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**Item 5**

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| **Report to:** | Police and Crime Panel |
| **Date:** | 13th September 2024 |
| **Subject:** | PEEL Assessment of West Yorkshire Police |
| **Report of:** | Alison Lowe – Deputy Mayor for Policing and Crime |
| **Author:** | Wendy Stevens – Research and Performance Manager |

1. **PURPOSE OF THE REPORT**
   1. The purpose of this report is to update the Police and Crime Panel on the most recent report on West Yorkshire Police under His Majesty’s Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS).
   2. This report forms part of the ongoing regime of inspections across the country and enables the Police and Crime Panel to compare the work of West Yorkshire Police with other police forces in England and Wales.
   3. The report also provides an opportunity for the Mayor and Deputy Mayor to scrutinise the work of West Yorkshire Police and consider areas that need going forward.
2. **BACKGROUND AND CONTEXT**
   1. PEEL (Police Effectiveness, Efficiency and Legitimacy) is the regular assessment of police forces in England and Wales. HMICFRS use inspection findings, analysis and their professional judgment to assess how well forces are performing in several areas of policing. Most of these areas are then graded as outstanding, good, adequate, requires improvement or inadequate.
   2. The current PEEL cycle is between 2023 and 2025, and the report for West Yorkshire Police is the 18th to be published in this cycle.
   3. HMICFRS have made it clear that the current inspection cycle cannot be compared to previous cycles. In the report they state that:

“It isn’t possible to make direct comparisons between the grades awarded in this PEEL inspection and those from the previous cycle of PEEL inspections. This is because we have increased our focus on making sure forces are achieving appropriate outcomes for the public, and in some cases we have changed the aspects of policing we inspect.”

1. **PEEL Reports**
   1. The next page has a list of the forces who have had reports published under this PEEL inspection.
   2. For each area inspected the gradings are as follows:

* Outstanding: The force has substantially exceeded the characteristics of good performances.
* Good: The force has demonstrated substantially the characteristics of good performance.
* Adequate: We have identified an appreciable number of areas where the force should make improvements.
* Requires improvement: We have identified a sufficiently substantial number of areas where the force needs to make improvements.
* Inadequate: We have causes of concern and have made recommendations to the force to address them.
  1. These are the gradings that were published as part of the PEEL report for West Yorkshire:

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* 1. We can then compare the above with other force inspections under the same regime.
  2. The first table looks at just the questions that were graded for all forces as part of the inspection, giving 5 points for an outstanding grade, 4 for good, 3 for adequate, 2 for requires improvement, 1 for inadequate. These are then totaled to give a ranking and sorted comparing possible highest mark with actual.



* 1. West Yorkshire appears just above mid table for this assessment. However, as the table shows, not all questions are assessed each time, thus making this comparison incomplete.
  2. The only way to complete the picture is to include the gradings from previous assessments. Although it has been stated that the new assessment is not comparable with the previous assessments, using the grading from other assessments outside PEEL is the only way to understand the complete inspection regime and is a fuller comparison with other forces.
  3. The table below is constructed in the same way as the one above, but all questions are included.



* 1. Once all inspections are included, we find that West Yorkshire rises to the top quarter of the table and above all its most similar group of forces (highlighted in light blue).
  2. The HMICFRS gradings for each question set looks at the number of areas for improvement highlighted as part of the inspection, so it follows that the lower the grade, the more areas of improvement are noted.
  3. If there is a cause for concern (i.e. a matter that needs to be dealt with immediately) then this will give an inadequate grading for that area. West Yorkshire Police did not get any cause for concern gradings in this PEEL inspection, but there were 18 areas for improvement spread across all the questions.
  4. The areas for improvement can mostly be attributed to one of three key themes throughout the report:
* applying greater consistency (across district boundaries) in the service they deliver,
* better collection and use of data to drive improved performance,
* or managing workloads more effectively, to ensure they are delivering a victim-first service and supporting the wellbeing of officers and staff.
  1. The full report can be found in Appendix A.

1. **PROGRESS**
   1. West Yorkshire Police have said that they will accept the report in full and use it to improve their service to the public.
   2. It is felt that the report does not make clear the things that have improved since the last inspection. These include:

