

Community Outcomes Meeting (COM)

Date: Tuesday, 18 April 2023

Present

Alison Lowe – Deputy Mayor for Policing and Crime (DMPC) Liz Hunter – Director WYCA Julie Reid – Head of Policing and Crime, WYCA	Catherine Hankinson, DCC, WYP Damien Miller – ACC, WYP Ed Chesters – T/ACC, WYP Sareth Humpage – T/Ch.Supt, WYP
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Also present

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

Sharon Waugh – Engagement Manager, Policing and Crime
Brogan Coulson-Haggins – Communications and Marketing Officer
Allison Kemp, WYCA Liaison Officer, WYP

1. Welcome, introductions and apologies.

The DMPC introduced the meeting, welcomed those in attendance and provided an overview of the meeting.

2. Notes of the previous meeting on 24 Jan and Matters arising.

The notes of the previous meeting would be agreed outside of the meeting, all matters arising were ongoing.

3. Mayors Announcements:

- a) **Baroness Casey Report** - Since the last meeting the Mayor and DMPC had had sight of Baroness Casey's Report into the MET and had spoken to WYP regarding this. They were expecting a detailed report from the force although many of the issues that were raised had been the subject of ongoing scrutiny and reports over the last few years. She invited DCC Hankinson to comment on the findings.

DCC Hankinson said as people may be aware the report was based on the MET, however she understood the report would have had a huge impact on confidence in policing across the country. They were working through the detail of the report to understand what learning was in there for WYP. As a force, herself, the CC and the Chief Officer Team were clear with staff that discriminatory behaviour of any kind would not be tolerated and they expected the highest standards at all times. They provided continuous support and messaging to staff that behaviour of that kind was unacceptable; and all reports were taken seriously, and action was taken. Internally, the force were one of the first forces to undertake upstander training with all officers and staff, which helped give them the confidence to come forward and report. Externally, the

focus was on victims, witnesses and public service, the force understood that collectively they owed it to the public of WY to deliver a compassionate and fair service and they were not complacent in any way in relation to the report and would continue to work hard to root out any discriminatory behaviour amongst officers and staff.

- b) **PC Sharon Beshenivsky Suspect Extradition** - The DMPC said she was very pleased with the extradition of the suspect in relation to the Sharon Beshenivsky murder case and congratulated all partners involved that made the extradition possible.
- c) **Operation Tendersea** – The DMPC congratulated the force which had seen more serious offenders sentenced to prison. Operation Tendersea was an ongoing operation and so far had seen perpetrators sentenced to 505 years. Since 2016 131 people had been sentenced to almost 1500 years. She gave a special mention to the WYP CSE/A unit who had delivered the justice to victims.

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

T/ACC Ed Chesters said this was a topic upon which a large proportion of public trust and confidence rested. They recognised the need to be transparent in order to gain the trust and confidence from the public. There had been a 43% rise in the submission of Use of Force forms; force ranged from verbal communication with a suspect to potential use of firearms. Increase in form submission meant higher confidence that officers were reporting more instances. Lower uses of force were used more often. The report also covered inequalities, the force recognised the disproportionality and were working to understand the reasons behind those. They were working towards 100% compliance for Body Worn Video, and this was reviewed daily. There had been a reduction in complaints of 3-4% and assaults on officers had also decreased.

The DMPC said that this was a six monthly update and they had been focussing on compliance of officers to complete the Use of Force form along with disproportionality with a particular focus on race. She particularly liked point seven where inequalities towards Black people were clearly outlined, she appreciated the transparency and had sent it to the APCC as evidence of good practice.

T/ACC Chesters thanked the DMPC and acknowledged the work of CI Ben Ryder who was leading on this.

Page 1 of the report stated that the force had embedded the use of Body Worn Video (BWV), and page 10 stated BWV compliance was strong, but the force endeavoured to improve it. The DMPC asked how the force could fully evidence the use of BWV in a way that would reassure communities?

T/ACC Chesters said most of their daily management meetings reviewed whether BWV was available in relation to incidents of note. It was not perfect, and they understood there was some way to go but they were looking into whether it was possible automate the BWV.

They also continued to consider the wider forums where they could practically and proportionately discuss incidents with advisory and scrutiny groups. This helped peoples understanding of uses of force and took on board the perspectives of a bystander.

The DMPC asked whether this scrutiny process was in place already.

T/ACC Chesters said it was, but they were looking to widen it. It was also important to ensure the correct attendees were at each scrutiny group, who would be able to provide healthy challenge.

The DMPC said her Engagement Team would be able to help with this if needed.

She then said that Page 4 highlighted the force had conducted reviews in use of force and arrests of all Black people under the age of 40, of limb restraints on those under 18 years of age and all women. She asked what the reviews concluded and whether anything had changed.

