slavery – Council Case Studies'*:

- Bradford Council were highlighted as a 'Best Practice Council' for their high quality victim-care, and their role as a first responder for the referral of victims to the National Referral Mechanism (NRM) - the national safeguarding pathway for victims of modern slavery abuses.
- Safer Kirklees has also featured in the same publication for their work in establishing effective internal structures and external networks with partners tackling modern slavery. The report also makes reference to the role of the West Yorkshire Anti-Slavery Partnership as a catalyst for these successes.

SCF Project: Spectrum People, 'Transform Therapy', Wakefield (£5,920)

Spectrum People are a Wakefield based charity that provides meaningful activities for some of the most vulnerable people in the community. Typical vulnerabilities include mental or physical health issues, addiction, offending behaviours, homelessness and social isolation. This grant funded project will contribute towards Spectrum's ongoing therapeutic art service, as well as targeted psychological support for vulnerable clients. In particular, delivering 1 to 1 'art psychotherapy' for young people with histories of trauma, mental illness, self-harm issues, or who are at a high risk of criminal or sexual exploitation. Through providing intervention at the earliest possible stage it is hoped that young people will be able to forge a stronger sense of self, which may prevent them from seeking a sense of belonging and identity through criminal activity.

Other highlights from the year

June 2019 – The well-established **West Yorkshire Safeguarding Week** was held again with partners coming together to host a series of events for practitioners and communities. All events were aimed at raising awareness of safeguarding issues, and promoting the support options that are available.

June – The OPCC-funded **Mr. Shapeshifter** animation gains an award from the Yorkshire Royal Television Society. The Mr. Shapeshifter resource has worked during the year in West Yorkshire and further afield to help children understand the warning signs of exploitation.

July – Representatives from each of the West Yorkshire districts' Safeguarding Adults, Safeguarding Children, Community Safety and Health & Wellbeing Boards attended our **special workshop event** at the Unity Hall in Wakefield. Partners updated on their work with vulnerable people in support of the objectives of the Police and Crime Plan.

September – I spoke at the **'Tackling Online Sexual Offending in West Yorkshire'** conference. This event was organised by West Yorkshire Police in partnership with the Lucy Faithfull Foundation and brought together partners to consider additional ways to tackle and prevent online offending.

January 2020 – I addressed a regional **'County Lines' information and networking event** in Wakefield, organised by the Yorkshire and Humber regional organised crime unit. The aim of the conference was to raise awareness of county lines offences with the police and partners. The event

featured inputs from the National County Lines Co-ordination Centre, the Regional Organised Crime Unit, and charities *Fearless* and the *St Giles Trust*.

January - I spoke at the Westminster launch of an important research publication, '*Parents' experiences of the Children's Social Care system when a child is sexually exploited*'. Hosted by West Yorkshire MP Barry Sherman, and organised by the Leeds-based charity **Parents Against Child Exploitation (PACE)**, the report gives a voice to parents whose children have been exploited and who contacted PACE for support. At this time, parents can often feel they are being blamed for their child's exploitation.

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Making Criminal Justice Work for Communities

As Chair of the **Local Criminal Justice Board (LCJB)**, I continue to work with partners to foster collaboration which can help us achieve a more effective justice system and the best results for victims and their communities. Comprehensive reforms of the probation and courts services have set considerable challenges for those working in the criminal justice arena. The onset of Covid has intensified these pressures, leading to backlogs in hearings and trials. In response, partners have acted to fast-track reform programmes to meet these substantial challenges head on.

In addition to the LCJB, my office hosts three other forums which bring criminal justice partners together; the West Yorkshire Reducing Reoffending Board; the West Yorkshire Criminal Justice and Mental Health Forum; and the LCJB Victims and Witnesses Group. In 2019, the Reoffending Board helped to produce our first West Yorkshire Reducing Reoffending Strategy.

During the year, I have been able to support the work of partners who are making a real difference to the lives of people whose challenging personal circumstances can lead them into contact with the criminal justice system time after time.

The work of the **West Yorkshire Finding Independence** team (WYFI) is one such example. WYFI work with people who exhibit multiple and complex needs; this can be homelessness, addiction, substance misuse, re-offending behaviour, and mental ill-health. At the core of their service is the work of the WYFI Multiple Needs Navigators; peer mentors with lived experience who will stay in contact with service users regardless of setbacks.

WYFI's direct programme of delivery in West Yorkshire ended in May this year, but using Big Lottery funding, WYFI are undertaking a research and training project for the benefit of other local service providers, based on their experience of working with over 800 individuals during the programme's lifespan. The project includes raising awareness of the stigma faced by people in WYFI's client group, and user research with those people who have, and have not, previously engaged with their services. Acting as a sponsor for this work, I will promote its findings to our partners on the Reducing Reoffending Board, and so help local providers better understand the needs of this especially vulnerable group of people.

