

## Community Outcomes Meeting (COM)

Date: Tuesday, 15 March 2022

### Present

Alison Lowe – Deputy Mayor for Policing and Crime (DMPC)  
Julie Reid – Interim Head of Policing and Crime, WYCA

John Robins – Chief Constable (CC) West Yorkshire Police (WYP)  
Catherine Hankinson – ACC, WYP  
Ben Ryder – Ch Insp, WYP  
Oz Khan – ACC, WYP  
Kate Riley – ACC, WYP

### Also present

Paige Cowling – Engagement Officer, Policing and Crime  
Dave Iveson, Policing and Crime

Allison Kemp - WYP  
Sharon Waugh – Engagement Manager, Policing and Crime  
Alisa Newman, Ch Supt, WYP

### 1. Welcome, introductions and apologies.

Apologies were received from the Mayor for West Yorkshire, Tracy Brabin.

The Deputy Mayor for Policing and Crime (DMPC) introduced the meeting, welcomed those in attendance and provided an overview of the meeting.

Future meetings would cover the topics in the new Police and Crime Plan.

### 2. Notes of the previous meeting on 7 December 2021 and Matters arising.

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

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

#### DPMC announcements:

**a) Launch of the Police and Crime Plan** – The new Police and Crime Plan launched on Thursday 10 March. This was the performance framework through which West Yorkshire Police (WYP) was held to account. The Plan and the accompanying consultation document can be found: [The Police and Crime Plan - West Yorkshire Combined Authority \(westyorks-ca.gov.uk\)](https://www.westyorks-ca.gov.uk/the-police-and-crime-plan)

**b) Mayor's Safer Communities Fund (MSCF)** – Awarded just under £210k to 39 organisations at the recent awards evening. Funding for the MSCF was recovered from criminals through the proceeds of crime. The full list of successful organisations can be found here: [Successful Applications - West Yorkshire Combined Authority \(westyorks-ca.gov.uk\)](https://www.westyorks-ca.gov.uk/successful-applications)

**c) International Women's Day** – the Mayor and DMPC were involved in a whole week of events w/c 7 March to mark International Women's Day. The week involved a boxing session with Olympic gold medallist Nicola Adams and ended with an event held at Nexus, Leeds University on Saturday 12 March where attendees from across West Yorkshire came together to celebrate women. This event would be held annually.

**Chief Constable Announcement: State of Policing Annual Report** – The report was published last week. It provided an overview of the state of policing across England and Wales and the challenges officers faced. The Chief Constable was pleased to report that it highlighted the performance of WYP compared to all other Forces so was a good measure for the public to understand how their local police force was working compared to other Forces. There were also numerous examples of best practice from West Yorkshire included in the report which was very positive.

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

ACC Hankinson introduced the report. The governance arrangements were now embedded. Lower uses of force were being used more frequently and inequalities were being reduced. Body Worn Video (BWV) was also now well embedded and she provided some supportive figures. Approx. 400 reviews of use of force were being conducted every month with feedback recorded and sent directly to officers. Complaint numbers and assaults on officers had also reduced. Use of force form compliance was 63% and was identified as an area for improvement but the figure had increased based on previous figures. 65% of review feedback to officers was positive.

In terms of officer and staff safety, reductions on assaults to officers could be attributed to the feedback given to officers and changes to training. All data had remained stable where force was used, there had also been an increase in verbal de-escalation skills which was positive.

The demographic data showed an inequality towards black people, particularly with higher uses of force, however there had been some improvements. Case assessments were carried out to investigate this further. These instances however were often planned and intelligence based. Inequalities towards females were also identified regarding use of spit and bite guards and incapacitant spray.

Referring to p3, the DMPC asked what was meant by 'areas of discreet development' in terms of outcomes of assessments.

The CC said WYP were now in a strong position to review the majority of use of force through Body Worn Video. The behaviour of officers and staff was under regular scrutiny, discreet development referred to cases where nothing had been done wrong but where minor improvements could be made e.g., their tone of voice, temperament or where there had been a move to use of force too quickly or too slowly.

