

Community Outcomes Meeting (COM)

Date: Tuesday, 18 October 2022

Present

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

John Robins – Chief Constable (CC) West Yorkshire Police (WYP)
Sarah Baker – T/ACC, WYP
Jon Arrowsuch – T/CS, WYP
Sareth Humpage T/CS, Director of Corporate Services, WYP

Also present

Paige Cowling – Engagement Officer, Policing and Crime
Dave Iveson, Digital Communications Officer, Policing and Crime
Allison Kemp
WYP Police & Crime Liaison Officer

Sharon Waugh – Engagement Manager, Policing and Crime
Rachel Hannan – Engagement Officer, Policing and Crime
Brogan Coulson-Haggins – Communications and Marketing Officer

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.

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

The previous meeting scheduled for 13 September 2022 was postponed due to the death of Her Majesty the Queen and was rescheduled for Tuesday 18 October. The notes of the previous meeting were agreed as a correct record. The following update was given as part of matters arising, the Chief Constable (CC) provided the following:

- a) In response to whether West Yorkshire Police (WYP) were in a similar position with Human Trafficking and Modern Slavery referrals to that of the rest of the country?, he said WYP's profile was similar to the rest of the country, the main referrals around the UK (for human trafficking and modern slavery) were UK citizens, Albanians and Vietnamese, making them fairly consistent with other referrals nationally.
- b) The DMPC had previously requested further details on statistics on those killed and seriously injured which were provided.
- c) The Mayor's Office previously offered support to link WYP with black and minority ethnic women's focus groups. The CC said Lee Berry, VRU (Violence

Reduction Unit) Lead had since contacted the mayor's office and kindly taken the offer up.

- d) Finally the DMPC referred to the Serious and Organised Crime report and confirmed she had met with the Organised Immigration Crime Team and they had provided her with a helpful briefing.

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

DPMC announcements:

- a) **VAWG Strategy** - It had been 1 year since the launch of the WYP VAWG strategy, and the Mayor wanted to pay tribute to the work of WYP in delivering the strategy – she noted the fantastic media coverage with SmartWater being a notable success and also a finalist of the Tilley award.
- b) **Support for victims** - Under innovation and investment, WYCA had been successful in bringing in substantial amounts of funding to West Yorkshire to support victims, and prevent offending;
- £14m had been secured from the Ministry of Justice to fund victim services in West Yorkshire for the next 3 years. The multi-year funding would pay for over seventy different services and support roles for victims and witnesses across West Yorkshire including 52 Independent Sexual Violence/Domestic Violence Advisers. A new West Yorkshire wide service would also be established to specifically support victims of Domestic Abuse related Stalking which was a great accompaniment to the stalking team.
 - Success in Safer Streets Fund 4 meant that a further £1.2m was on its way to West Yorkshire to support two key projects which would both increase the safety for women and girls particularly in the night-time economy, and also tackle anti-social behaviour.
 - £500,000 to support the victims and survivors of domestic abuse and to reduce reoffending across West Yorkshire. The money would support seven projects in the region, including the funding of an additional domestic abuse perpetrator worker in Leeds, 32 GPS location tags for offenders, and a perpetrator intervention programme for fathers in Kirklees.

The CC did not have any announcements.

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

The report highlighted that last year people aged 10-19 were 15-20% of the serious violent crime population, and 17% of the overall violent crime profile, it also stated that reassurance could be drawn from the significantly lower rate of experiencing a use of force compared to the possibility of that force being used (e.g., taser contact vs taser non-contact): compliance was being gained more than force was being used and the DMPC asked how the information was being shared to improve trust and confidence.

The CC said the way in which the police record use of force nationally and locally meant that any element of use of force or anything that could be interpreted as a use of force was recorded, and from that the good news was that WYP physically laid hands-on people and used force in a lower proportion to what was overall recorded. There was more work to be done around young people via social media and WYP were developing content with their corporate communications people to try and improve the way in which they communicated use of force statistics.

He said they had also been using interns from the universities to review their messaging to young people and the interns have given them some really inciteful help and support as to how to improve. WYP may come to the mayor's Youth Advisory Group (YAG) if possible, to talk about those elements as they want to do more.

The DMPC said she welcomes them to the IAG (Independent Advisory Group) and Any other young people's group that the Mayor's office can refer them on to.