In 2017, I published the West Yorkshire Domestic and Sexual Abuse Strategy to provide a framework for our partnership to plan and deliver support services for victims and survivors. This year, we have been able to deliver an important contribution to the strategy's aims by commissioning a West Yorkshire-wide **domestic abuse perpetrators programme**. Delivered by Restorative Solutions CIC (in conjunction with The Hampton Trust), the programme provides a rehabilitation pathway called 'CARA' (Cautioning and Relationship Abuse), which is targeted at first time or standard risk offenders.

The CARA programme is designed to break the cycle of domestic abuse at an early stage by educating and holding offenders to account for their actions, and changing their behaviour. The factors behind domestic abuse and sexual violence offences are complex, and both crimes experience a high level of under-reporting. As we know that reported cases of domestic abuse are rarely a one-off (and that incidents often escalate over time), this service will provide a crucial step forward in protecting victims in West Yorkshire.

In their 2019 Force Management Statement, WYP reported a 33% increase in mental health incidents during 2018, equating to more than 5,000 additional incidents during the year. My **WY Criminal Justice and Mental Health Forum** meets to strengthen the network of partners whose work focusses on the increasing volume of people in the criminal justice system who need support for their mental health.

One such example is **Bradford's 'MH1 Car'**. This project provides a 'street triage' scheme, where a mental health practitioner accompanies a police officer to incidents where a person is experiencing a mental health crisis. The use of Section 136 of the Mental Health Act calls on the police to make decisions about mental health patients' welfare, and having an experienced mental health nurse on scene allows officers to access the very best advice on the right clinical pathway for patients. This collaborative project improves the quality of support for those in need, and can help patients avoid lengthy and potentially distressing waits for treatment at A&E or Section 136 Suites.

In 2017, my office co-ordinated a bid with our partners for Ministry of Justice VAWG (Violence Against Women and Girls) funding, and since then two funded projects have gone on to have a huge impact in West Yorkshire. A Domestic Abuse Protection Order Team has been established (and now mainstreamed) at WYP, and important work has been carried out at HMP Newhall under the **'Breaking the Cycle for Women in Custody'** project, delivered with the Leeds based *Together Women* charity.

At Newhall, an IDVA (Independent Domestic Abuse Advisor) service has proved to be invaluable in uncovering women's often hidden domestic abuse experiences. Women involved in crime are frequently the victims of abuse and exploitation themselves, and the IDVA service has helped women at Newhall to understand these experiences, and place them in the context of their own offending behaviour.

Following an approach from the prison, I have provided funding to bridge a gap between the end of the VAWG funding and the service becoming a formal, mainstreamed aspect of the prisons' services to women. Many more women than anticipated have accessed the service, and this funding has helped to provide a consistent level of support. The project has highlighted the benefits which can be realised when service providers go the extra mile to engage with vulnerable people. The onus should not always be on the people experiencing trauma or disadvantage to engage with us.

When a young person first comes into contact with the criminal justice system it can be a pivotal moment in their lives. It is often the case that their offending is a reflection of other factors, such as childhood trauma, violence at home, problems at school, or criminal exploitation by gangs.

West Yorkshire has been a pilot area for a Ministry of Justice project, **'Chance to Change'** (C2C), which offers young people accused of committing low or medium level crimes the opportunity to complete a programme of intervention. This could be rehabilitative work, or a restorative justice option, which diverts the individual from entering the criminal justice system and gaining a criminal record; something which could in turn damage their future employment opportunities and increase the likelihood of their reoffending.

C2C originates from the concept of 'deferred prosecution', described in the 'Lammy Review' of racial disproportionality in the criminal justice system. A key aspect of C2C is that it does not require an admission of guilt from the young person in order to access the programme. This particular project complements the numerous diversion projects funded through the WY Violence Reduction Unit, which are targeted to guide young people away from offending and violent crime.

Working Together

In January, West Yorkshire Police launched an innovative new service to allow witnesses of crime to **provide their statements over the phone**. Those who agree to use the service are able to relay information about an offence 'down the line', which is then compiled by an officer directly into police systems. Witnesses then approve the captured information via an online link to their own computer or device. The system can also obtain a witness's digital signature to authorise the statement, meaning there is no need for face-to-face contact at a residence or police station, and so saving time for victims, witnesses, and police officers, who can be deployed to other duties.

Down the Line will be available for a range of different offence and incident types, with each case individually assessed for its suitability. Initially the system is being piloted across Leeds and Bradford.

