online

**Item 2**



**West Yorkshire Police and Crime Panel**

**Draft Minutes**

**12th July 2024, Old Court Room, Town Hall, Wakefield**

**PRESENT:** Councillor Eileen Taylor - Leeds Council

Councillor Nicole Sharpe - Leeds Council

Councillor Andrew Carter - Leeds Council

Councillor Nussrat Mohammed - Bradford Council

Councillor Celia Hickson - Bradford Council

Councillor Chris Hayden - Bradford Council

Councillor Brenda Monteith - Calderdale Council

Councillor Sarah Courtney - Calderdale Council

Councillor Jackie Ferguson - Wakefield Council

Mr Trevor Lake - Independent

In attendance

Alison Lowe - Deputy Mayor for Policing and Crime

Julie Reid - West Yorkshire Combined Authority

Wendy Stevens - West Yorkshire Combined Authority

Catherine Hankinson - West Yorkshire Police

Nicola Bryar - West Yorkshire Police

Russ Hughes - West Yorkshire Police

Sharon Fraser - Wakefield Council

Samantha Wilkinson - Wakefield Council

Kitty Hamilton - Wakefield Council

**1. Acceptance of apologies for absence**

Apologies were received from Jo Sykes and Councillors Lynn Masterman, Anthony Smith, Gwen Lowe and Shazad Fazal.

**2. To approve, as a correct record and deal with any matters arising from the minutes of the meeting of the Police and Crime Panel held on 12th April 2024.**

2.1 The minutes were agreed as a correct record of the meeting and there were no matters arising.

**3. To note any items which the Chair has agreed to add to the agenda on the grounds of urgency**

3.1There were no urgent items to add to the agenda.

3.2 It was agreed to consider Item 13 at the end of the agenda.

**4. Members’ Declaration of Interest**

4.1 As an Independent Co-opted Member, Trevor Lake declared an interest in Item 13 - Independent Panel Member Recruitment and that he would remove himself from the meeting for Item 13.

**5. Online harm and interventions**

5.1 The Deputy Mayor introduced her report, which covered national policy context alongside the work of West Yorkshire Police (WYP) and the West Yorkshire Combined Authority (WYCA). Specific and major areas of concern in the report included sexual exploitation of children, fraud, and cyber offending.

5.2 Panel asked the Deputy Mayor to expand on point 4.6.1 in the report which concerns mandatory training on Youth Produced Sexual Imagery (YPSI) and self-generated indecent images of children. Panel asked the Deputy Mayor if she was satisfied that WYP were ensuring that mandatory learning is being completed, and for the percentage completion rates of mandatory training to be made available.

The Deputy Mayor assured Panel members that the policing and crime team receive annual reports on mandatory training completion within the Professional Standards Department (PSD) reports. The team ask about training completion relevant to police and crime plan priorities, however they do not request all mandatory training completion numbers. Updates on any mandatory training completion are given at local accountability meetings and force accountability meetings, which the policing and crime team at WYCA have access to.

5.3 Panel asked a further question at 5.5.1 in the report around the monitoring of expenditure and effectiveness of campaigns and interventions, and how this is reported.

The Deputy Mayor replied that the reference to all pupils in years 5 and 6 will apply to a particular school or area, not all in West Yorkshire. She went on to clarify that groups apply for money, and applications are reviewed by a panel of community safety partners and trained members of the public – a ‘people’s panel’ - against a specific set of metrics. Due to grants amounting to a relatively small amount of money, monitoring requirements are not onerous, and this does make it difficult to measure the impact of smaller projects.

5.4 The Deputy Mayor was asked about the bidding and selection process for the Mayor’s Safer Communities Fund. She replied that the fund is publicly advertised alongside details of the process to apply. A People’s Panel evaluate bids using a set of metrics related to the Mayor’s priorities and funds available.

5.5 A further question was asked around whether funding is targeted towards areas specific needs or priorities, to which the Deputy Mayor replied that the People’s Panel consists of community safety partners who ensure that the needs of the area are taken into account in addition to alignment with the Mayor’s priorities in the awarding of grants. The location and type of grants awarded are evaluated after every round in order to target grants differently in the next round, if necessary.

5.6 Panel asked the Deputy Mayor to expand on how the efficacy of the interventions and actions taken is measured. The Deputy Mayor reiterated the difficulty of measuring and evaluating small projects using standard methodologies, however the Policing and Crime Team do visit grant-funded projects, and each group has to fill out an evaluation form after the programme.

