



WEST YORKSHIRE POLICE AND CRIME PANEL

20 December 2019

Update on Recruitment against 2019/20 Precept Increase

1. INTRODUCTION

- 1.1 In a meeting of the Police and Crime Panel on 01 February 2019, the Police and Crime Panel unanimously supported the PCC's proposal to increase the police Council Tax precept by £24 on a Band D property. This increase in funding enabled West Yorkshire Police to recruit an additional 264 police constable equivalents whilst at the same time protecting PCSO numbers at 603 by 31 March 2020.
- 1.2 The Police and Crime Panel recognised the Police and Crime Commissioner's (PCC) proposal to utilise some of this funding to pay for police staff roles, as well as some police officer roles based on the operational requirements of West Yorkshire Police (WYP) and their ability to have a significant positive impact on meeting the objectives of the Police and Crime Plan.
- 1.3 This report will provide the Police and Crime Panel with an update on progress against this increase in funding, specifically against the precept commitment to ensure the recruitment of 264 additional police officer (equivalent) posts by March 2020. It will also provide an update on the progress of direct detective recruitment and representation across the WYP in line with previous precept commitments.
- 1.4 Oversight and governance of recruitment is provided by the PCC through a number of governance meetings such as the Joint Executive Meetings and Community Outcomes Meetings, where updates of ongoing recruitment are provided and the PCC challenges progress.

2. CONFIGURATION OF POSTS

- 2.1 Following the approval to increase funding to the force, it was agreed by the PCC and Chief Constable, for operational requirements, to increase the number of police officers by 155 police constable equivalent posts throughout 2019/20. This equated to a real terms increase of 123 police officers due to increases in supervisory ranks (1 x Superintendent, 41 x Sergeants and 81 x Police Constables) that were required operationally.
- 2.2 The remaining 109 police constable equivalent posts were used to fund 124 police staff roles where it was felt this would improve operational performance. This number differs due to the different pay scales for each police staff post.

- 2.3 The identified areas for growth were; district policing (neighbourhood policing and patrol), safeguarding (investigators, disclosure and managing sex offenders), operational support (roads policing and preventing terrorism), digital investigations (digital forensics, telecoms and intelligence), coronial investigations, digital policing (IT security and information management) and diversity and inclusion (positive action and apprenticeships).
- 2.4 An analysis of these roles was undertaken which identified that the funding for 264 police constable equivalent posts has created a total of 247 new posts within the organisation during 2019/20, made up of 123 police officers and 124 police staff, of which the significant majority were considered a 'front line' role in accordance with the HMICFRS categorisations.
- 2.5 WYP undertakes regular reviews of capacity and availability of training courses across all areas to ensure that it has sufficient capacity to train an effective and capable workforce.
- 2.6 A formal project has been established, under a dedicated Superintendent, to oversee the uplift to the workforce over the next three years, with an overarching force Apprenticeships Board established under the leadership of ACC Williams. This Board is responsible for ensuring that WYP is able to adapt to forthcoming recruitment challenges and to ensure that the estate and infrastructure are in place to support a changing workforce. A key priority is ensuring that training for the wider workforce and continual development for police officers is maintained.
- 2.7 A piece of work is underway to identify which police staff support roles will need to be created over the next three years to maximise the effectiveness of the organisation.

3. NATIONAL CONTEXT/IMPACT

- 3.1 In July 2019 the Government announced the recruitment of an additional 20,000 police officers in England and Wales by the end of March 2023, which provisionally equates to an additional 852 police officers in West Yorkshire, with a formally announced uplift in the first year (2020/21) of 256 police officers. This Government uplift does not include the additional posts funded by the increase in the precept for 2019/20 already outlined above.
- 3.2 As at 31 March 2019, the West Yorkshire Police established budget was 4,964 FTEs, which increased to 5,087 FTEs when including the 123 police officer post increase because of the precept increase. The equivalent headcount figure i.e. the actual officers in post (including the precept uplift for 2019/20) is 5,213.

4. POLICE OFFICER RECRUITMENT

- 4.1 In 2019/20 there have been a total of four recruitment campaigns for Police Officers held by West Yorkshire Police, two under the Initial Police Learning and Development Programme (IPDLP) (April 2019 and August 2019) and most recently one campaign under the new Police Constable Degree Apprenticeship (PCDA) and one under the Degree Holder Entry Programme (DHEP). In addition to these, a Direct Detective campaign was held in March 2019 however has been included in this report due to the recruitment and selection process taking place in 2019/20.
- 4.2 The PCDA campaign began in August 2019 and the DHEP campaign began in December 2019, with both scheduled to close on 20 January 2020. To date, interest in the PCDA has been significantly lower than has historically been seen with IPLDP

campaigns, which is in line with experiences of other forces. Whilst it is too early to say how much interest West Yorkshire will experience with the DHEP programme, other police forces have reported that this is an extremely popular scheme.