Although not as visible as the emergency services, **Housing Associations** are one element of the group of organisations (collectively known as 'community safety partners') who work to keep our neighbourhoods safe. This can mean tackling criminality at their properties, ranging from ASB through to more serious forms of offending such as County Lines drug dealing. Over the past 12 months, the OPCC, WYP and Lancashire legal firm, Forbes Solicitors, have collaborated to help housing associations understand the legal enforcement options available to them to prevent crime and deal with neighbourhood nuisances. In November, this innovative collaboration featured at the prestigious **NPCC/APCC National Summit at Westminster**, when I joined representatives from the OPCC and WYP to give a 'lightning talk' on the project to national PCCs and Chief Constables.

Other highlights from the year

May 2019 – The WY OPCC gains the **Gold Standard Quality Assurance Award** for our independent custody visiting scheme. The Quality Assurance awards were introduced by The Independent Custody Visiting Association (ICVA) to help schemes celebrate areas of strength and share of good practice.

June – West Yorkshire Police embark on a **recruitment campaign** for an additional 300 police officers, and for the first time, offering a three-year Police Constable Degree Apprenticeship in conjunction with Leeds Trinity University.

July – John Robins QPM is officially confirmed as the **new Chief Constable for West Yorkshire**. John has worked in West Yorkshire since 1990, first as a Police Constable, before working his way up to Chief Superintendent and then Deputy Chief Constable. He underwent a rigorous recruitment process, impressing the panel with his passion and commitment to policing, inspired by a varied and successful career serving communities across the West Yorkshire.

January 2020 – We begin a programme to build a larger and more diverse membership of the **West Yorkshire Out of Court Scrutiny Panel**. The panel is a group of representatives from across the criminal justice sector who come together to evaluate a sample of cases where an out of court disposal (OCD) has been issued. The Panel then assess whether this was an appropriate outcome for the offender and victim before presenting their findings. The Panel's work aims to build public confidence in the use of OCDs, and provide feedback to the police and CPS on their decision-making processes. Out-of-court disposals are designed to provide a simple and proportionate way to respond to some cases of anti-social behaviour and low-risk offending.

March – HM Inspectorate of Constabulary and Fire & Rescue Services publish their **Annual PEEL Assessment** of the performance of West Yorkshire Police. This year's report (for 2018/19) awarded

WYP 'Good' classifications for the service's Effectiveness and Legitimacy, and an 'Outstanding' grade for its Efficiency. This final grade was supported by the force's 'Outstanding' performance in the accurate recording of crime - an accolade achieved by just four other forces nationwide.

March – I opened a major partnership event arranged by the **Yorkshire and the Humber Rehabilitation Partnership**, and held at HMP & YOI Askham Grange, York. The event discussed what could be done to improve employability outcomes for those engaged with the criminal justice system, with over 120 representatives attending from prisons, probation, the Dept. of Work and Pensions, local authorities and employers.

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One of my most important tasks as PCC has been to champion the interests of victims and witnesses, and in February, I launched our first victims and witnesses strategy, **'Supporting People Harmed by Crime'**, at the St Catherine's Church Centre in Wakefield. I was joined at the launch by the Deputy Chief Constable and the Victims Commissioner for England and Wales, Dame Vera Baird QC, and victims of crime, who courageously spoke about their experiences. As well as receiving the support of the Victims Commissioner, the strategy was endorsed by our Partnership Executive Group (PEG) and the Local Criminal Justice Board (LCJB). This backing from our partners is vital if we hope to deliver the strategy's objectives.

The Strategy has seven key priorities which target giving victims support which is tailored to their individual needs, which considers any additional vulnerabilities a person may have, and which is particularly aware of the needs of children and young people. Victims and survivors themselves have played an important role in developing these priorities through our Victims Engagement Working Group and consultation events held in March and November 2019. Through this dialogue we have learned how crucial it is to get the initial response to victims right first time. This ethos has played an important role in shaping the strategy, which aims to focus partners' attention on the needs and views of victims, regardless of the type of crime, or a person's age, gender/identity, ethnicity, sexual orientation, or disability.

I hope this document will build even greater collaboration between statutory and third/independent sector organisations working across criminal justice and public sector services in West Yorkshire. We need to be aware that many people choose not report a crime to the police, and as consequence, the trauma of their experience can remain hidden. Without the input of local third sector services such victims and survivors may not find the help they need.

A number of important initiatives have been progressed since the launch. The **OPCC Victims Services Advisor** has been working with West Yorkshire Community Safety Partnerships (CSPs) to discuss their role in helping deliver the strategy's priorities; the development of a detailed delivery plan with the LCJB Victims and Witness Group is underway; and our Domestic and Sexual Abuse Board is co-ordinating the response to an independent review of West Yorkshire support services for victims of sexual abuse and violence.

