



COMMUNITY OUTCOMES MEETING

Tuesday, 5 January 2016

2:00pm – 4:35pm

PRESENT

- Mark Burns-Williamson – West Yorkshire Police and Crime Commissioner (PCC)
- T/CC Dee Collins
- T/DCC John Robins
- T/ACC Angela Williams
- ACC Mark Milsom (1-4)
- ACO Nigel Brook
- Chief Supt. Mark Ridley (1-5)

ALSO PRESENT

- Sgt. Sally Shipley
- Sharon Waugh, Engagement Manager
- Claire Shelley, Engagement Officer
- David Iveson, Digital Coms Officer (1 – 3)
- Tobias Lomax-Newton (5)
- Stuart Piper (5)
- Julie Reid (6-7)
- Elaine Shinkfield (1-4)
- Katherine Johnson (8)

1. Notes of the previous meeting including matters arising

The notes of the meeting held on 3 November 2015 were confirmed as a correct record. The PCC and T/DCC also reviewed outstanding actions, which were all completed or ongoing.

2. Urgent Items

There were none.

3. Police and Crime Commissioner Announcements

- a) **Comprehensive Spending Review (CSR)** – The PCC acknowledged that the CSR announcement in November 2015 was better than previously had been expected. The PCC contributed the announcement to international factors and the lobbying made by the PCC and the T/DCC. The PCC recognised the team effort undertaken and stated the financial implications were to be worked through but ultimately the future financial picture was more positive than expected.
- b) **Recruitment** – The PCC announced that a press release had been issued in the New Year which stated West Yorkshire Police had intended to recruit more police officers. The PCC advised that this was the opportunity to put in place mechanisms for future recruitment campaigns.
- c) **Community Conversation-** The PCC announced that the Community Conversation was to be launched on 6th January 16. The PCC stressed the importance of the launch in consulting with the public to gain feedback on what policing they were able and prepared to fund through their council tax.
- d) **Flooding in West Yorkshire** – The PCC wanted his thanks to West Yorkshire Police to be recorded for leading the co-ordination of the response to the flooding in West Yorkshire. Whilst the impact of the flooding continued the PCC said the response was a credit to WYP, the emergency services and the communities who rallied round to help.

T/CC Dee Collins thanked the ACC's for their work in responding to the floods and for feeding West Yorkshire views into COBRA Whitehall briefing.

T/ACC Angela Williams updated the PCC on the work of WYP on the first days of the flooding and expressed thanks to the health service, fire service and voluntary/community who's collaborative working was first class.

ACC Mark Milsom advised that WYP had moved into recovery mode and were continuing to work with the fire service and the community whilst feeding into the Resilience Forum. ACC Milsom emphasised the infrastructure damage caused by the flooding and the impact in areas of Calderdale and Leeds. ACC Milsom also indicated that a case would be put to government for recovery funding for these areas.

The PCC was reassured that the thefts that had taken place at the flooded homes in Calderdale were spontaneous thefts and were isolated incidents.

ACC Milsom also reassured the PCC that a debrief of the flooding response was to be planned through the resilience forum in later months, ensuring any lessons would be learned and that WYP was to feed into the ministerial recovery group.

- e) **Man charged with murder of Daria Pionko**– A man had been charged with the murder of Leeds prostitute, Daria Pionko. ACC Milsom advised that this had been a challenging case with no links between the perpetrator and victim. ACC Milsom attributed the charging to good partnership working with the local community.

➤ *David Iveson left the meeting.*

4. Volunteering

The PCC received a report which gave an update on the current situation regarding the Independent Custody Visiting (ICV) Scheme, Special Constables and Police Service Volunteers.

The PCC introduced the ICV report and highlighted that a reduction in visits was due to a reduction in Custody Suites between 2013-15, the reduction in detainees and the reduction in ICV's. Elaine Shinkfield, ICV Scheme Administrator, advised that the scheme was running well, communication with the ICVs was good through newsletters and seminars and that an ICV recruitment campaign was to be undertaken in March 2016.

The PCC welcomed the report and acknowledged the importance of independent oversight. The PCC thanked the ICVs for the work they continued to undertake. T/DCC John Robins also thanked the ICVs and acknowledged the combined work with custody staff and the IPCC in keeping detainees safe.

T/CC Collins took the opportunity to request that ICVs also used their visits to look at other custody suite complexities such as timeliness of translators and solicitors.

ACC Milsom introduced the Special Constable's section of the report and highlighted that monitoring of Specials had originally sat within Performance Change, had moved to the Force Performance Improvement Unit (FPIU) and now sat within Planning (under the remit of ACC Milsom). ACC Milsom advised that a Chief Inspector post had been saved through this change.