The DMPC said looking at the Submission of Use of Force Forms data on Pg. 4 and welcoming the increase in compliance and reduction in level of force - the overall figure has still increased by 157% (from 15,823 in 2018/19 to 40,727). What more could be shared to help us understand the significant increase.

T/CS John Arrowsuch explained the increase was largely down to changes in recording. WYP had sought to reintroduce the forms to have greater transparency and understanding of the issues. WYP were confident the most recent increase was due to increased governance that has been put in place, to achieve the greatest possible transparency. He also said that WYP had also invested in technology which allowed officers to submit the forms whilst out on duty, reducing the likelihood of them failing to submit the detail as they were deployed to other incidents.

The DMPC said page 6 of the report it highlighted the consistent inequality towards Black people. She asked if they could offer more detail and reassurance about their ongoing work to look at this.

T/CS John Arrowsuch said WYP were incorporating work done on use of force with the work done to achieve the objectives of the Race Action Plan. He said there were a number of changes being made to officer training, elements of which related to use of force. He also said they were working to include practical-based scenarios within training to address potential biases which may be an influence in an officers decision to use or not use force. T/CS said it was important to understand those biases may be on the part of the officer but also on the person making or taking the report or dispatching the officers, and the scenarios are looking to address all of those potential issues. He said WYP had made a significant effort to understand any inequalities in relation to decision making by commanders so the plans for operational delivery balanced the need for equal protection to the community and the policing of it.

The CC added WYP was once described as an icebreaker force in the National Race Action Plan because they had looked at disproportionality data in far more detail than other organisations and forces. He said they could not explain all the inequality towards black members of the public, offenders or suspects and towards all other minority ethnic groups, but they were still trying to explore it in many different ways.

He said some of it might have been in terms of reporting into the organisation from a business or a member of the public. WYP were trying to counter any issues with training. The college of policing were also looking at cultural community diversity heritage training and WYP were already engaged with companies and community groups to deliver it. The CC said that he was absolutely committed and adamant that in the long run the solution to much of it was to equip people with the right mindset and approach. He said it was still complex and it did not explain all of it, therefore they had to conclude that there were disproportionalities.

The DMPC said she had given DCC Tyrone Joyce contact details for some Leeds based race training activists who conduct talks around west Yorkshire about the history of racism. She said she thought it was important that people from West Yorkshire, who were familiar with West Yorkshire were a part of the delivery.

Finally, the DMCP added that the report said that WYP would adapt the dip-sample approach to one of targeted review, focussing on the main areas of inequality. The DMPC asked why the rates of dip-sampling were so variable across the Force and what was being done about it.

T/CS John Arrowsuch said the five districts in WYP were all significantly different in terms of their size and make up and that it could sometimes make it challenging to administer a process which was corporate across the organisation in quick time. There was a need on this occasion to bring in a system quickly so that they could provide as much data as possible in this area and there was a recognition that it may have been overly bureaucratic. He added some of the smaller districts found it difficult to administer and because of that there was a new approach in development that offered a better service in terms of tracking reviews. It had a number of automated features which included reminders and performance data which would improve the consistency of the performance around the force and would deliver efficiencies through targeted reviews on specific demographics.

The DMPC asked to continue the discussion about disparities, moving to stop and search. She informed streamed viewers that this was a regular report every six months and the youth focus was a new addition which helped to better understand stop and search activity on children and young people and was in direct response to the Mayors concern regarding child Q.

Action

WYP to attend a Mayor's Youth Advisory Group Meeting to talk about Use of Force and how best to communicate the figures to young people.

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

The DMPC was pleased to see that the children's information commissioner had made a statutory improvement of information request for data relating to strip searches of children from every constable and asked if WYP had received their letter. The DMPC asked if it was possible to see the response to the commissioner and the CC agreed to this.

The DMPC asked about page 2 of the report, after looking at the reasons for stop and search on children, could WYP explain how this was broken down by outcome across the categories (for example drugs, offensive weapons etc.)

T/ACC Sarah Baker clarified that the 'direct outcomes' mentioned in the paper was when an officer has found what they are looking for, what the purpose of the search was for, and a 'positive outcome' was when they have found something else that merited an arrest or an outcome in that sense.

In respect of the stop and search of children, the direct outcome rate had increased from 15.2% to 17.6%, when comparing the six-month period in 2021. The positive outcome rate had increased from 20.9% to 22.7%, so WYP had seen a 'positive' position in terms of the outcomes.