This work has not yet been finalised, but there has been an early opportunity to take forward one of its recommendations following a successful bid to the Ministry of Justice (MoJ) for funding for additional ISVAs (**Independent Sexual Violence Advisors**). As a result, the MoJ has granted £230k over a two-year period from April 2020 for new services in West Yorkshire. The additional ISVAs have been allocated to the West Yorkshire ISVA Service and the Kirklees and Calderdale Rape and Sexual Abuse Centre. These new posts will strengthen outreach rape crisis services in Wakefield, and enhance services for BAME communities and males across West Yorkshire. This funding is being used by the OPCC as an opportunity to strengthen collaboration across ISVA services and also with the SARC (from its new facilities), in line with the review's recommendations.

The **LCJB Victim and Witness Group's** ambitions are to improve victims' and witnesses' experiences at court and through the criminal justice process. The group also observes agencies' compliance with the MoJ's Victim's Code and Witness Charter. A key development over recent months has been the response to the Government's consultation on a revised **Victims Code**. The Code defines the Ministry of Justice's minimum standards of service to victims by organisations in the criminal justice system. The revised code sets out 12 rights for victims which include; the right to be able to

understand and be understood; to have the details of the crime recorded without unjustified delay; to be referred to victim support services; and to be given information about the trial, trial process, and their role as a witness. The Government has made a commitment to a Victims' Law based on the 12 rights in the revised Code. Local monitoring of adherence to these rights is a key commitment in the West Yorkshire Victims Strategy, and an important role for the LCJB and myself moving forward.

In June we were able to reach a major landmark in victim care in West Yorkshire with the official opening of the new **Sexual Assault Referral Centre (SARC)**. The SARC houses services for children, young people, and adults, so that victims and survivors have access to medical, practical, and emotional support when it is most needed, in one place. The SARC also houses facilities for forensic evidence to be gathered to support prosecutions, as well as a court video-link, interviewing suites for recorded interviews, and access to Independent Sexual Violence Advisors (ISVA).

SARC services play an essential role in supporting the immediate needs of the victim of an assault, whilst having the potential to bring wider benefits to the community by raising awareness of sexual violence, reducing the stigma associated with it, and helping give victims a voice should they choose to report an offence. Delivering this project has been the ambition of myself and West Yorkshire Police, NHS England & NHS Improvement, and the Courts Service. We can be proud that through this partnership, we are now able to provide a facility which can transform the experience of vulnerable victims and witnesses, by having all the specialist services they need under one roof.

The SARC houses one of three 'Live Links' in West Yorkshire, with other facilities available in Calderdale and Wakefield. In February, **Her Royal Highness, The Princess Royal**, visited Victim Support's Wakefield hub to launch the new LiveLink service for people harmed by crime. The LiveLink will offer vulnerable victims and witnesses of incidents such as domestic abuse a safe, secure and welcoming space to give evidence via video streaming, and so engage with the Criminal Justice System without needing to attend court or risk coming into contact with the perpetrator. Princess Anne spent time meeting victims and witnesses of crime, who explained the emotional and practical importance of being able to give evidence safely and remotely. Princess Anne's visit to Wakefield provided a great opportunity to raise awareness of this new service, which removes barriers to justice and will improve outcomes for those harmed by crime.

Working Together

SCF Project: National Youth Advocacy Service, Bradford (£5,000)

NYAS works with vulnerable children and young people to support them to lead happy and fulfilling lives. The children that they work with may be in care, care leavers, or those living in mental health support settings. NYAS help to give people a voice through advocacy, advice, and support through projects and activities. This SCF project provided positive activities to 30 children and young people in care in the Bradford district through an Independent Visitor (IV) programme, which matches adult volunteers to children in care. The IVs provide positive adult role models to children, some of whom may be the victims of abuse or neglect, and at risk of being drawn into crime and anti-social behaviour.

SCF Project: Survivors West Yorkshire - 'Ben's Place' (£5,996)

Survivors West Yorkshire (SWY) provides support for people who have been victims of child sexual abuse or adult rape. SWY focuses on providing support for male survivors, for whom there are relatively fewer support services. *Ben's Place* is an online counselling system for male survivors of sexual violence. Through the project, survivors can access a 20-hour course of counselling, delivered via a secure video system which creates a space for male sexual abuse victims to work through their trauma.

Other highlights from the year

September 2019 - The OPCC organised a workshop about services for male victims and survivors of domestic and sexual abuse. Our **WY ISVA service is one of the first in the country** to achieve accreditation from national safeguarding organisation *LimeCulture* for 'Quality Standards for Services Supporting Male Victims/Survivors of Sexual Violence'.