ACC Milsom advised that it was his intention to change future reports to include more qualitative information and informed the PCC that the Force were no longer looking to hit a target of 1500 specials and intended to focus the target around the number of deployable Specials required for each 6 business areas. ACC Milsom was to review the figure, pull together a plan and provide the sustainable number of specials required by WYP to a future meeting. ACC Milsom stated that Special Constables had been used at football matches, at English Defense League (EDL) protests and there was a potential to develop Public Order Capabilities.

The PCC heard that the lower number of Specials in Calderdale was due to the smaller geographical size of the district and due to issues in recruiting. A lot of Specials preferred to work in larger city areas and the Specials in Calderdale tended to be local people. T/ACC Williams also reassured the PCC that Calderdale was proactive in retiring volunteers who were not active and this therefore made their figures appear lower.

The PCC questioned why there had been a shift from neighbourhood policing to response for the deployment of Specials and was reassured that this was due to a change in the policy model. This was in development and would be looked into in further detail. T/CC Collins also highlighted the need to deploy Specials into other areas of policing so that they could gain their independent patrol status.

The PCC queried why Kirklees had an exceptionally high number of specials with independent patrol status and was advised that this was an error in the report and the actual figure stood at 41%, not the 80.4% stated.

The percentage above was clarified outside of the meeting, the following information was provided for clarification purposes:

Mr Milsom said he had asked for a full review of the report to ensure that the reporting criteria was clearer and removed any ambiguity to provide a factual representation of where we were at.

The figures used in the report were collated applying what was previously appropriate criteria to each of them when the vast majority of staff had been with the organisation over 12 months. As a result of the large intake of Special Constables the criteria was now no longer appropriate. Such criteria included officers that had attested and had achieved their minimum hours and fully working at WYP for at least 12 months and who were not on Leave of Absence. That excluded the largest proportion of officers that had attested less than 12 months ago and those that in the last 12 months have not achieved their minimum hours every month. When you then take into account that most new officers had gone to the larger districts it affected the figures significantly.

WYP were reviewing the format of the figures that were produced to provide a clearer and more accurate picture across West Yorkshire for the benefit of the PCC.

When the criteria is removed, to support the above and to illustrate the difference in reporting methods the actual figures in terms of ratios of independent staff including all staff irrespective of their current standing (as of 5th January 2016) were as follows:

District	Independent Patrol	Non Independent Patrol	Total	Percentage of Independent Patrol (Not Including Force Training School)	Additional In Force Training School
Bradford	53	69	122	43.4%	60
Calderdale	18	38	56	32.1%	34
Kirklees	40	57	97	41.2%	50
Leeds	72	193	265	27.2%	120
Wakefield	24	65	89	27%	50
Protective Services	44	0	44	100%	0
HQ	2	0	2	100%	0
Total	253	422	675	37.5%	314

The PCC questioned if the increase in the number of Specials had also led to an increase in the number of complaints against Specials. He was advised that this was the case, that the increase was proportionate and although they were volunteers, HR policy stated they could be treated the same as employees in terms of discipline procedures.

ACC Milsom reassured the PCC that feedback from the move of Specials oversight into the Force Planning Unit would be sought and monitored.

The PCC was advised that the number of police volunteers was driven by department and districts and acknowledged that the 1000 target was ambitious.

The PCC sought reassurance the Neighbourhood Watch co-ordinators were regularly engaged with the police and received sufficient support. ACC Milsom acknowledged that more could be done to engage with the co-ordinators and the force needed to put strategic effort into addressing this. T/DCC Robins advised that the force would bring more information on the position of the Neighbourhood Watch scheme to the PCC in a meeting outside of COM.

T/DCC Robins stressed the importance of the Neighbourhood Watch Co-ordinators, highlighting that they not only undertook administrative tasks but played an important role in supporting victims and witnesses.

The PCC questioned how much work was being undertaken by the force to promote volunteering with other employers as 38% of the 498 volunteer leavers resigned due to work commitments. The PCC was informed that more work had been undertaken with the employers of specials rather than volunteers, due to the length of time the volunteers spend with the force. The PCC was advised that campaigns of this nature had taken place previously.

Actions

- a) For the ICV administrator to request ICVs to look into additional custody suite complexities, e.g., timeliness of translators.
- b) For the Force to develop the business requirement for Specials across the five districts and Protective Services and detail both qualitative as well as quantitative data on future reports.
- c) For the Force to focus future volunteer work to develop the Neighbourhood Watch Scheme.
- d) For the Force to bring a position statement on the Neighbourhood Watch Scheme to the PCC at a future meeting outside of COM.