T/ACC Baker provided some extra data in other categories:

- Drugs searches, the direct outcome is 24.2% of the positive outcome rate is 28.9%
- offensive weapons is the direct outcome 11.3%, and the positive outcome in 17.1%
- Stolen property direct outcome 22.4%, positive outcome 26.9%
- Going equipped direct outcome 12.7%, positive outcome 18.1%
- Criminal damage direct outcome 1.3%, positive outcome 6.5%

T/ACC Baker added the searches might not always find specifically what they were looking for but generally there would be something in terms of an outcome.

The DMPC pointed out in response to the figures provided, that nearly 80% of the first number T/ACC Baker raised, nothing was found. She added that the last number raised, 6.5%, meant that approx. 94% of searches took place where nothing was found and she added that it seemed quite a lot of people were being stopped and searched and nothing was found on them, adding that this was where the work needed to be focused with those communities.

A deeper look was required into why they were being stopped and searched in the first place and she added that WYP needed to be able to genuinely explain to people why they were stopped/searched.

The DMPC said she suspected, due to there not being a breakdown in ethnicity, that if large numbers of Black people were stop searched and relatively low numbers of 'positive or direct outcomes' had been met then that would have an impact on the trust and confidence.

T/ACC Baker said it did impact on trust and confidence, adding it was about communication and engagement at the time of the event and having objective, honest conversations around the reason and grounds for stopping people.

The DMPC asked if there had been any work done with policing about challenging the numbers of positive/direct outcomes. She asked if WYP were asking themselves if they were conducting so many stop and searches and having such little positive/direct outcome, whether it was correct to stop that proportion of people, or if they could have stopped less. The DMPC also asked if WYP were able to think about who was being stopped and why, looking at the grounds that were used and unconscious bias.

T/ACC Baker said the latest PEEL (Police Efficiency, Effectiveness and Legitimacy) inspection figures showed approx. 96% of stop search had reasonable grounds, so it gave some reassurance, albeit those grounds were objective and they hit the criteria but there was much more work to do.

The DMPC said there was an opportunity to use the data to look at the grounds, though if 94% of the stop and searches had no outcome compared to looking at the impact that it has had on the community, and if there was any learning, or something that could be done differently.

T/ACC Baker said scrutiny panels were important because they provided feedback. Panel members could watch body worn footage.

The DMPC said she was interested to know what had changed as a result of the feedback from the Independent Advisory Group.

The CC said that all stop and search data was recorded on [Police.uk](https://www.police.uk) and was available to the public, it included location, time, and geography. He said WYP were in a dilemma for exactly the reasons the Deputy Mayor had spoken about, that whilst the independent inspectorate welcomed the WYP approach, communities were still concerned. Whilst WYP were trying to stop young people being murdered, stabbed, and assaulted, it was not seen that way. It was seen by some as over-policing and over-tightening on communities, he recognised WYP had to work harder to explain the process. Whilst there was positive outcome data it still was not a good enough outcome for communities.

The DMPC asked that through internal learning, with the hit rate being low, at what point could WYP make a different decision on their direction, prompting reflection and ongoing review.

The CC gave an example that Section 60 stop searches were introduced to try and prevent serious harm and serious violence to people, but that process in practise would increase stop search 'without outcome' and that posed something of a real dilemma.

The DMPC further said data quality continued to be an issue around self-defined ethnicity and she asked what qualitative work had been done to better understand why it continued to be an ongoing issue.

T/ACC Baker explained WYP had seen positive progress. From the last report that she viewed, the previous rate of not recording self-defined ethnicity was 0.1%, and that had remained static.

WYP had started to include self-defined ethnicities as a 'not stated' category and beneath that, there were a range of options officers must complete to say why it was not completed. It was about trying to narrow down and understand why they were not recording and what the issues were. This had been taken to local accountability meetings to be raised to make sure they had the required discussions. WYP had seen a reduction of 3.8%. Where no record was made, they asked districts to look at body worn video to review the encounters and have the discussions with the officer concerned. If there was a performance issue, it would be followed up. They also had a page dedicated to data quality.

The DMPC asked what percentage of Young People were stopped for drugs (based on smell of cannabis alone) instead of grounds based on more objective factors based on the individual or the area or the local intelligence.