4.3 The breakdown of applicants for all application campaigns in 2019/20 is shown below (NB, Direct Detective from March 2019 is included due to the subsequent process falling within the current year);

Type of recruitment	Date	Total applicants	BAME	LGBT	Disability	Female
Direct Detective	March 2019	653	90 (13.7%)	51 (7.8%)	42 (6.4%)	365 (55.8%)
IPLDP	April 2019	388	82 (21.2%)	26 (6.7%)	28 (7.2%)	131 (33.7%)
IPLDP	August 2019	567	136 (23.9%)	53 (9.3%)	23 (4%)	211 (37.2%)
PCDA	September 2019	1,218	255 (20.9%)	92 (7.5%)	35 (2.8%)	453 (37.1%)
DHEP	December 2019	43	6 (13.9%)	3 (6.9%)	0 (0%)	13 (30%)

4.4 During the current financial year, 360 police officers have joined WYP (including those joining under the Direct Entry Detective scheme), of which 32 (8.8%) are from a BAME background. In the same period a total of 213 police officers exited the organisation, of which 20 (9.3%) identified as being from a BAME background. Understanding the reasons why individuals from a BAME background leave the organisation is a key priority so that WYP can identify and challenge any recurring issues and the Chief Constable's Gold Group is leading on understanding any potential issues.

4.5 The total number of new police officer starters into the organisation between 01 April 2019 and 09 December 2019 were as follows;

2019-20 (as at 09.12.19)	Police Officer	Direct Entry Detective
White-British Male	161	26
White-British Female	95	44
BAME Male	23	1
BAME Female	4	4
Non-specified Male	1	0
Non-specified Female	1	0
All	285	75

4.6 The success rate of candidates from under represented groups is closely monitored and reviewed at each stage of the application process, with benchmarking and comparisons made against other forces.

4.7 As of 31 October 2019, West Yorkshire Police had 5,182 police office FTEs which is already in excess of the level of recruitment required to increase by 123 FTEs. Based on current forecasting, West Yorkshire Police will be around 5,323 FTEs

which is 236 FTEs higher than the profiled budget (excluding any changes to the budget as a result of the 20,000 police officer uplift).

4.8 The decision to over recruit ahead of the budgeted position is a conscious one in order to seek to minimise the impact of the implementation of PEQF. Under the new entry route, constables will spend up to 3 years in training, with 48 weeks of their first year's employment being spent in an educational setting or being mentored in a District. Throughout 2020/21, 374 FTE police officers are forecast to leave the organisation however the recruits joining under PEQF in July 2020 will not be available to deploy in Districts until June 2021.

5. POLICE STAFF RECRUITMENT

5.1 A total of 124 police staff roles were created in the organisation following the precept increase. Fifty of these posts provided growth within safeguarding investigations in response to the increase and enduring demand WYP faces in this area of business, including non-recent Child Sexual Exploitation cases. Other areas of growth include Digital Forensics, Telecoms, Coroner's Officers, intelligence development, and Digital Policing.

5.2 The 50 police staff posts which were created within safeguarding, are subject to ongoing recruitment. This includes posts across the roles of Prosecution Team Officers (PTOs) and Public Protection Reviewing Officer (PPRO) posts. All the case conference officers have been successfully recruited into the organisation.

5.3 The organisation has struggled to identify and recruit candidates with the relevant experience to undertake the role of Advanced Investigative Officer (AIO). Advertising and recruitment for similar roles by other police forces, in addition to the National Crime Agency advertising for a similar role on a higher salary has meant that the recruitment process has proved challenging.

5.4 A total of 24 new posts which were created within Digital Forensics and Telecoms have been successfully recruited to, as have ten additional Coroner's Officers. Ten additional intelligence development posts are currently undergoing a shortlisting process.

5.5 Eight additional posts have been successfully recruited to in Operations, four new posts in Digital Policing have been filled and an apprentice manager has been recruited to assist the organisation adapt to the changes as a result of the implementation of the PEQF.

5.6 As at 31 October 2019, the Police Community Support Officer head count was 607.

5.7 A breakdown of the police staff members joining the organisation so far during 2019/20 is as follows;

2019-20 <small>(as at 09.12.19)</small>	PCSO	Police Staff
White-British Male	28	136
White-British Female	27	230
BAME Male	5	17
BAME Female	2	18
Non-specified Male	1	0

Non-specified Female	0	0
All	63	401

6. POSITIVE ACTION

- 6.1 WYP remains committed to increasing representation from under represented communities and groups, with a particular focus on increasing representation from BAME communities. A Gold Group chaired by the Chief Constable has been created in order to help achieve this, with representation from the most senior ranks in the force.
- 6.2 The force Positive Action team are working alongside Districts to support them in targeting under represented communities and ensuring that opportunities to work for West Yorkshire Police are well communicated. This is particularly true of opportunities around the Police Constable Degree Apprenticeship (PCDA) which is currently accepting applications.
- 6.3 During the last year, targeted recruitment events and media adverts on BAME focussed media outlets has taken place; by way of example the only media awareness which was undertaken for the April 2019 police officer campaign was radio adverts on BAME radio stations.

7. CONCLUSION

- 7.1 Whilst recruitment is continuing across a number of areas, work is ongoing to ensure the agreed numbers from the Precept 2019/20 will be achieved by the end of March 2020. PCC oversight of this will continue and further assurance from the Chief Constable will be obtained between now and the end of the financial year through the governance structures in place.