The DMPC then said that the most recent HMICFRS PEEL report mentioned that the statistics for Use of Force were not as sophisticated as those for Stop and Search. She asked what this meant?

Ch Insp. Ryder said this was not a criticism of WYP but was general around use of force. This was because of the escalation of use of force in the public eye and the nature of Use of Force in that stop and search was a defined decision whether to search or not, whereas there were various levels of use of force. Therefore, to inform the public in a better way they were examining different ways of presenting the current data. The CC added that context was important and they were working on finding a balance to compare data nationally.

The DMPC then asked whether there were any other forces with a more sophisticated Use of Force metric that WYP could adopt?

Ch Insp. Ryder said there weren't, WYP were part of national discussions with the National Police Chiefs Council and Independent Office for Police Complaints as it was recognised that all forces needed to improve reporting on this.

The DMPC also asked for further explanation about the different populations used in the chart on p8 of the report, particularly in relation to population A and population B.

Rather than comparing use of force to residential population data, they had been given guidance to look at the pool of people from which they were doing a certain police activity to compare. E.g., when looking at race disparities in those arrested from stop and search, instead of comparing it to the residential population, it would be compared to those that had been stop searched. The same was done when looking at use of force by comparing with those who had been involved in violent crime. Due to the differing levels of use of force, rather than incorporating low levels of violent crime to compare their use of potentially lethal force, a higher threshold had been set by the College of Policing nationally.

The DMPC said it was worrying to see the increase of hard tactics used against the black population especially in population B, she asked what measures had been taken to understand this increasing trend.

With regard to the increases in use of force towards the black population, there was a general inequality here, initially WYP were looking to explore this through a study commissioned through the college of policing. The study would begin within the next week. This would look at the ways officers and subjects behaved at the point of interaction, it would also explore the demographic and socio-demographic data behind them to understand the origins of the inequality. WYP had seen some reductions in the inequalities in the majority of areas, however there had been an increase in the use of baton and firearms, however he was not concerned by these as the number of uses were so small that one discharge affected the figures significantly.

The DMPC asked how WYP were involving their scrutiny panels in this work.

Ch Insp. Ryder said there was a scrutiny panel in each of the 5 districts and use of force reviews were being sent through to them. They were also in discussions about a bespoke use of force scrutiny group to look specifically at the communities which were seeing disproportionality to get their views and to educate. The CC reassured that the scrutiny panels chose which use of force they wanted to look at and they were representative. ACC Hankinson added that the scrutiny groups could now also watch the body worn video of police interactions.

The DMPC welcomed the development and suggested that there be a process whereby different community groups outside of the Independent Advisory Groups across West Yorkshire could also review incidents to increase transparency.

Referring to Page 10, the DMPC was pleased to see the inclusion of the figures of use of force against young people, she asked if this had been broken down into district / ward level to understand these findings and added that she was mindful that Bradford had one of the youngest populations in Britain, she asked if this was reflected in the figures or was there some disproportionality when the different districts were analysed.

ACC Hankinson said it wasn't broken down at the moment, but they were developing an app that would split the data down digitally. At the moment it had to be done manually.

The DMPC said it could be shared with partners to understand the pathway for young people.

**Action: WYP to look into community groups outside of the IAG reviewing use of force data.**

**5. Stop and Search - to access the full report, click [here](#).**

ACC Khan said WYP recognised the impact Stop and Search could have upon individuals, this was an area that HMICFRS inspected and they were graded 'outstanding' in the way they treated the public with fairness and respect. 96.2% of stop searches were found to be done on reasonable grounds. HMICFRS also reported that WYP had undertaken a lot of work to understand inequalities and the data was reviewed regularly. He understood however there was always room to improve and the stop and search data could be accessed on the police.uk website.