T/ACC Baker said they struggled to answer this in terms of a percentage due to the number of records they had, as it required a manual review which was quite labour intensive. They said they were confident they were making appropriate changes to reduce actions taken by officers based on reliance of their smell of cannabis, and the ground search is now broken down in to three further stages which prompt an objective thought process. The force policy reaffirmed that position ensuring objective grounds. E-learning was also mandatory. Supervisors were reviewed and training was available on entry into WYP.

The DMPC asked if they could share more about the work they were doing to look at the Quality of encounters and how positive/negative feedback informed ongoing Training and development, particularly in relation to those who were disproportionately impacted by stop and search.

T/ACC Baker said the scrutiny panel and IAG helped identify good practice, they also looked at the paperwork and body worn footage to provide a holistic view and feedback which promoted wider learning. Senior leadership also had oversight when themes and issues were reoccurring. Refreshing stop search receipt, how to provide feedback, positive negative complaints, looking at QR codes and tech options for development. Stop and search training itself was also being refreshed in the coming months to ensure it was where it needed to be.

The DMPC said she had been in touch with some young Black boys from a local school and the CC had agreed to meet them and hear about their views on interactions with WYP. Twenty-two of the twenty-nine boys had themselves been stopped by police, and they were all aged between 13 and 16.

The DMPC pointed out this was a high proportion and suggested some of their feedback could be incorporated into WYP training.

Action

WYP to share the response to the letter from the Children’s Information Commissioner regarding the statutory improvement of information request relating to strip searches of children.

6. Neighbourhood Crime – to access the full report click [here](#).

The DMPC noted that neighbourhood crime was known to be a quick “repeat location” for example in respect of burglary, she asked if WYP were doing house to house and ensuring that new officers were aware of how to target locations.

The CC said they had a range of crime prevention training from student officers to PCSOs, to have problem solving approaches like the SARA (Scanning, Analysis, Response, Assessment) model. They also had a host of initiatives around cuckooing. He said they focused on victim location offender repeats awareness, and burglary dwelling, adding it was however about balancing off the ability to do it with the resources available.

The DMPC asked what the current position of Integrated Offender Management (IOM) was and how repeat offenders were dealt with in this system.

T/ACC Baker said across the five policing districts, they had around 60 IOM officers, jointly managing around four hundred individuals, across the force. West Yorkshire had recently moved to a new national refreshed model which was designed to focus on neighbourhood crime and reduced acquisitive crime rates. There was a partnership approach with probation for example. She said there were three cohorts, the first being ‘serious and acquisitive crime’ cohort, being around 60% of the people they manage. This was based on a scoring system of previous offending history and the gravity of crime. The second, ‘flex’ cohort were the local priorities, so what was defined as a local need e.g., female offending specific to the area. Finally, the third cohort was the ‘frame,’ if there was a capacity, they look to add IOM focus, ensuring those individuals were provided for.

The DMPC asked how the business element of those specific crime types was targeted and how had this changed since the pandemic.

The CC said that the IOM programme focused on those causing the most harm and tended to focus on acquisitive crime such as burglary, robbery, theft, ASB and causing disruption e.g., hate crime. Or the focus on the individual and local priorities. There were hotspots or elements of focus, e.g., if there was an increase of theft of motor vehicles by organised crime then that would be a criminal investigation through organised crime teams. Whereas, if there were people with lifetime addiction issues where that was causing their repeat offending, that was when they would focus on those individuals too.

The DMPC added that HMICFRS (His Majesty's Inspectorate of Constabulary, Fire and Rescue Services) cited West Yorkshire as good practice on a recent report on

acquisitive crime and had sent it to partners so they could see the good work. The DMPC noted she could see there were quite a lot of opportunities coming through from the 'Harm to Hope' funding and wanted to know how 'Project Adder' was impacting on Neighbourhood Crime in Wakefield?

T/ACC Baker said there had been some positive outcomes with Project Adder, especially with the availability of hard drugs, noting the public health approach was the way to do it as it was very positive. She said the force did not yet know how it was affecting neighbourhood crime in terms of statistics and it was too soon to tell. WYP had eighty-five perpetrators signposted into drug treatment services, but whether they would stop long term offending was yet to be determined.

The DMPC added that the Mayor's office had bi-annual meetings with all five directors of public health around West Yorkshire to understand how everything was going across West Yorkshire and to find any co-working and commissioning opportunities. The DMPC extended the invite to WYP.

The DMPC said there was a large difference in victim satisfaction between residential burglary and vehicle crime and asked why that was and if WYP had any plans to rectify it?

