



Mark Burns-Williamson OBE
Police and Crime Commissioner for West Yorkshire
Ploughland House
62 George Street
Wakefield WF1 1DL



Office of the
**Police & Crime
Commissioner**
West Yorkshire

My Reference: OPCC/MBW/JAD

Your Reference:

10 January 2017

The Rt Hon Amber Rudd MP
Home Secretary
Home Office
2 Marsham Street
London
SW1P 4DP

Dear Home Secretary

HMIC Legitimacy and Leadership Assessments for West Yorkshire

I am writing to you in response to the HMIC PEEL Legitimacy and Leadership assessments for West Yorkshire, which were released together in December 2016.

First of all, I would like to welcome the GOOD grading that West Yorkshire Police received in its annual Legitimacy inspection and the positive feedback in the Leadership report. The overall judgement grades forces on how legitimate they are at keeping people safe and reducing crime. Keeping the people of West Yorkshire safe and feeling safe has been my main goal as PCC, and I agree that there is no way that this could be achieved without a police force which is considered 'legitimate' and has the confidence of the public.

The legitimacy report identifies a number of examples of good practice by West Yorkshire Police; I am particularly pleased that HMIC noted the efforts that West Yorkshire Police and the OPCC make to seeking feedback and challenge from the communities it serves, through regular surveys, scrutiny panels and Independent Advisory Groups (IAGs). These are areas that we have continued to work together on and have strengthened our relations with the public as a result. I am also pleased that HMIC have noted progress in how West Yorkshire Police treat people with fairness and respect which has consistently been good throughout the previous PEEL inspections.

HMIC did not identify any causes for concern and made no specific recommendations in the Legitimacy inspection, which is encouraging. However we will not be complacent and will continue to work on the two areas of improvement noted in the report (regarding vetting guidelines and communication within the workforce) and any other areas that we or the public of West Yorkshire identify.

Tel No: 01924 294000

Email: markburns-williamson@westyorkshire.pcc.pnn.gov.uk

Fax No: 01924 294008

www.westyorkshire-pcc.gov.uk

 /Office of the Police and Crime Commissioner  @WestYorksOPCC

HMICs Leadership inspection into West Yorkshire Police also noted good practice and progress with regards to how those leading the force engaged effectively with its workforce. West Yorkshire Police has actively built links with other organisations, and has looked outside of the police service for new ideas and methods to improve how it leads its workforce. In particular, I am pleased that HMIC noted how West Yorkshire Police's understanding of diversity across the force, extends beyond the national standards. Where West Yorkshire Police have identified potential areas of weakness internally, they have sought to develop by looking outside of the organisation. This is something that I will continue to encourage as we build on existing partnerships and to form new ones. I would like to finish by commenting on the efforts of our Chief Constable Dee Collins and the Chief Officer Team who have provided West Yorkshire Police with strong and consistent leadership and direction throughout a period of change and uncertainty over the past two years. I am pleased that the energy they have put into engaging, reassuring and guiding the rest of the workforce has been recognised by HMIC.

I will continue to work closely with the Chief Constable and West Yorkshire Police to provide the strategic direction required in achieving the vision of the new Police and Crime Plan (2016-21) 'Keeping Communities Safe and Feeling Safe' (attached).

Yours sincerely



Mark Burns-Williamson
Police and Crime Commissioner for West Yorkshire

Copied to:

Chief Constable Dee Collins – West Yorkshire Police