The force had seen a decrease in stop and searched in the reporting period, the majority were for drugs. Operation Jemlock accounted for 13.5% of the annual stop and searches. ACC Khan provided some figures on stop and search outcomes, and ethnicity data. The largest disproportionality was in the searching of young males aged 20-29. Those from an ethnic minority background were 3.1 times more likely to be stop and searched, this was an increase on the previous 12 months, however this was still lower than the national average. 12 complaints were received and reviewed in the reporting period.

They had recently launched a force wide scrutiny panel feedback portal which allowed them to receive feedback and develop learning quicker. He said stop and search was a fantastic tool for preventing crime.

The DMPC had recently seen some figures on Op Jemlock and a high percentage of stop and searches were on black and minority ethnic people, she had asked for some more information to be provided on this and suggested this may be where the increased inequality had come from. ACC Khan said they would continue to explain why stop searches were happening and to use them fairly.

The DMPC then asked what measures were in place to deal with the non-compliance data.

The non-compliance data was shared with all the continuous improvement units which were located in the 5 districts. They reviewed and looked into any non-compliance and fed back any non-compliance. All non-compliance was also fed back to ACC Khan so it could be viewed from a force perspective rather than just districts. One of the biggest areas was around failure to ask about self-defined ethnicity and they were working on gathering data to understand why this question may not always be asked or why individuals may not want to give their self-defined ethnicity.

The DMPC appreciated the focus on the data and the better understanding of the impact on disproportionality, she asked how WYP were intending to use this to increase trust. She said she was keen to look at beginning to publish data on the website and to share it with communities.

ACC Khan said trust in the police was a very important area for them, so were keen to share information. The stop and search data was available on the Police.uk website and they also had independent scrutiny members reviewing everything they did in relation to this. Information would be distributed through Neighbourhood Policing Teams and their Key Individual Networks who they were in regular contact with. They were also looking at sharing information on the WYP website, and showcasing the weapons that had been taken off the streets.

Ch. Supt Alisa Newman added in terms of improving transparency they were looking to share more information around officer's obligations when stop searching particularly with younger people and would be linking in with Op Jemlock on this.

The DMPC questioned whether individuals were still given hand outs regarding their rights and obligations.

ACC Khan said WYP were aiming to be paperless but it was something that could be looked into. He said Body Worn Video was a good way to scrutinise a situation and he would like to make that footage more available to the public to allow them to see that stop and searches were conducted fairly.

The DMPC said something to take away and review later would be useful as information would not be taken in whilst an individual was upset or angry. She suggested consulting with disproportionately affected communities about what would work best for them.

ACC Hankinson said this could also be tied into conversations with young people about Use of Force.

The CC said all reviews and scrutiny had found there was no or very little evidence of discrimination or racism with this, however there was disproportionality. It was for academics to analyse that data. The DMPC added that co-production with communities was the best way to increase trust and confidence.

The DMPC asked if there was anything they would like to add about the scrutiny panel feedback portal.

ACC Khan said the portal allowed sharing of best practice across West Yorkshire, allowing officers to act upon this in a timely manner.

Finally, the DMPC said there were 16 Section 60's referred to in the report, she asked how did people know that a Section 60 was in place.

Section 60 was only used when needed, it was mainly for violence being used in the locality, it was a reactive tool rather than proactive. This meant they could not plan ahead for them. Use of a Section 60 was authorised by an officer of Chief Inspector rank or above and was always ratified by duty gold to ensure scrutiny on when the power was utilised. They were also trying to get information to their Key Individual Networks, to share it on their website and out into the local media as quickly as possible so that individuals were aware where Section 60 zones were. Section 60's would always be reviewed by a scrutiny panel. It was also clarified that when individuals were stopped and searched in a Section 60 zone, they were made aware of this. The CC added that the tactic was used far less than other police forces but it was used for the safety of communities, he agreed they should look at how to widen the awareness of these zones.