T/ACC Baker said the position was the difference in satisfaction between attended and unattended crimes and WYP were in a difficult position around what resources they could deploy around certain crime types and their solvability. They knew people were more satisfied with attended crimes than unattended crimes and they did attend a higher proportion of burglaries than vehicle crimes, to provide a simplistic view on it. T/CSI Humpage said that there was something else around Crime Scene Investigation (CSI) attendance and providing additional information and support when a crime had taken place that also had an impact on confidence. Providing CSI did increase satisfaction; however, it was about understanding finite resources. They also looked at the satisfaction of unattended crimes, at the quality of the telephone conversation with call handlers, to make sure there was a straightforward check list being covered, giving people simple straight forward advice, which also helped with consistency.

T/ACC Baker said victim contact was another area, they had recently moved away from the traditional victim contact module in place of a new one, ensuring it was more bespoke to the victim's needs. The data was monitored, and they hoped to see dividends with it. In terms of training packages and tools which went with the guidance mentioned earlier, WYP were making sure that officers knew what made someone feel safer. Some of it was about providing an ease of access to people, having automated support such as a crime tracker. It was also about developing that idea so the victim could access real time information about their crime and have contact from the officer when an update had happened, as a lot of people liked to work online so it was getting that balance right for everyone.

The DMPC added that she was doing 'Message the Mayor' recently and there was a question asked about car crime. She said she did explain the process of attended and unattended crimes, and that public resources were not infinite and there were

assessments of not just risk but where harm and vulnerability exist, they would be a priority, although she understood those messages were hard for people to hear when they had been a victim of crime.

The DMPC asked where the good news stories were and where were the challenges.

T/ACC Baker said HMICFRS had graded WYP as outstanding in terms of recording crime, by understanding the problem, or a great deal of the problem and recording it with integrity and transparency ensuring they had the whole picture. However, a large number of crimes unfortunately impacted on the outcome rate and charges achieved by each force. This was because not every force was in the same position as WYP in terms of recording. Other good news was that the force had achieved just over 100,100 charges in year 21/22 for Neighbourhood Crime offences. WYP were eighth highest in the country.

T/ACC Baker said the position around WYP outcomes was that they always wanted to improve. The issue was resource availability, investigative quality and making sure WYP were doing the best it could to obtain all the evidence, making sure all the basics were done to get the positive outcomes.

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

The DMPC asked how often Neighbourhood policing officers were used to Supplement officers for call handling and if this was being reviewed to ensure that it was only when necessary.

The CC said they had been able to maintain Neighbourhood Policing Officers (NPO) and officers in every ward across the county. PCSO's were not PC's, there were less of them than there were before, he wished there were more of them as it was an essential role for communities. They had seen more demand, so they used PCSO's or redeployed people out of safeguarding roles for example. The CC reassured the DMPC that it was going in the right direction. He also noted where they must redeploy a NPO, they would do everything in their power to send them to a crime in their own ward which would be something that they would have been dealing with down the line anyway.

The Chief Constable said WYP could not have a situation where a member of the public was waiting for the police to come to them and a NPO to walk past them. There were realities where they must send them to other calls to maintain the minimum service to the public. WYP would provide some statistics on it because they monitored it and held districts accountable for how often they deployed them off their own beat.

The DMPC said she did recall when HMICFRS graded WYP very well on the matter and did not suggest there was an issue so it would be good to see the data.

Action

WYP to provide data outside of the meeting around how often Officers were deployed to calls outside of their area

The DMPC asked what the process was for looking at the skill and experience balance between patrol and NPT and how that might change when West Yorkshire had a high number of young recruits.

T/ACC Baker said that the high number of young recruits posed a challenge, she explained what traditionally happened was that officers would spend a number of years in a patrol environment, getting to grips with core policing and then they would go into neighbourhood policing as a specialism. The process was still the same (if a vacancy arose on a Neighbourhood team it would be advertised, and people would apply for it) but being able to release those officers from patrol and on to a neighbourhood policing team was a challenge maintaining a basic level in order to respond to the emergency and priority calls when they came through. There was a difficult balance and where neighbourhood districts had been filling those vacancies, it was not at the speed they would like. What WYP knew from the PEQF (Police Education Qualifications Framework), the new student perspective, they could select an NPT if they chose but there were low numbers coming through. T/CSI Humpage added the three-day neighbourhood policing course to upskill NPT officers which offered a qualification, had been rolled out and was doing well. So even if they were not the most experienced, they would still get some special training.

