

Community Outcomes Meeting (COM) - Livestreamed

Date: Tuesday, 14 September 2021

Time: 15:00 – 17:00

Present

Alison Lowe – Deputy Mayor for Policing and Crime (DMPC)
Damien Miller – T/ACC, WYP

John Robins – Chief Constable (CC) West Yorkshire Police (WYP)
Ben Ryder – Chief Inspector, WYP

Also present

Erica Doran – Head of Policy and Delivery, Policing and Crime
Paige Cowling – Engagement Officer, Policing and Crime

Sharon Waugh – Engagement Manager, Policing and Crime

1. Welcome, introductions and apologies.

Apologies were received from the Mayor for West Yorkshire, Tracy Brabin, Deputy Chief Constable, Russ Foster and WYP WYCA Liaison Officer, Allison Kemp.

Alison introduced the meeting and provided an overview of the COM as this was the first live streamed meeting. This was also Alison's first COM.

2. Notes of the previous meeting on 15 June 2021 and Matters arising.

The notes of the meeting held on 15 June 2021 were subsequently agreed and there were no matters arising.

3. Deputy Mayor for Policing and crime and Chief Constables Announcements:

DPMC announcements:

a) Women and Girls event on 7 Sept

Over a hundred and thirty delegates joined the online roundtable event which captured the views and feedback from a range of organisations and individuals, it also included an update on our call for evidence about the safety of women and girls. The event and the lived experience shared, demonstrated the breadth of work ahead - our call for evidence was open until 17 September.

b) Tell Tracy – about policing and crime

Public consultation on the Police and Crime plan launched on 1 September 2021 to ask people to "Tell Tracy" about their views on policing and crime. Further detail was available on the website and the online survey was open until 17 October.

c) Public Questions

DPMC thanked those who raised public questions and advised we would come back to individuals outside of the meeting.

4. Chief Constable Announcements:

WYP had recently undergone the HMICFRS PEEL inspection and anticipated the report would be made public on 18 October 2021.

5. Anti-Social Behaviour - to access the full report, click [here](#).

The DMPC referred to the new Survey referred to in the report which commenced in April 2021 and the new ASB question set, she questioned from the data they had received so far how many callers had requested re-contact from the local Neighbourhood Team and asked for more detail on ASB satisfaction data.

The CC said there had been a slow response to start, which had increased in recent weeks. They would continue to gather the data and bring that back to a future meeting. Regarding satisfaction data, most of this was included in the report, he highlighted some of the key figures and overall satisfaction was 73%.

Given their comments about Youth services and the current pressure on third sector partners the DMPC asked what plans WYP had to address the increase in youth related ASB incidents including the increase in the number of reports of youths on electric scooters over the last 12 months.

TACC Miller explained the figures had returned to normal, post lockdown incidents had decreased as schools were back open and youth clubs and provisions were beginning to reopen. He also spoke about the Pol-ed programme which was launched in September and was available to all schools. Pol-ed taught about legislation, consequences to actions and promoted well-being and good citizenship. Early action teams had continued to support youths across the county in partnership with the Local Authorities and diversionary activities were also considered. Local NPTs had addressed issues with electric scooters and had been communicating and educating on rules surrounding them.

The DMPC asked how they supported communities who had long term ASB problems and how was the positive work or successful problem solving shared with those who reported incidents/raised their concerns. She also asked how they ensured they had a comprehensive picture of the issue and how they worked with other agencies to share information and ensure the support and remedy was right for the victim.

TACC Miller explained they used digital systems which allowed them to see a full picture of issues across West Yorkshire and this could be narrowed down to the local NPT. Information could also be shared with partners due to information sharing agreements to allow partnership working. They had brought in a new neighbourhood model over the last few years to improve problem solving, this included increased levels of governance and peer reviews. The process was reviewed regularly, and good and bad practice was recorded for learning. Solved problems were signed off by the supervisors, and good practice from other forces was shared through the Neighbourhood Learning Forum. WYP had invested in a full neighbourhood training programme and a key element of this was around problem solving. The community trigger was also in place which meant that if a member of the public reported ASB on 3 or more occasions in a 6-month window the problem-solving process would be re-visited.

Finally, TACC Miller was asked why WYP had stopped using the Osara problem solving tool, and then re-started using it. This was because they had moved to a different system and as part of a peer review it was suggested that the Osara tool was a more comprehensive model.

ACTIONS:

- a) **DMPC to visit a Neighbourhood Forum**
- b) **ASB Question set data to be included in the next ASB update report**

6. Drugs and Alcohol Misuse - to access the full report, click [here](#).

The DMPC asked what WYP were doing to address the continuing and in fact worsening performance at Leeds.