**5.7 RESOLVED**

**5.7.1** The Deputy Mayor to provide further data on WYP training completion rates.

**6. Neighbourhood Crime and ASB**

The Deputy Mayor introduced her report, which gave an update on neighbourhood policing and anti-social behaviour, including the Immediate Justice pilot scheme.

6.1 Panel asked the Deputy Mayor to clarify the term POP-ing, which she confirmed was problem-oriented policing – this includes what used to be termed ‘hotspots policing’.

6.2 Panel subsequently asked the Deputy Mayor if she was aware of any additional officer resource for hotspots policing. She confirmed that there had been government funding of £1 million for hotspots policing, predominantly around tackling serious violence. The money had not been spent directly on new officers, and instead had been directed to fund overtime. She reminded Panel that over 900 new officers have been recruited over the last 3 years as a result of other funding.

6.3 In reference to table 2.2.2 which seemed to show a 10% shortfall in neighbourhood policing staffing levels, Panel asked the Deputy Mayor was she could do to help plug the gap. The Deputy Mayor shared with Panel that there is a planned recruitment pathway for this area, however, many of these new officers have yet to complete their 3-year training programme. The Deputy Mayor couldn’t give an exact timeline for this, as some specialist areas have taken priority over these teams, however, she will continue to monitor the situation.

6.4 A question was asked at 2.3.2 in the report, which reported a drop in volunteer hours between 2022/23- 2023/24. The Deputy Mayor assured Panel that work is on-going to encourage more people to become special constables. WYP have taken on board feedback that the expected training and required volunteer hours is too onerous and have relaxed their requirements in response.

6.5 Panel asked the Deputy Mayor for her thoughts on the Police Education Qualification Framework (PEQF), particularly how she thought this might avoid the problems of previous scheme, namely, officers leaving the force as soon as their degree is finished.

6.6 She acknowledged that the time it takes to complete a PEQF (3 years) has been problematic, alongside the cost for the force of funding degrees, and the workload of doing a degree while training which has meant that people have been getting less practical experience alongside their degrees. The Deputy Mayor meets with Leeds Trinity regularly who are the education partner for this scheme, to talk about attrition rates and attainment gaps, and the Policing and Crime team asked for a report a few months ago on why people are leaving policing. The Deputy Mayor added that local forces are being creative about filling gaps due to officer vacancies, for example, a Remote Resolution Team pilot in Wakefield, triaging cases and dealing remotely when appropriate rather than always attending face to face. As a result, the confidence rating for the force has gone up 7% as the public want good communications as well as resolution.

6.7 The Deputy Mayor was asked why, at point 2.4.3 in Appendix A relating to the Immediate Justic Pilot, there is no mention of local authorities as delivery partners and does this mean the work isn’t as joined up as it should be . The Deputy Mayor commented that Local Authorities are in fact a key partner in this work and that this was an omission which would be amended in further iterations.

6.8 Panel asked if, at 5.5 of Appendix A showing information on the ASB profile in West Yorkshire and split by districts, there were comparisons with other forces available.

The Deputy Mayor agreed to try to pull this out in the next report, but highlighted the caveat that forces report data differently, meaning it cannot always be taken at face value.

**6.9 RESOLVED**

**6.9.1** The Deputy Mayor to look at providing comparisons to other Forces around the profile of ASB.

**7. Complaints and Professional Standards Department (PSD)**

The Deputy Mayor introduced her report which gives an overview of complaints dealt with by the Policing and Crime team.

7.1 Panel asked about the process for identifying common themes in complaints. The Deputy Mayor said that the Policing and Crime team have done a lot of work to try and understand the themes coming out of public complaints and do log these on the case management system. She added that learning is ongoing to understand where WYP is in comparison to other forces, through peer reviews, internal and external checking, and talking to the public. It was reported that currently there a no specific themes running through that have been picked up.

7.2 Panel asked what influence the Deputy Mayor could bring over the continuing funding of the Hearings Officer role, which has so far helped to accelerate the PSD processes. She replied that she does hold the Force to account over value of the role and would be surprised if the funding for it was discontinued.

7.3 A further question was asked around the effective management of the overall workload in PSD, and how she monitored this to prevent any negative effect on complaint response time and processes. The Deputy Mayor was satisfied that, especially in comparison to other forces, West Yorkshire was managing this issue sufficiently well.