- *Elaine Shinkfield left the meeting.*
- *Tobias Lomax-Newton and Stuart Piper arrived.*

5. Human Trafficking

The PCC received a joint report of the Chief Constable and the OPCC which outlined the work being undertaken to safeguard people from perpetrators of Modern Day Slavery and achieve the outcomes as set out in the Police and Crime Plan.

Chief Supt. Mark Ridley spoke to the report and highlighted that there was a misconception that Modern Day Slavery was only applicable to foreign nationals. It was highlighted that West Yorkshire Police had increased referrals for Modern Day Slavery (MDS) and Child Sexual Exploitation (CSE) to the National Referral Mechanism (NRM).

The force attributed the number of cases of MDS in West Yorkshire (WY) due to its accessibility of through good infrastructure links, both national and international and the low cost housing available.

Chief Supt. Ridley highlighted a year on year increase of 158% of the amount of intelligence being obtained around MDS since 1st Jan 2015, attributing it as a direct link to an increased awareness of the subject and the increased partnership working.

The force advised that an i- learning MDS training package was to be introduced.

The PCC welcomed the report, was reassured by the proactivity of the force and stated that WY were leading the way in this area as highlighted by the recent filming and interest shown by the BBC.

Reassurance was given to the PCC that work was being undertaken with other countries who's citizens were being trafficked and heard that protocols through Europol were being followed and that the National Crime Agency were leading collectively to look at this and take it forward.

The PCC queried why the MDS Act package that was submitted to be mandatory training was not accepted. T/CC Collins advised that this was a decision made by the Royal College of Policing and the best option for WYP was to make it available to officers before it was mandated as WYP were committed to raising awareness within staff. The PCC acknowledged this approach and stated it was a credit to WYP that so many of their officers were trained.

The PCC highlighted the joint work being undertaken with the Independent Anti-Slavery Commissioner, Kevin Hyland, to launch the National Anti-Trafficking Network on the 19th January 2016.

West Yorkshire Police reassured the PCC that each district was embedding itself in local partnerships and moving the MDS agenda forward, ensuring there were no gaps in service. The PCC heard that Human Trafficking forums took place in each district and that there was a Single Point of Contact (SPOC) in each district.

T/DCC Robins stated he was pleased with the work undertaken and that it echoed the stance nationally.

- *Tobias Lomax-Newton, Stuart Piper and Chief Supt. Mark Ridley left the meeting.*
- *Julie Reid arrived.*

6. Stop & Search

The PCC received a report of the Chief Constable outlining the Force's current position in relation to the use of stop and search powers. It updated regarding ongoing work, the recent HMIC inspection, the Home Office Best Use of Stop and Search Scheme and future developments. It also provided performance data in relation to how stop and search powers had been used previously in the 12 month period to Sept 15.

T/ACC Williams highlighted just over 17,000 stop and searches had been undertaken over the previous 12 months to Sept 15, which was in line with a national downward trend. The PCC was also advised that there had been an increase in the number of participants in the Ride along Scheme, the feedback from which was being collated by the Force Performance Improvement Unit (FPIU) and would be included in the next report.

Whilst T/ACC Williams acknowledged the genders of those who stop and searches were performed on was disproportionate compared to offenders. However, the force had no concerns in relation to stop and search.

The PCC was reassured that the number of stop and searches in Bradford and Leeds was higher due to the default positions for operations to conduct stop and searched based on intelligence and these were higher areas of acquisitive crime.

The PCC requested more information to be provided on the 6 Community Triggers activated and requested that he be kept up to date on WY issues being raised with the Police and Public Encounters Board.

The PCC was reassured that WYP were encouraging officers to use their stop and search powers in line with the training they had had. However, it was noted that there would naturally be less stop and searches as there were less officers in a position to use those powers due to being moved into safeguarding roles and being engaged in other issues i.e. missing persons. T/ACC Williams also attributed the reductions in stop and searches to the change in recording devices and officers getting used to the new systems.

The PCC queried BME disproportionality in stop and searches for drug offences and was reassured that all stop and searches were intelligence led and based on the information received by the general public which would continue to be monitored.

Actions

- a) For feedback from the Ride Along Scheme to be included in the next Stop and Search Report.
- b) For the PCC to receive more information on the 6 Community Triggers.

7. Complaints and Conduct Data

The PCC received a report of the Chief Constable outlining the forces current position in relation to Complaints and Conduct data.