October - I attended a special **youth crime conference at Huddersfield University**. The event was co-ordinated through local project *Conflict Resolutions*, and supported by a £5,000 grant from my Safer Communities Fund. This project focusses on strategies young people can use to avoid conflict, leading with a strong anti-gang message. The conference also covered topics such as social media awareness, cyber bullying, and cultural diversity awareness.

November – I hosted an important conference in Leeds to support the development of the **WY Victims and Witnesses Strategy**. 150 victims and practitioners attended, offering questions about the strategy, highlighting gaps in services, and discussing victims' needs.

March 2020 - I granted a further £14k of support to **the Independent Domestic Abuse Advisor provision within HMP Newhall**. This helped to bridge a gap in funding and maintain this valuable service for women in the criminal justice system.

March - West Yorkshire Police launch a new campaign aimed at encouraging **male victims of sexual assault** and abuse to come forward. Supported by Victim Support and the OPCC, the new campaign highlighted that male victims should feel no stigma or fear in talking about what has happened to them, and in doing so, they can access a wide range of support. Offences against male victims account for around 15 per cent of the sexual offences reported to West Yorkshire Police.

The outbreak of Covid-19 has brought challenges to our society which few have experienced outside wartime. During the most stringent phase of the national lockdown, most of us will have been following government advice to stay at home, with an inevitable impact on our working lives, the schooling of children, and the care of elderly members of our families. Amidst this, key workers in the emergency services and NHS needed to carry out their vital work in the unprecedented context of a global pandemic which was claiming the lives of hundreds of people each day.

The sudden, and exceptional change to the way we all conducted our everyday lives also had an impact on crime rates. Generally, crime levels fell (most notably for burglary, theft, and vehicle offences), but with most of us staying at home, there was also the expectation of an increase in crimes which occur within domestic settings. West Yorkshire Police's officers worked through the initial phases of the pandemic as key workers, carrying out their duties with and for the public during a time of great uncertainty. Let me put on record my thanks to our officers for their vital work during such a critical time.

As in the economy and wider society, the operation of my office needed to adapt quickly to new circumstances. Covid placed intense pressure on criminal justice services and the provision of services to the victims of crime. I issued a **pledge to our OPCC funded services** to maintain our grant payments to them at the originally agreed levels and be supportive where services needed to adapt to meet need. At this challenging time, I believed it was essential that services should be maintained to the victims, survivors, and vulnerable people in our communities. Other examples of our Covid-related work between March and July include:

Commissioning and contract support

In late February, the OPCC's Head of Commissioning contacted all PCC funded services and requested copies of organisations' Business Continuity Plans in light of the growing scale of Covid infections. This enabled my office to understand where any likely service disruption would occur, and allow us to plan to preserve vital support services and consider emergency funding if required. In May we collated together our experiences of the response to Covid in a 'shared learning' document. Feedback from partners recorded that they felt OPCC support had been strong at this critical time.

Safer Communities Fund (SCF)

The SCF has allowed me to grant vital funding to smaller scale charities, voluntary and community groups in West Yorkshire since my first term in office as PCC. In the early stages of the pandemic, we moved to quickly establish an emergency grant-round to help local providers deliver essential services to the vulnerable during the crisis. In June, we awarded **32 winning bids with a total of £170,000**. Grants of up to £6,000 were given to initiatives targeting domestic and sexual abuse, child sexual abuse, mental health, fraud, and drugs and alcohol services. The awards panel identified bidders who were able to deliver their services under lockdown conditions. Projects to prevent crime, anti-social behaviour, safeguard vulnerable people and reduce demand on emergency services also received funding.

Criminal Justice: Soon after the onset of the Covid crisis, we took the decision to increase the frequency of Local Criminal Justice Board (LCJB) meetings to a bi-weekly pattern to help tackle the

emergency which was developing in the criminal justice system. Through the LCJB, I have worked with partners at senior level to bring a unified response to the challenge of Covid, and develop a recovery action plan to tackle the serious backlogs in the courts system created by social distancing precautions. The impact on victims has been at the centre of the LCJB Executive's discussions of these issues, and members of the LCJB Victims and Witness Group have reviewed their organisations' updated business models so they can continue to support victims under Covid-19.

Covid has meant that the criminal justice partners have needed to implement new ways of working, such as Video Enabled Justice, solicitors advising clients through Skype, and triage processes to allow interpreters or appropriate adults to safety visit custody suites. The urgent need to simplify and speed up CJS processes during lockdown offers much for us to learn from in the months ahead.