T/ACC Chesters said they recognised the disproportionality in the use of force against Black people and said there was detailed information in the report around the work they were undertaking to understand that. They continued to analyse and respond to all elements of those uses of force which again linked to the importance of BWV and submission of use of force forms. They were seeking a technological adaptation of the form which would make it easier for officers to submit. The impact was assessed as a risk. They were also now considering and incorporating into their planning activity the impact on a community or neighbourhood. Conventionally, they would consider minimising risk of harm to people and preserving evidence but had made this broader to consider the wider community.

In terms of the figures, and other disproportionality, there was a disproportionate use of handcuffs on Asian people and likewise with female suspects and spit guards or limb restraints. They were also working to understand these.

It was part of a longer-term piece of work, to involve those who had been subject to use of force.

The DMPC said herself and the office would be very interested in being part of the work in reaching the conclusions.

DCC Hankinson added that there was a piece within the Police Race Action Plan would look at use of force and taser which may help them better understand the data.

A bespoke strategy had been written around understanding use of force which helped to ensure the correct resources were in place.

The DMPC then asked when considering age, what they had found when reviewing the use of taser.

T/ACC Chesters said there was no disproportionality found in relation to age.

DMPC said if there was no disproportionality in relation to age, it was hopeful that no disproportionality against young black people could be achieved.

The DMPC said there were four levels of comment on the supervisory reviews. It was suggested that the lack of levels 3 (practice of concern) and 4 (areas of significant concern or serious injuries), showed good levels of performance.

She asked what was in place to ensure that reviews were carried out robustly by sergeants and that their grading of the feedback was correct in the circumstances?

T/ACC Chesters reassured the DMPC that the work was dip sampled, the Sergeants work was proportionately checked by their Inspectors and the Inspectors also had their work dip sampled by those above them. Any feedback or improvements identified were then fed back to individuals. For additional reassurance in terms of Taser, reviews were conducted by Chief Inspectors as soon as the Body Worn Video and statements become available which is almost real time. These were then cross-referenced with custody risk assessments which documented any injuries or aftereffects.

Page 13 of the report stated 15% of officers were classed as in need of "discreet development", the DMPC asked what this meant and how many officers we were referring to.

T/ACC Chesters said he took this in relation to taser, although appreciated it was used in other areas also. He said discreet development would routinely be around verbal communication, e.g., use of expletives. It may also be the handling of the taser or the assessment of the subject's 'impact factors' (size/ height/ age etc.). There were approximately 850 trained taser officers, so 15% would be 128 instances. This did not mean 128 individual officers however, as some officers may require multiple areas of development. If there were significant concerns, the officer would have the taser removed whilst the issues were addressed.

The DMPC clarified that if a member of the public complained about the use of taser against them then this would be immediately investigated.

Finally, the DMPC asked when looking at disproportionality and some of the measures included such as "proportionality to threat not population" how confident they were that sharing the data would improve trust and confidence.

T/ACC Chesters said this came back to ensuring representatives at scrutiny panels were the right audience. Demystifying the data was important linked to the accessibility of body worn video which married up the narrative. He was confident they were headed in the right direction.

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

ACC Miller said this topic was one that affected public trust and confidence and was scrutinised frequently by WYP and the Mayor's Office.

He began by reminding the public that all the data was available at www.police.uk in relation to stop and search. He provided an overview of the headline statistics within

the report which included a 5.5% increase in stop searches over the last 12 months, 19.1% of those were on children aged 10-17 years. 95% of searches were done on outer clothing, 1.5% were searches which exposed intimate parts. In respect of children 10-17, outer clothing searches made up 99.2% of all searches. In terms of disproportionality, young males were more likely to be searched than females, and those from an ethnic minority background were 2.4 times more likely to be stop searched.

The DMPC said there was a positive outcome rate of 22.4% but this was nearly 78% of people who had been disproportionately stopped with a negative outcome which created a legacy of feelings of resentment or discrimination whether or not this was the reality. She said it was about understanding how we could prevent that 78% being stopped and searched in the first place. She said she was pleased with the work they were doing around children, and also thanked the Children's Commissioner for her work. The report stated 0.5% of searches on children were strip searches, she asked for the exact number that this equated to.

The DMPC then spoke about the increase in Operation Jemlock stop searches which, although intelligence led, were more disproportionate than the national average. She asked what whether they had a higher positive outcome rate.

ACC Miller confirmed it was a higher outcome rate than general stop searches but was not over 50%.

The DMPC reiterated the risk around the public feeling that the price they were paying was not justifying the outcomes was something that needed to be considered. She said she had also raised this directly with Operation Jemlock.

Additionally, with regards to the QR code and the training she spoke about the young people from Carr Manor High School who had created the Black Boy Joy video who she had visited along with the Chief Constable. She said there had been some conversations with Richard Close about them having a look at the QR code questions and feedback mechanism and potentially being part of the refresher stop and search training that was due to be rolled out and she wanted to ensure this was followed through as they were assets.

The DMPC asked with regards to child related data and previous reports (which identified children as young as 5 were included in the data) what assurances could be given regarding the recording of stop and search on children under the age of 10. The concern being it was happening but not been recorded/included in the WYP data.