The DMPC asked how much consideration was given to the solvability factors on the ASB crime types and how many were flagged for further investigation.

T/ACC Baker said all crimes, irrespective of their type were screened. It provided an opportunity for further investigation, and a positive outcome for victims. 37% of the specific neighbourhood crime types were screened and that was the norm.

The CC added 100% of crimes were investigated, they were all reviewed and looked at. Ones that had positive lines of enquiry would be progressed, 37% in neighbourhoods. It went up far higher in percentage for the more harmful crimes like harassment or domestic abuse. They were all recorded, reviewed, and investigated in a proportionate manner. 37% would go on for further investigation where there was more work to be done on them and those were the ones that ended up turning in to positive outcomes. Of course, the overall objective was to do more but there were not enough resources in policing and pragmatic decisions must be taken. WYP were pleased to be able to focus neighbourhood policing officers on some of those neighbourhood crimes in those areas.

The DMPC said it went back to the importance of communication with the victims around managing satisfaction, she also asked why in appendix B Calderdale District had an extremely high number of 'Total' ASB type offences.

T/ACC Baker said that a refreshed view of the paper saw there was a data error. The actual correct figures were 44% for 2021 and 32.7% for 2022 which were much more in line with where it would be expected to be.

The DMPC said residents and partners told us motorcycle enabled ASB was a growing issue in their districts, and she asked what was being done to combat it.

T/ACC Baker said rates around all districts had fallen, except for Kirklees, which had seen a small increase of 2.2%. The neighbourhood teams needed to make sure they were getting the messaging right. Because of perception, if people felt there was an issue, then there was an issue for them. WYP wanted to get the right messaging across with engagement and communication, making sure they provided reassurance. But the rates were coming down.

The DMPC said that improving communication would be good, she added that the Mayor had secured a further £550,000 (Safer Streets funding) to work alongside policing and community partners on this issue.

T/ ACC Baker said every district had an off-road motorcycle unit who could respond to those calls. Calderdale District struggled to find the officers to get them trained up, but funding had now been secured to progress that and respond more effectively.

The DMPC noted there had been some high-profile deaths of young people in West Yorkshire recently and so young people did need supporting to look after themselves.

The CC said WYP were continuing to use innovation in this area. Local Authorities used to have offroad motorcycles to oversee their land however they were no longer in place. To maintain that service WYP were using SmartWater, drones, CCTV, and ID methods to track people as well as physically get close to them as it was an impactful and intrusive element to ASB. The reality was the reports were going down, but some people had said that was because they were not reporting it so WYP would have to monitor this, it was a safety issue; and sadly, some very young children had been fatally injured as a result of the activities of some of these people.

8.Mental Health – please see full report [here](#).

The DMPC said the report highlighted the increase in demand on the police and partners and asked about managing that demand.

T/ ACC Baker said there was a process to monitor calls, and they reported on repeat mental health callers so they could work with local partners to identify and address the individual need and make sure care plans were in place. It meant reducing the demand by making sure that person was supported from the correct partner rather than the police.

The district reported to a central mental health improvement meeting where they had WYP oversight and consistency and a forum for learning. The demand on wait times for 136 handovers at the suites were challenging, it was monitored and that gave the opportunity to escalate locally where appropriate and pick up on learning. One of the most effective things from a district perspective was mental health nurses within the hubs. Frontline nurses that had the knowledge and expertise that get involved in calls and provide support was crucial with the volume that they were facing. They mitigated a lot of vulnerability and threat for the individual and to the officers who were not qualified to deal with some of the calls.

There was a lot going in to managing demand, a lot of it was practical like the mental health nurses and some more strategic partnership working issues.

The DMPC said she was in an APCC (Association of Police and Crime Commissioners) meeting recently when they said 60% of all calls were mental health or non-policing related.

The CC said WYP found themselves doing the safeguarding and the social work because nobody else was doing it. The force dealt with people in mental health crisis who were suicidal or missing from home or were themselves involved in ASB and violence through their mental health challenges. The force were sweeping all that up but also being criticised because they were not investigating crime. Officers were finding themselves increasingly in hospitals sitting with people trying to gain them admission or sitting with people who should be in other parts of the NHS system. WYP would continue to do their caring and safeguarding responsibilities when there was no one else to do it but it was hindering policing doing other things.