**Actions:**

- a) **WYP to consult with disproportionately affected communities about the best way to provide them with information about their rights and obligations around stop and search, e.g., handouts**
- b) **WYP to look at how they could widen the awareness of Section 60 zones**

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

ACC Khan spoke about the reduction in the number of powers in the Anti-Social Behaviour, Crime and Policing Act and said all powers were utilised to ensure an effective response. An ASB case review had been added which allowed victims to activate a multi-agency review of their case. ASB victim satisfaction was monitored and in the last year they had seen a decrease in reports by about 12k. Work had been undertaken to improve the crime recording of ASB. The report showed locations of repeat incidents and all of these had a problem solving occurrence in place. Overall satisfaction was on a downward trend, however the figure for keeping people informed had increased. They were investing heavily in Neighbourhood Policing and training and they now had a skills and justice course. Pol-ed worked with schools to educate them on related issues and was a great tool to engage with young people.

The DMPC asked regarding ASB Crime logs, what happened in neighbour disputes or where victims/ offenders had mental health concerns and both ended up as recorded offenders, even if there was no charge.

ACC Khan said a crime was recorded on each occasion along with any information, if there were Mental Health concerns the expectation was they would be referred to other agencies and outcomes would be considered and this would be taken into consideration throughout the process. They were bound by the crime recording practices, legislation and the protection of victims.

The DMPC then referred to earlier in the document where there was clear information about the changes from incidents into crimes. She asked for confirmation that this same holistic approach was taken when looking at repeat locations (i.e., including crimes of Criminal damage, harassment, and public order) to ensure that all levels of anti-social behaviour were considered.

They looked at the problem analysis triangle, victim, offender, location on all ASB incidents. They focussed heavily on the victim in terms of support, location in terms what was taking place in the area e.g., lighting etc. also the suspect.

There was an expectation that all NPTs link in with partners as part of the problem-solving occurrence.

The DMPC asked what criminal offence training was being given on the Neighbourhood Support Officer (NSO) training days and what did it hope to achieve?

The training allowed any NSO who was reviewing an ASB log to identify if any further crimes had been committed. Officers and staff dealt with the initial incident, the NSO's were a stop gap who reviewed the incident to pick out any crimes, it allowed them to provide a better service and prevent any crimes being missed.

The DMPC said the report referred to the use of OSARA, she asked what was used before and what were the benefits of what they were using now.

ACC Khan said OSARA stood for Objective, Scan, Assess, Respond, Analyse. Use of OSARA came about through the HMICFRS who said other forces were using the OSARA model for problem solving. Prior to OSARA they were using the national decision model and a THRIVE model. However, a version of OSARA had also been in use for a number of years, it had just been highlighted by HMICFRS so staff were now being trained on it.

The DMPC asked whether WYP would get feedback to ensure it was meeting the needs.

ACC Khan confirmed they would, he said they must have line management action within the OSARA model, so there was a feedback model already built in. They would also dip sample and it was looked at in local accountability meetings.

## **7. Neighbourhood Policing – to access the full report, click [here](#).**

ACC Khan said HMICFRS had graded the Force outstanding for engaging with and treating the public with fairness and respect, preventing crime and disorder, disrupting serious and organised crime and use of resources all of which underpinned the work of the Neighbourhood Policing Teams (NPTs). There was a strong focus on neighbourhood policing numbers and a good model in place to build trust with communities. The NPT numbers are lower than they would like, however recruitment was underway, mainly through the new Police Education Qualification Framework model. The PCSO deficit was also being addressed. They had also invested in a 3 day neighbourhood policing training course and were working to understand how they could engage with communities better, including through various social media pages.

WYP had an independent scrutiny and advisory group (ISAAG) for race inequalities and legacy of historical injustice in policing which currently had 55 diverse members. Throughout last year the NPT's had submitted 43k intelligence reports around issues which affected communities. The Partnership Intelligence Portal and Neighbourhood Watch Schemes were also useful tools.

They understood that Early Intervention and Prevention was vital in neighbourhood policing. More than 400 schools were now signed up to the Pol-ed programme.