Victims Services: All victims' services commissioned and funded by OPCC grants were dramatically affected by the lockdown, yet all continued to support victims remotely rather than by face to face contact. Victim Support West Yorkshire continued to provide core services to victims by diverting calls to staff working at home, and also relying on live-chat, email and video calls. Similarly, restorative justice services developed 'virtual' meetings which have been well received. Sometimes a victim is concerned at the prospect of being in the same room as the perpetrator, and video meeting avoids this problem, but still enables a victim to experience the closure which a restorative justice outcome can bring.

Throughout the period of the Covid-19 lockdown, the we have maintained close contact not only with the services we directly commission and support, but also with a wider group of services (for example those commissioned by local authorities) to help support victims of domestic abuse, sexual violence, and those working with so-called 'hard to reach' groups. Locally, I helped to co-ordinate the networking of providers and commissioners, helping to maintain partnerships at a challenging time. At the national level, West Yorkshire was one of six PCC areas which contributed to regular discussions with the **Victims Commissioner, Dame Vera Baird QC**, on the impact of Covid-19 on victims at grass-roots level, and to support her representations to Government on behalf of victims. Presence at this group has been really important in building relationships within national sector leads.

In general terms, there has been increased communication between national and local levels in the victims' services field during the Covid-19 period. As a consequence, it has been possible to progress a number of issues, and one particular area of interest has been improved information about the work of national helplines and their relationship to local provision. In West Yorkshire, meeting the challenges of Covid has acted to strengthen relationships and facilitated shared learning within the victim support and third/voluntary sector. This is an outcome we can all be proud of as we move toward 2021.

Safeguarding - During early April, a virtual meeting with Domestic and Sexual Abuse (DSA) Board members and service providers was arranged to provide an opportunity for us to discuss the increased threat of domestic and sexual abuse during the lockdown period, and how best to work collectively during this time. Areas of discussion included changes to service provision and emerging need. At this time, the OPCC created a dedicated web page with advice on the safeguarding of young people, providing links to resources to assist both communities and professionals.

Whilst Covid interrupted some scheduled meetings between the OPCC and safeguarding partners, the PCC's Safeguarding Advisor maintained contact with local Safeguarding Partnerships and Boards, offering the support of the OPCC.

Engagement: An Engagement and Communications Plan was developed to describe how we would continue to communicate with communities during the pandemic. Covid support pages were quickly added to the OPCC website in March, and I also issued a weekly Covid-19 Bulletin to offer information and reassurance during the most intense period of the lockdown.

Aspects of our engagement work between March and July has included:

- A residents survey was launched online during the first week of June to gather public opinion on policing during lockdown, and to gain feedback on the challenges communities had faced at this time.
- The Third Sector Advisory Group continued to meet via video-call, and regular updates were received and shared through the Covid-19 information page on my website.
- Increased engagement with young people through monthly virtual meetings of my Youth Advisory Group (YAG) between April and July to gain a young person's perspective of on life under lockdown. We have also devised a competition to design a new logo for YAG to be used to promote the group across West Yorkshire.

Community Outcome Meetings (COM)

An important aspect of my role is the need to hold the Chief Constable to account for the work of West Yorkshire Police. Our normal face-to-face COM meetings had to move online, and subsequently the first 'virtual' COM took place in June. Members of the public were invited to submit questions for both the PCC and Chief Constable to address, and issues such as speeding, hate crime, and domestic abuse in relation to Covid-19 were discussed. I also sought to provide reassurance to our BAME communities following their concerns after the sad death of George Floyd in the USA, and the subsequent local, national and international impact.

At the time of writing, we cannot be certain what new challenges may arise from the Covid pandemic as the year unfolds. The OPCC and our partners will need to be prepared for uncertainty in the level of future government funding for public services, and for the possibility of increasing demand for services amongst communities experiencing months of lockdown conditions or outbreaks of infection. It will be a time when innovative thinking and closer joint-working will come to the fore; we hope to support this work through the West Yorkshire-wide boards and forums which the OPCC support.

Accountability and Engagement

My annual programme of engagement with community groups, delivery partners, and the police service helps me to keep up to date on the issues which really affect people across our districts. Before the Covid restrictions came into place, I was able to make regular visits to Neighbourhood Police Teams and community groups to see their work for myself, and hear about the concerns of their communities. Visits to Safer Communities Fund projects in particular allow me to see some of the great work carried out at grass-roots level to prevent crime, care for its victims, and safeguard the vulnerable.

The Safer Communities Fund

Currently in its 7th year, the Safer Communities Fund (SCF) continues to contribute to the priorities of the Police and Crime Plan by supporting vital work carried out in our neighbourhoods by community, voluntary, and social purpose organisations. In total, the SCF has now given **£3.4 million to 758 groups** across West Yorkshire, using funds seized from criminals under the Proceeds of Crime Act (POCA). During this year when we have been particularly focussed on safeguarding and diverting young people from violent crime, the SCF has supported 95 school and youth oriented projects to the value of £558k.