The DMPC said it was important to tell the public, so people understood that there was not a specified service for in-person crisis mental health response and the police often took on this responsibility.

The CC said that their front-line patrol officers would go from incident to incident and it often rotated around domestic abuse, missing from home and mental health, noting two of those incidents were not crimes. They were not doing what they wanted to do which was investigating crime and dealing with violence but spending half to two thirds of their time doing things that people would understand to not be policing roles.

The DMPC said the report stated around seventy children per month were encountering the Police due to their mental health. Most of this was extremely low level, with only sixteen children detained under section 136 of the Mental Health Act in the last 12 months, she asked for examples of what was meant by "low level" and how many of the young people were in mainstream school/education,

T/ACC Baker said the term low level needs to be taken with caution, as it was understood to the individual, it would not feel low level, as what they were going through at that time was challenging and upsetting to them. "Low level" was the police response that was required. A lot of calls were third party response calls such as from a charity (e.g., NSPCC or Childline) that had had someone call them and say they are feeling unwell and wanted to harm themselves. The charity then would share the location and officers would complete a welfare check. The reality sometimes was on arrival, their parents were aware, they were under a GP and the person was just phoning to have support. There was no reason to have a police role in those situations, sometimes further questioning by the third party would have negated the reason for officers to attend. It was about ensuring the right agency was helping and supporting them.

The DMPC said the VRU and Crest Research had done a piece of work about young people who were looked after, or not in mainstream education, and mental health

and criminalisation and those cohorts were very high. The DMPC asked to understand if the force had that data.

T/ ACC Baker said in terms of education there was a gap. There was some interesting work taking place now which focussed on data sharing to see how WYP could bring that data together to review it. It was early days however, the position in the meantime was to look at how WYP could develop a holistic picture.

The DMPC said she welcomed the ongoing work around Neurodiversity, and asked if they could say more about it and share more detail about how learning would be shared with officers and PCSOs across West Yorkshire.

T/ ACC Baker said there was a training package that had been developed by a mental health nurse who worked with policing, which was going to their mandatory training board in November for decision on how best to roll it out. It would be aimed at all frontline staff on how to deal with neurodiversity such as ADHD, Autism and Dyspraxia. It explained to the officers what those conditions could present like, and how to help them better deal with a situation and meet the person's needs, including how to interact with them. It would also include signposting and accessing further support.

The DMPC said that was helpful because the Mayor's engagement and casework team had shared examples of where some members of the public who were neurodiverse had experienced a negative police experience due to a lack of understanding. Also, where some people had entered the Criminal Justice System when it could have been avoided.

The DMPC said given the relatively high incidence of suicide in Yorkshire and the Humber, could she have more information about the TRiM (Trauma Risk incident Management) programme and how it was being used to support staff and officers who were dealing with such incidents, as well as supporting those officers and staff who were most at risk of suicide.

T/ ACC Baker said TRiM itself was not used for specific incidents, it was initiated by team supervisors when they had a conversation with an officer or because of the nature of an incident they felt there was a need. This may be a road traffic accident, a child death, or for a family liaison officer supporting a family through something. It was different for different people which was why it was good because it had the flexibility and methodology to support somebody and the ability to be used across a wide range of different responses to help officers start to process what they were experiencing.

The DMPC asked if they thought TRiM was effective in preventing worsening mental health and people taking their own lives. T/CSI Humpage said certainly so and they had received positive feedback.

The DMPC said she was aware there was a case from a former officer who did not feel like they had been supported in the right way. She said it was about

recognising that support cannot always be right for every individual all the time, but the commitment to supporting people with their mental health was there.

The CC said some of the processes had changed since that officer had left the organisation. WYP provided further psychological counselling support as well as the TRiM process. **The CC said we can't underestimate the long term sustained impact of trauma on police officers, recent information suggested 85-95% of police officers had some degree of trauma.** The DMPC agreed, she added it was right that we recognised that policing and trauma went hand in hand.

10. Future Agenda Items

- Drugs and Alcohol
- Safeguarding
- Serious Crime
- VAWG
- Road Safety
- Exception Paper – DMPC asked for a paper from WYP about work they were doing in preparation for the cost-of-living crisis and its impact on society.

ACTION

The CC agreed to produce a paper for the cost-of-living crisis from a policing perspective.

11. Any Other Business – none

12. Next Meeting

24 January 2023 at 1400