* Despite facing significant and increased demand in relation to emergency 999 calls (up 7.1% since 2019) the force is answering these calls more quickly. The average 999 answer time in the past 12 months is just 6.9 seconds and this is the second-best performance of all forces in the country and the best by a metropolitan force.
* The force is attending Emergency and Priority calls faster. In the past 12 months, 87.4% of all Emergency incidents were attended within 15 minutes, which has improved from 83.0% in 2019. 86.1% of Priority calls are now attended within the hour, which is an improvement from 79.2% in 2019.
* Police officer workloads have increased due to the significant increases in demand and complexity. However, investment in safeguarding resources means officer workloads in safeguarding are now reducing. Neighbourhood officer workloads have also fallen in comparison to previous years.
* Overall, crime levels in West Yorkshire are lower compared to last year (down 10.1%) and are also lower than they were in 2019 (down 3.8%).
* The long-term downward trend in neighbourhood crimes continues. Neighbourhood crime is now 27.1% lower than in 2019 and a further 1.7% reduction has been reported over the past year.
* Knife crime remains a priority and knife related offences have fallen by more than 10% since 2019.
* The force is now achieving more offences brought to justice. 33,719 offences have been brought to justice in the past 12 months, which is a 5.7% increase on 2019 and a 3% increase in the last year alone.
* The force is also charging more people than they have done previously. Over 23,000 charges have been achieved in the past 12 months which is a 7.8% increase in last year and a 2.4% increase on 2019.
* All these improvements are set against a backdrop of being graded ‘outstanding’ for crime recording, which means we often record more crime than others and makes percentage comparisons harder.

1. **GOVERNANCE AND REASSURANCE**
   1. The Deputy Mayor has had a number of meetings with West Yorkshire Police to look at the report in more detail and to understand what they are doing in response to the areas for improvement highlighted in the report.
   2. At the last meeting they went through each of the 18 areas for improvement and the force articulated the work that was taking place as a result of these. The Deputy Mayor was able to ask questions of the force based on this work and be reassured that everything possible was being worked on to answer these areas for improvement.
   3. The Deputy Chief Constable has a quarterly meeting to look at all the inspections, to ensure that the leadership in West Yorkshire Police has ownership of the different areas for improvement. This meeting is attended by officers from WYCA’s Policing and Crime team.
   4. These reports are also part of the Quarterly Governance Meeting between the leadership team in Policing and Crime in WYCA and the Chief officer team in the Police. This ensures scrutiny at the highest level for each area.
   5. The PEEL report recognised the governance arrangements in West Yorkshire, stating:

“The force has a clear governance structure and is engaging with the Mayor’s Office and its community to provide a better service.

“It is clear that there is a strong working relationship with the Mayor’s Office.

“The force’s governance structure is designed to better monitor the priorities of the Mayor’s Office and the chief constable. Similar information is shared at each level of governance to help improve consistency around performance, well-being, resourcing and programmes of work.”

1. **AIMS AND FUTURE DELIVERY**
   1. The force has reiterated that they will use this report to improve their service to the public. This includes an internal communication plan which demonstrates accountability, transparency, and a commitment to improve. There will be a detailed briefing for police staff so that they can understand how they can play their part in improving these outcomes.
   2. The Mayor and the Deputy Mayor will ensure that this stays at the forefront of accountability meetings in the future and will expect to see improvement in all the areas highlighted.
   3. This will also feed into the new Police and Crime Plan and the measures that are used to hold the force to account. The use of performance data was highlighted as an area for improvement in the report and the comments from HMICFRS will feed into the reporting for the new Plan.
2. **EQUALITY, DIVERSITY AND INCLUSION BENEFITS AND IMPLICATIONS**
   1. One of the 18 areas of improvement included the recording of EDI characteristics.
   2. This will be a focus in the next Police and Crime Plan to ensure that opportunities are not missed in this area.
3. **IMPLICATIONS FOR YOUNG PEOPLE IN WEST YORKSHIRE**

8.1 The PEEL report for West Yorkshire highlighted the innovative practice of Pol-Ed (the Policing Education programme devised and run by West Yorkshire Police), which has been reported on previously to the Police and Crime Panel.

8.2 It also mentioned the two community action projects in Leeds and Calderdale and recognised that both were improving young people’s lives in West Yorkshire.

8.3 This highlights the good work that is taking place currently in the area. It is intended to include the work with young people as part of the cross-cutting themes in the new Police and Crime Plan, with the Child First lens being applied to our work.

1. **FINANCIAL IMPLICATIONS**
   1. The PEEL report highlights that West Yorkshire Police is funded at a below average rate compared to all forces in England and Wales.
   2. It was recognised as part of the report that this was because the council tax local police precept is lower.
   3. It was also recognised that the force’s medium-term financial plan and reserves strategy are appropriate.
   4. This will be the subject of a paper to the Police and Crime Panel once the next mid-term financial forecast is compiled.
2. **LEGAL IMPLICATIONS**
   1. There are no legal implications to raise.
3. **EXTERNAL CONSULTATION** 
   1. There are no related external consultation issues to raise.
4. **RECOMMENDATIONS**
   1. That the Police and Crime Panel members note this report.

**BACKGROUND PAPERS AND APPENDICES**

**Appendix A** – PEEL assessment 2023-25 West Yorkshire Police.

**CONTACT INFORMATION**

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