She was advised that for a large period during the Covid lockdown drugs testing was not possible due to the need to be in close contact and referral agencies were also unable to work. From April 2021 they also had issues with the supply of drug testing kits, however these were now back in stock. He also highlighted the MyCase system which was shut down in March due to cost and a new system came online in August. Moving forward, now that performance data was available, monthly accountability meetings had taken place to monitor performance and was also a key element of PDR's. Performance was also fed into weekly SLT meetings. Training was also being provided to new officers to ensure they had a full understanding.

The DMPC then questioned why Bradford district had conducted a lot more tests than Leeds and noted they would have faced the same pressures relating to Covid and supply. TACC Miller explained Bradford district had received more kits and Leeds district had been told to increase testing.

The DMPC said WYP were funded to get the work done and so evidence was needed to show this work was being carried out. She said that the situation in Wakefield was equally serious, and the rationale provided was around the lack of drug treatment service, however this was separate to the testing.

T/ACC Miller agreed that drug testing in Wakefield also needed to be increased.

DMPC welcomed that drug users were involved in training and asked for more information about what else WYP were doing to engage service users in the development of provision.

T/ACC Miller said the user voice influenced their approach and individuals with lived experience of the Criminal Justice System (CJS) had spoken to officers at recent training days. They were also linked into various working groups to inform good practice and influence change and we were also working with Transform Justice to develop their approach to Out of Court Disposals, with a public health and diversionary approach to drug offences.

ACTIONS:

- a) **A briefing meeting to take place between the DMPC and TACC Miller around drug testing, what provisions were in place and what more could be done.**
- b) **WYP to provide an update on the effectiveness of the drug intervention schemes and processes at a future meeting.**

7. Use of Force - to access the full report, click [here](#).

The DPMC asked what changes had been made following their early work in reviewing the policies surrounding the use of force and compliance in reporting and what timeframe or goals had been set for the need to use force to be minimised.

The CC said that using force affected individual's human rights. However, police officers had to protect society and this at times meant that force had to be used. Body Worn Video (BWV) was now mandatory in all aspects of public engagement which allowed for reviewing and documenting events and to ensure all use of force incidents were necessary and correct. Every incidence of the use of drawing (not discharging) a firearm was reviewed by an officer of at least Chief Superintendent level. Every incidence of drawing a taser, use of spit or bite guards and use of PAVA spray was reviewed by a Chief Inspector. All incidences of use of force were recorded, documented, reviewed, analysed and learning was taken from them. Other practices, such as stop and search, road traffic stops, and public order and protests were also reviewed in the same way. Public scrutiny panels were in place across West Yorkshire and Independent Advisory Groups provided advice and scrutiny on the use of force. Other methods of scrutiny included the audit and ethics committee, Independent Custody Visitors along with national inspections such as by the Home Office and the HMICFRS. WYP was continually evolving in terms of best practice.

CI Ryder said that they shared these concerns, however they needed to wait a little longer before they looked at these figures due to the significantly different circumstances and restrictions on people's liberties over the last 18 months. They had seen an increase in incidences of coughing and spitting in officer's faces during Covid and these were recorded as assaults so the context of Covid needed to be considered. WYP would be delivering officer safety training over the coming months.

The DMPC said the use of force against officers was also a problem and the Mayor had signed up to the 'Protect the Protectors' pledge. She was concerned with the 16.6% increase in assaults on officers and staff, and asked for further explanation about how introducing situational judgement scenarios would improve officer safety and the reductions in the amount of force used

The CC added that officers were also victims of regular Hate Crime and abuse, and the force were reviewing the best way to deal with these incidences, he welcomed conversations about this in the future. Alison said there was a zero tolerance to these crimes and hoped the officers were reporting these as hate crimes.

The CC was thanked for the comprehensive data provided in paragraph 6, and for the update on their ongoing work to understand disproportionality. The DMPC asked for more information on how WYP planned to adapt their approach to use of force in conjunction with the identified groups they used force on disproportionately currently and how they would then use this to enhance their legitimacy and build trust and confidence in communities.

CI Ryder reaffirmed their commitment to addressing disproportionality, they had adopted a new approach called 'Risk Adjusted Disparity' which allowed specific groups to be identified, which included age and gender as well as race, this allowed more targeted review processes.

Video samples were collected which were then put through the various scrutiny processes both internally and externally. Work had already started with minority communities to ensure their influence was heard too. Once this data set was available, they held supervisor debriefs to understand officer actions. Almost every officer had now also received unconscious bias training. They were also seeking independent scrutiny from the academic sector to understand the data. In response to a further question CI Ryder confirmed Body Worn Video would be used in training with new recruits. A timetable had been agreed for the publication of the data.