7.4 **RESOLVED**

**7.4.1** Panel noted the report.

**8.**  **Mayor’s Response to any current issues**

8.1 The Deputy Mayor highlighted the upcoming launch event for the Child First Framework, which will begin a programme of work with 450 children across West Yorkshire. There will be a Framing our Futures event on Thursday 18th July, to ask children how they would like to work with the Policing and Crime team.

8.2 The Police and Crime Plan consultation launches on Tuesday 16th July, and will run until October. The consultation will focus on serious violence and the Deputy Mayor committed to keeping Panel members informed of its progress.

8.3 The Deputy Mayor recently attended the Association of Police and Crime Commissioners General Meeting. The meeting included a presentation from the new Home Secretary, whose stated focus was on prevention, trust, and confidence.

8.4 The Policing and Crime team are working with WYP on reoffending and prison places, pending a government announcement on an upcoming early release of prisoners. WYP are working with partners to manage this. Concerns were expressed from Panel members about the impact of this decision, and discussion took place around the importance of prevention and rehabilitation in the criminal justice system as well as managing communication with the public.

8.5 The Deputy Mayor highlighted her team’s desire to work with WYP on elements of this, such as Out of Court Disposals, if funding was available to do so. The importance of working with other partner organisations to ensure there is accommodation, drug pathways etc, for those who are newly released was also stated.

**9. Published Key Decisions**

9.1 There had been no key decisions published, due to the recent local and general elections. It was noted that the website would now be updated.

**10. Agreed Actions Log**

10.1 The Deputy Mayor was asked if she could confirm when information asked for in an action recorded at 5.15.1 at the meeting on 1st March - *WYP to provide clarification on the numbers of frontline officers and staff who have been recruited since 2021, including a breakdown by ethnic minority groups where possible –* would be available. She replied that her team could provide this and would do so outside of the meeting as soon as possible.

**11. Forward Agenda Plan**

11.1 Panel asked if they were able to have another report on online harms before December, and the Deputy Mayor confirmed that information on this would be included within other reports around safeguarding during this period.

**12. Complaints received by the Panel**

12.1 Panel noted that there are no new recorded complaints to report against the Mayor or Deputy Mayor for Policing and Crime since the last meeting in June.

12.2 It was confirmed that in relation to a previous ongoing complaint, the Complaints Sub-Panel had met again and the complaint had not been upheld.

12.3 The complaint had requested that the outcome of this complaint be subject to a Full Panel Review and this was to take place in private session at the close of the Police and Crime Panel meeting and the outcome of this will be formally reported to the next meeting of the Police and Crime Panel in September.

**13. Independent Panel Member Recruitment**

Trevor Lake declared an interest as a current co-opted independent panel member, removed himself for this item and completed a declaration of interest form for the record.

13.1 The Police and Crime Officer presented a report on Independent Panel Member recruitment. The report explained the existing process for recruiting independent members, and that Panel was required to make a decision about the length of time an independent member can serve on the panel. New Home Office guidance make it clear that whilst the process and the length of term is up to the individual Panel, they consider that eight years would be an appropriate total maximum length of service for a co-opted independent Panel member.

13.2 Discussion took place around the benefits of allowing applications from independent members regardless of their time on the Panel, focusing on the value of continuity and experience. Members noted that there is no cap on the number of terms a councillor can serve, and councillor turnover is often high due to the annual election process, giving additional weight to the value of longer serving independent members and their additional expertise. Panel agreed that on the basis that there continues to be a rigorous competitive recruitment process for independent members ensuring the best candidate is appointed, there should be no change to the Procedures and Protocols to include a maximum term for co-opted independent members.

13.3 Panel agreed with the outline timetable proposed for the recruitment process and noted that Panel volunteers would be required to form an interview Panel.

13.4 It was agreed that officers should draft the supporting material for the recruitment process, firm up the timetable for recruitment and seek volunteers for the interview panel with a view to completing the process by the end of September to enable Panel to consider endorsement of appointments at the private session in October.

**13.3 RESOLVED**

**13.3.1** That no change is made to Panel Procedures and Protocols relating to a maximum term for co-opted independent members.

**13.3.2** That officers draft the supporting material for the recruitment process and seek volunteers to form an interview panel on the basis of the outline timeframe set out in the report.

**14. Any Other Business**

14.1 There was no other business raised.

**14. Date and Time of Next Meeting**

14.1 The next meeting of the Police and Crime Panel will be held at 10.00am on Friday, 13th September 2024 in the Old Court Room, Town Hall, Wakefield.