The DMPC had been visiting NPTs over the last year and said she had met some outstanding officers and people who were very dedicated to their work. She said the report spoke about the Force's commitment for Neighbourhood Policing to 'maintain visibility' she asked why the commitment wasn't to 'increase' visibility.

The CC said this was an ongoing battle and challenge, they would move to the term 'maximise visibility' he said they want to increase it however the issue was around resources. As more student officers came out of training in the next couple of years numbers and visibility would increase.

The DMPC then said in relation to staffing that one of the strengths of neighbourhood policing was when an officer is known and trusted by the community. She asked for some indication to be given of the length of time officers were in the NP roles, understanding this was not a guarantee.

ACC Khan said they were trying to professionalise neighbourhood policing, but they recognised that officers and staff wanted to develop further so tended to move around. They were supporting those who wanted to stay and supported longevity but there was no easy fix.

The DMPC then referred to Page 4 and the training given to neighbourhood officers. She asked what input was there regarding different communities and how they dealt with the variety of race/religions encountered by officers.

ACC Khan said WY was very diverse and officers did receive a specific communities' input in the training course although this was not specific to race/religion.

They were looking to do more training on the make-up of specific areas/communities including their history, but this was upcoming work. He agreed there was a need to go further to look at anti-racist training.

Page 10 the report referred to 'intervention 22', the DMPC asked how many 'intervention 22' inputs had taken place and was this linked with the local Youth Offending Teams so they were aware of young people being spoken to in this way?

ACC Khan said there had been 63 interventions May-July, 109 August-October and 49 November-January. Intervention 22 looked at educational, diversionary and intervention schemes where it was not in the public interest to prosecute. It was a good way to take someone away from something that may give them a criminal record, they were linked in with the YOT's but it was used on lower level cases.

Finally, the DMPC asked for more information about operation Moss Green and asked whether its implementation had led to any better outcomes in terms of trust from those communities.

ACC Khan said it was still early days and the operation was still running, but positives had come out of it in terms of allowing officers to see what communities wanted and then this could be acted upon. It allowed greater interaction with households in the Wakefield Rural area and was a good way to engage. Once the full operation had been assessed he would share the full results. The DMPC would also like to share the results with the leader of Wakefield Council.

**Action:**

**To share the full results of Operation Moss Green once available, also share these with the leader of Wakefield Council.**

**8. Stalking – Exception Report – to access the full report, click [here](#).**

ACC Khan said there was currently a Force review the best options for managing stalking. They were taking on the role as North East Regional Lead for Stalking and Harassment. They had commissioned a bespoke stalking problem profile which was awaiting final sign off and he would update at a future meeting. Previously it had been embedded within Domestic Abuse, but it had now been separated which allowed a break down per district of stalking incidents. The numbers had increased significantly in all districts, this was mainly due to a change in recording. They had an area of concern regarding completion of Domestic Abuse, Stalking and 'Honour' Based Violence (DASH) reports and so were focussing on improving this and they were working on a consistent approach across the 5 districts. They had 3 Stalking Protection Orders but they focussed on how they could address individuals through a charge.

The DMPC welcomed the update on the problem profile once it was available, she also asked whether they could show the trend over time for reporting.

The data was available. It was agreed this would be provided following the meeting.

She further asked whether there were plans to ensure incidents of non-domestic stalking were investigated by specialist staff.

ACC Khan confirmed this was the case, he said in the main they were done by Domestic Abuse Sergeants or the Adult Safeguarding Teams. He had asked for an options paper from the Local Accountability Meeting to ensure there was a consistent approach.

The DMPC asked how WYP would the review in progress referred to on the first page of the report result in an improved victim's journey for stalking victims linked to the problem profile, it was agreed this would be discussed further once the problem profile was available.

ACC Khan said the Central Safeguarding Governance Unit had recently presented a number of options to enhance the response to stalking which meant investing in a few more staff in those units. A response would be available in the coming weeks.