Between April 2019 and May 2020, there were three SCF Grant Rounds, including the Extraordinary Covid-19 Grant Round which was launched to safeguard vulnerable people in the immediate aftermath of the pandemic. In a normal year, I will usually make as many face-to-face visits to SCF projects as my diary will allow, but in the era of Covid, I have had to take my first 'video-call visits' to show my support. Importantly, this contact allows me to keep track of how projects are running, and help me to understand more about who grant recipients are helping.

Huddersfield Mission Retweeted



West Yorkshire's Police and Crime Commissioner @We... · Jun 15

Mark caught up with Paul from @huddmission today about their work to support local people including some who live with drug and alcohol dependencies in #Huddersfield. The organisation are continuing to support over 125 individuals via telephone support



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Case Study: Extraordinary Covid-19 Grant Round

Invictus Wellbeing Services, Calderdale - £6,000

Invictus Wellbeing Services work across West Yorkshire delivering emotional health and wellbeing support in schools and educational settings. Invictus believe that an approach which focuses on prevention and early intervention allows children and young people to develop confidence, resilience and awareness. The project aimed to support the mental health and wellbeing of children and young people during the Covid lockdown. Through a referral service with local CAMHS (Child and Adolescent Mental Health Services), schools, and Youth Offending Teams, Invictus provided confidential support sessions to children and young people who were facing challenges or presenting mental health risk factors.

Holding the Chief Constable to Account

As Police and Crime Commissioner I have responsibility to hold the Chief Constable to account for West Yorkshire Police's performance in delivering the outcomes of my Police and Crime Plan. Their progress is assessed through our Delivery Quarterly (DQ) process (discussed in the Performance section of this chapter). In addition, I hold a quarterly DQ meeting with the Chief Constable to discuss specific aspects of West Yorkshire Police's performance and help reassure the public and myself that our police service is doing all it can to prevent crime, bring offenders to justice, and provide the best service to victims.

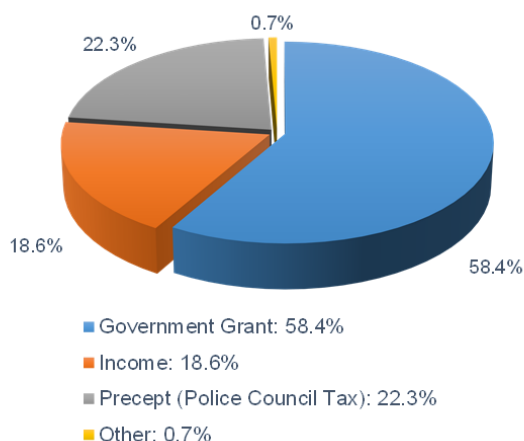
My regular Community Outcome Meetings (COM) also require the Chief Constable and senior police officers to answer questions about policing and community safety priorities which are important to the communities of West Yorkshire and cited in my Police & Crime Plan. COM reports, and meeting notes and video footage can be found on our website under the 'Our Business' section. Issues discussed at COM during the past year have included serious violent crime, counter terrorism, safeguarding, mental health, use of force, neighbourhood policing, and road safety.

Police Service Funding and Officer Recruitment

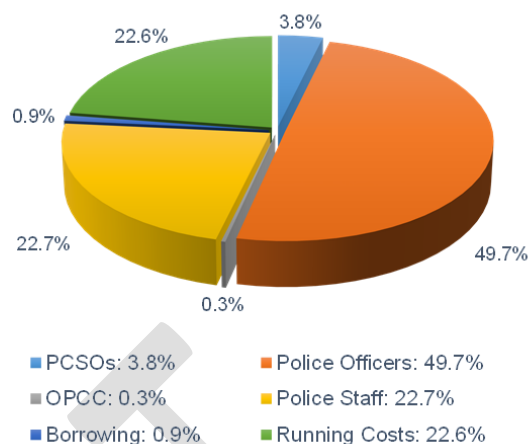
My budget for 2019/20 continued to fund my commitment to support frontline policing in West Yorkshire, providing resources for a further 264 police officers and specialist staff, with Police Community Support Officer (PCSO) numbers maintained over the year at 603. This investment brought increased resources to district and neighbourhood policing, as well as boosting specialist posts in cyber-crime and digital investigations.

The budget for policing in West Yorkshire in 2019/20 was £445.5 million; a breakdown of expenditure is shown below:

2019/20: Where the money came from ...



and how it was spent.