The CC added WYP was alive to the fact that people did have unconscious biases and that racism and discrimination could occur. He said West Yorkshire were the only force in the country to train their entire force in unconscious bias over the past year but understood there was a lot more work to be done in this area to provide communities with the reassurance they needed.

ACTIONS:

- a) The CC invited the DMPC to attend a scrutiny panel.**
- b) Hate Crimes on officers to be discussed in a future meeting**

8. Mental Health - to access the full report, click [here](#).

The DPMC noted the report detailed what WYP were doing to support Victims around their mental health, however, she asked what they were doing to ensure that those who were suspected of offences were supported and understood, and not “criminalised” due to behaviour which was due to a mental health issue.

The CC said they were changing an element of officer training to public safety training which focussed on individuals who found themselves in difficult situations due to mental health issues. All frontline officers had received specific training in this area, and it was also included in student officer training. The custody process and Criminal Justice System were key processes in identifying mental health issues and there was a focus on not criminalising individuals due to their mental health. Work was continually progressing, however there was more to be done.

The DPMC also highlighted that Liaison and Diversion teams were in each of the custody suites who were trained professionals in dealing with and recognising mental health problems.

She also commented that the report stated that one person was brought into Police cells after being arrested under s136 of the Mental Health act. She asked what were the circumstances which led this to happen, and what was being done to ensure that no one was detained in under s136.

TACC Miller provided an overview of this specific incident and advised the individual had been detained in custody as there had been no beds available at hospital. This was an extreme one-off case. To ensure this did not happen on a regular basis WYP had a good relationship with partners and improvements in service had ensured a vast decrease in numbers over the last few years. Processes were reviewed on a continual basis and where an individual was taken into custody under s136 this was raised immediately with partners.

The DPMC said that as part of a needs assessment, all commissioned services were being looked at in West Yorkshire for development of the Police and Crime Plan. Details of new services would be available on a live basis.

Finally, she asked about use of Tasers where Mental Health was present following the recent Independent Office of Police Complaint report. She asked what training and awareness was available to officers in West Yorkshire. T/ACC Miller confirmed every single use of taser was reviewed and learning was taken which included officer training.

9. Neighbourhood Policing - to access the full report, click [here](#).

The DMPC began by asking how Neighbourhood Policing Teams were supported by members of the early action hub, she was especially keen to understand any long-term impact and positive outcomes.

TACC Miller said that the support from the hubs was positive and information sharing agreements allowed them to work jointly with officers to prevent individuals entering criminality. It also helped get information across to those who would not engage with the police. It helped to guide young people down the right path as they wanted to avoid criminality at a young age. It was difficult to identify long term impact and positive outcomes because if the intervention worked, the individual would not encounter the police again. He said there were outstanding schemes across West Yorkshire delivering diversionary and early intervention projects.

She noted the report spoke about how they had ensured resilience in relation to frontline policing in comparison to other forces which had allowed them to respond to calls for service and demand, she asked if they were reassured that the quality of service had been maintained.

ACC Miller explained they had implemented a Covid structure which included the Chief Officer Team and partners early on which had been beneficial and allowed a joined-up approach to managing the pandemic. It also ensured that staff were fully stocked up with PPE. Ensuring the safety of staff meant that as many people as possible were able to stay at work. They took a pragmatic approach to managing the changing restrictions in terms of the 4 E's, and local neighbourhood resources were used to manage some of the increased call volume and calls for service. He said they maintained daily business throughout despite the significant increase in calls for service.

The DPMC thanked WYP for their outstanding work throughout the pandemic.

Finally, the DMPC said she was really pleased with the work they had started with the Independent Scrutiny and Advisory group for race equality (ISAAG) and would really like to understand what specifically they had learned so far from their engagement.

Whilst it was still early days, they did understand the key priorities and work strands of the group. The background, knowledge and value of the members had also been very beneficial throughout the pandemic and concerns because of the impact of Black Lives Matter.

The group also provided feedback on stop and search and understanding disproportionality along with use of force. Focus groups allowed them to understand what the public wanted and had also guided some inequalities work.

10. Future Agenda Items

- a) Countering Terrorism
- b) Safeguarding
- c) Serious Violent Crime
- d) Road Safety
- e) Exception Report – theme to be agreed

11. Any Other Business

The DPMC welcomed feedback and scrutiny on the running of the meeting from the public.

12. Next Meeting

7 December 2021 at 1400