Regarding the map on page 7, the DMPC asked whether any work had been undertaken to look at the occupation of those stalked to things like low-cost housing or universities etc. to look for any correlation.

Mapping was always done and the problem analysis triangle was always looked at. ACC Khan felt more work needed to be done around stalking in terms of education, but they were doing a lot of work on safer spaces and it fed into the VAWG agenda.

**Action:**  
**WYP to provide the stalking reporting trend data**

## **9. PSD Complaints - to access the full report, click [here](#).**

ACC Riley presented the report which covered February 2021 to January 2022. During the reporting period there was an average of 316 complaints per month. 56% of complaints were recorded outside of Schedule 3 meaning they were low level. The time taken to deal with complaints inside Schedule 3 had increased due to staff shortages, however they had recruited additional staff to mitigate this.

The top 3 categories of complaints were delivery of duties and service, individual behaviours and use of force. Conduct allegations had decreased, but an increase in sexual misconduct had been recorded. Inappropriate use of social media had also increased. Communications campaigns and online training was in place to raise awareness. Cases which did not meet the threshold for misconduct were dealt with by line managers in district.

She then covered the numbers of suspended officers and staff and misconduct hearings. In terms of vetting, they were compliant with the exception of collection and storage of data relating to protected characteristics, a new system would be implemented in Autumn to mitigate this. Vetting scrutiny processes were also in place. They had recruited 3 new vetting officers to reduce backlogs. She then covered the disproportionality and protected characteristics statistics of cases.

The DMPC asked in terms of the back log in cases finalised, she asked how long it would take to deal with the backlog entirely.

The CC confirmed the backlog would be dealt with by June 2022.

DMPC then referred to Page 4 and the noticeable increase in the number of cases recorded relating to sexual assault/ sexual misconduct both on and off duty and the increase in the number of cases around the use of social media/ team WhatsApp groups where inappropriate and discriminatory messages had been sent. She asked what assurance could be provided to the public that the internal communications and training would be sufficient to prevent further cases?

The Force were doing a lot of training and communications, including animations covering those areas, she said the comms were unlikely to reduce cases in the first instance as the message was about being an upstander and not a bystander. There would however be an increase in reporting. The recent WhatsApp incident had raised a lot of awareness around the consequences of not reporting. PSD also did talks with new recruits, and issues were raised at Local Accountability Meetings. When considering thresholds for suspension they had to take into account what the public would expect meaning they were different to what they had been in the past.

The DMPC then said regarding disciplinary proceedings there was disproportionality in relation to disciplinary meetings and those that are assessed as being appropriate for PRI. She asked what was being done to address this? She was glad that the figures were not disproportionate in other areas.

In terms of practice requiring improvement cases, there were 2 of 42 from an ethnic minority background, however they monitored the data and the step change would be around strengthening the processes around the scrutiny and more could be done here. ACC Riley was keen to increase the amount of scrutiny to understand the lived experience of those from an ethnic minority.

The DMPC asked what the situation was like at district level, was there disproportionality in that more ethnic minority people were being passed to PSD.

ACC Riley said this was possibly the case however she did not have the figures, the report spoke about too many general cases coming to PSD where supervisors did not have the confidence to deal with cases directly, so there was work ongoing to improve this.

The DMPC said it was good to see more ethnic minority people in disciplinary meetings rather than hearings which were more severe. She asked if there was any evidence to suggest these should be PRI rather than disciplinary meetings.

She confirmed this work was also ongoing, the 6 misconduct meeting cases referred to in the report had all been reviewed and deemed suitable. They continually looked at the data and she was keen to increase the scrutiny.

**Action:**

**WYP to provide the ethnicity figures to the DMPC at the earliest opportunity regarding cases being dealt with at district level compared to those passed to PSD**

**10. Future Agenda Items**

To be agreed in line with the new Police and Crime plan

**11. Any Other Business - There were none.**

**12. Next Meeting – 14 June 2022 at 1400**