Following almost ten years of cuts to our policing budget, for 2019/20 we again had to ask West Yorkshire residents to contribute at a higher level through their annual Council Tax. After announcing new flexibilities to the setting of local police precept levels in December 2018, the Government expected PCCs to raise their Council Tax precept by the maximum amount. As a consequence, with the support of the West Yorkshire Police and Crime Panel and 72% of residents who replied to my public consultation, I raised the police element of council tax by £24 on a Band D property. Approximately 61% of households in West Yorkshire are in Bands A and B, which corresponded to 31p extra per week for Band 'A' and 36p per week for Band 'B'. Despite the increase, the West Yorkshire precept remained the third lowest in England and Wales.

During the year, the Government made a bold commitment to recruit an extra 20,000 police officers nationwide over three years. In early 2020, details of the new funding settlement for policing were announced, with the expectation that West Yorkshire will receive funding to recruit a further 256 officers by March 2021. Whilst any investment in policing in West Yorkshire is welcome, we have to acknowledge that it will be three to four years before we feel the full benefit of this recruitment at the front line, given the introduction of the Police Education Qualification Framework (PEQF) from 2020, which requires new recruits to spend much longer in training and educational settings.

OPCC Commissioning Strategy

To achieve the priorities and outcomes of the Police and Crime Plan, I commission a number of different providers to help with the delivery of services which benefit the communities of West Yorkshire by reducing crime and helping victims recover. Our Commissioning Strategy sets out the principles we use to ensure that all commissioning decisions are undertaken openly and transparently, and are informed and supported by evidence. All our decisions are published on our website at <https://www.westyorkshire-pcc.gov.uk/our-business/making-decisions>

During this year, the OPCC have developed a 'commissioning toolkit' to promote good practice in commissioning, and its principles were applied for the new West Yorkshire Domestic Abuse Perpetrator Programme. A market engagement event, hosted by the OPCC in January, was an important precursor to the tender process, with 30 professionals from 23 different organisations

helping to inform and shape the service's requirements. A full list of the OPCC's commissioned services can be found on my website.

Police and Crime Plan Performance Monitoring

Progress in the delivery of the Police and Crime Plan's outcomes is evaluated through 21 performance indicators. Four times per year we produce a full assessment document of these measures (Delivery Quarterly), combined with further details on recent work of the OPCC, West Yorkshire Police, and our partners. Delivery Quarterly can be found on my website in the 'Holding the Chief Constable to Account' section.

At the close of 2019/20, nine of the indicators were recording improved performance, ten recorded no change, and two were showing declining performance. Performance headlines from the year include:

- Recorded crime in West Yorkshire decreased by 2.8% in the 12 months to March 2020; the first recorded fall since October 2014. Some crime types have seen larger reductions, with Burglary reducing by 17.4%, Vehicle Crime reducing by 10.4%, Robbery reducing by 15.0% and Serious Violent Crime reducing by 6.1%.
- Residents' confidence in policing improved over the year. In the twelve months to March 2020, 41.2% of respondents to my Your Views survey said they felt the police did a 'good or excellent' job in their area. In total, just over 80% of respondents describe the police's work as 'excellent, good, or fair'. There has been a 2.6 percentage point improvement in the good/excellent score since March 2019, and Q4's good/excellent response was the highest figure recorded during the past two years.
- 8,108 people were reported missing in the 12 months to March 20 (down by 548 people on the previous quarter). Children represent 45% of this figure. Missing person figures for the year end show a 16% reduction during 2019/20 against the same period last year. This equates to 3,042 fewer missing person occurrences over the past year and 5,800 fewer than two years ago.
- The ineffective trial rate at Magistrates Courts has remained close to the target of 15% of cases during the past 12 months; the time taken for cases to be brought to resolution has fallen slightly and now stands at 43.6 days. However, the current published data only runs to September 2019, and we can expect much disruption to this second figure once the data catches up with the period impacted by Covid.
- Overall satisfaction levels with WYP's service to victims has improved slightly over the past 12 months, increasing by 1.5 percentage points to 74.9% of victims satisfied at March 2020. Following the resolution of an incident, victims are contacted by WYP and asked to comment on services they have received from the police. Overall satisfaction with the 'outcome' of a reported crime is lower; 57.6% of victims said they were satisfied with outcome of their case last year, which is an improvement on the 54.1% recorded in the year to March 2019.
- By March 2020, 6.1% of West Yorkshire Police officers were from a BME group, up from 5.2% five years earlier. Currently 11.1% of WYP's Special Constables are from BME groups. There has been concerted effort to increase the diversity of the police workforce over this period, but more progress is still needed. This work will continue throughout the current waves of WYP recruitment.

OPCC Financial Statement

A full record of the budget and accounts for the Office of the Police and Crime Commissioner for West Yorkshire is available at our website at:

<https://www.westyorkshire-pcc.gov.uk/our-business/finance.aspx>