West Yorkshire Police (WYP) informed the PCC that there was a 0.5% increase in people contacting WYP to record a complaint. The PCC was reassured that this was due to a change in recording practices and was being monitored by the Professional Standards Department (PSD) and in districts.

The PCC was informed that more complaints were being upheld through the Local Resolution (LR) process.

T/CC Collins reassured the PCC that she was satisfied that the use of harassment warnings was in line with guidance and was monitored by the FPIU.

The PCC queried the financial impact of unlawful arrests reported to the Good Governance Group (GGG) and how lessons were being learnt from them. T/DCC Robins was to look into this and bring back some figures for the PCC.

Reassurance was given that dishonesty and corrupt conduct was being addressed and work was ongoing with the Anti-Corruption Unit. The PCC was also reassured that the 26% increase in allegations linked to a breach in PACE Code C was not directly linked to one custody suite and was proportionate to the number of detainees at each custody suite.

The PCC questioned if the people whose complaint had been solved by Local Resolution (LR) had an opportunity to feedback to the force on their experiences and lessons learnt. The force advised that since November 2015, surveys were sent out for all LRs. Feedback was being collated.

The PCC queried why Leeds district had the largest proportion of their IPCC appeals upheld (Dec 14 – Nov 15) and was advised that this was due to Leeds having the greatest volume of work and the pressures placed on staff. Lessons were being learnt from the upheld IPCC referrals.

T/CC Collins highlighted a change to the IPCC Commissioner model that was now covering a larger geographical area. T/CC Collins stated the force would be building on these new relationships.

T/CC Collins updated the PCC that a new independent chair for conduct hearings had been appointed and the process was being coordinated by Cleveland Police.

Action

For the PCC to be provided with figures and statistics around the financial implications of unlawful arrests reported to the Good Governance Group.

- *Julie Reid left the meeting*
- *Katherine Johnson arrived.*

8. Budget

The PCC received a report of the Chief Constable which gave an overarching view of the implications for WYP of the Comprehensive Spending Review (CSR) announced on 25th November and the provisional Police Grant 2016/17 which was announced on 17 December 2015.

ACO Nigel Brook spoke to the report and stated that the financial picture was better than had been expected following the CSR. However, there was still a saving of £12.8m to be made, with a capitol cut in WY of £1m a year on top of this.

ACO Brook advised the PCC that there had been an assumption that all PCCs would set the precept as high as they could and this was a big consideration when thinking about future funding for Police Officers, PCSOs and Safeguarding.

ACO Brook brought to the PCCs attention that there had been a significant change to contracted out pension rates which needed to be taken into account as the treasury was not providing funding to compensate this. T/CC Collins took the opportunity to also highlight the additional costs expected in the replacement of the Airwave system and the uncertainty around WY being expected to contribute to the training and equipment costs at the Counter Terrorism Unit.

The PCC welcomed the report and advised that the Community Conversation was to be sent out to gain a snap shot of what the public were feeling in terms of the precept level.

West Yorkshire Police were asked if any further information had been received from the National Police Chiefs Council on the transformation fund, the PCC was advised it had not. However, the Gold Group was to meet at the Home Office in January 2016 to find out more information which would be shared with the PCC.

The PCC thanked ACO Brook and Katherine Johnson, Treasurer of the OPCC, for their ongoing work.

Action

For the PCC to receive more information on the transformation fund following the Gold Groups January 2016 meeting.

9. Future Agenda Items

It was agreed that the next meeting on 1 March 2016 would include reports on Hate Crime, CSE/Safeguarding. The PCC also requested for a report to be included on Cyber Crime and a Missing Persons Update.

Action

For a report on Missing Persons and Cyber Crime to be brought to the next COM.

10. Any other business

The PCC highlighted recent correspondence from local MPs in relation to WY Coroners. T/CC Collins advised that more information on this subject was to be brought to a future bilateral.

The PCC and T/CC Collins took the opportunity to record their congratulations to Maureen Brewer and PC Asad Razzaq who received Queens New Year Honours. Maureen, a Police Support Volunteer in North East Leeds, had received the British Empire Medal in recognition for her service to Neighbourhood Watch and crime prevention work. Whilst PC Razzaq received an MBE for his services to young people and the community.

T/CC Collins informed the PCC that she would be attending the BAE Intelligence award ceremony for apprentices on the 28th January 2016, more details were to be shared with the PCC.

Actions

- a) For information on the ongoing coroner issues to be brought to a future bilateral meeting.
- b) For the PCC to receive details of the BAE Intelligence Awards in January 2016.