ACC Miller said after Child Q this they had revised all of their stop and search policies and re-educated the workforce. All searches outside of custody were recorded through their handheld systems. There was an element of human error but these were picked up and rectified where possible. With regards to the scrutiny of stop and searches, Sergeants had responsibility to look at the system to ensure searches were justified and that all forms had been fully completed.

Stop and searches were also scrutinised by the Independent Scrutiny Groups and were captured on body worn video. There had been 8 search records in the last 12 months to March 23 where children under the age of 10 had been searched. Of these, 8 had direct or positive outcomes. Five of these were aged 8-10 and were stopped by Operation Jemlock for carrying offensive weapons. He said overall it was an improving picture.

The DMPC welcomed the decision to implement a policy mandating the submission of a child social care referral in all instances when a child or young person was subject of a search exposing intimate parts of the body and the launching of a re-designed stop and search refresher training package.

She asked whether there was an opportunity in that training to remind officers that when searching children to **'see the child'** in line with the recommendations of the Child Q Safeguarding Practice Review which she was sure the Children's Commissioner would also agree with.

ACC Miller said that WYP agreed, and they would take that information and embed it into the training. They aimed to refresh training on a 12-monthly basis to keep it as up to date as possible.

The DMPC said they were setting up a new scrutiny group in relation to searches of children which was an opportunity to put in some extra due diligence.

She also added that they had asked for future reports to be broken down by reason for stop search, including ethnicity, age, and gender. She asked for it to be done retrospectively for the current report and for all reports going forward.

The DMPC then asked in terms of overall stop/search how much of an impact did the description of the suspect passed to the searching officer have on disparity and what work had been done to look at this.

ACC Miller said this could not be pulled off the system, so it was difficult to measure. If they were provided with a description from a member of the public this did help with the officer's discretion with regards to who they stopped and whether the search should take place. Through the contact function they tried to retrieve this information if it was readily available, if not the officer was working on the information and intelligence they had been provided with. When training officers they were taught about 'see, know and believe' when formulating the grounds, which the description formed part of.

The DMPC had challenged the force to carry out an audit of training provision about the use of police powers, which the force had conducted. She was confident that WYP could demonstrate that powers were being used more proportionately, following the training. She was briefed by (then) ACC Tyron Joyce on the training and accountability framework regarding use of powers and the transparency arrangements for recording.

She asked for an update on this work as race disparities around Stop and Search appeared to be increasing and not reducing, particularly in relation to Jemlock. She asked for reassurance that this learning had not been lost and was still embedded.

ACC Miller said that the HMICFRS had inspected their stop and search records and he was pleased to say that 96% of the grounds reviewed were deemed to be appropriate. However, although the grounds were there this did not mean there had been a positive outcome and therefore did not provide reassurance to the public.

The DMPC said if it was not disproportionate it would be ok, it was the disproportionality that was the problem.

ACC Miller said they were utilising their independent advisory and scrutiny groups to feed the information through to hold themselves accountable for the use of their powers. They had also reviewed their training to all officers and new recruits along with their e-learning package which was due to be rolled out and completed by the end of summer 2023. The training would be revised annually.

The DMPC said it was important that the training decreased disproportionality, increased find rates and increased satisfaction, particularly among the Black community.

The DMPC had asked the Chief Constable to carry out a self-assessment as to whether the force was complying with College of Policing Authorised Professional Practice on the use of police powers and had encouraged the Chief Constable to provide any feedback on its suitability to the College.

She asked whether the assessment had taken place and if any changes had happened as a result.

ACC Miller said they had looked at the College of Policing and the approved professional practice and that is what they had brought up to date within their policy. They also continued to liaise with the HMICFRS inspections in terms of what was coming out of other forces and what could be learned from that. He said they were confident that they were content that they were in line with these. They were also continually monitoring force practice through dip sampling at a force level and a local level. They would continually test this against the HMICFRS self-assessment and the PEEL inspection process.

The DMPC asked where in the reports the Jemlock outcome rates could be found.

ACC Miller said in terms of measurable outcomes for Jemlock, they had seized 1599 weapons and a total of 8334 arrests had been made. They had conducted 9139 stop searches and they had made 17,090 intelligence submissions. In terms of positive outcomes, last year this stood at 29.9%, there had been a 0.1% decrease in the last 3 months. However, looking at the long-term trend, their find rate was 31.8%, but in the last 12 months there had been a decrease of 1.5% and so currently stood at 30.4%.

The DMPC said these figures were an improvement on the rest of the force, but the impact of the disproportionality raised the question around whether it was balanced against the impact on communities and levels of trust and confidence from those communities. She felt that doing some more work with Op Jemlock in the short term was a good way to start increasing trust and confidence.

The DMPC then said it was good to see the National Police Chiefs Council commitment to adopting a mechanism for recording EDI data for all vehicle stops. She said she understood this would be implemented in January at the earliest.

ACC Miller said as well as the national work they were looking at an internal fix that they may be able to put in place prior to that and if this was possible, they would bring it on board as quickly as possible.

The DMPC said this was good because the force was making lots of inroads in areas such as use of force but did not know what was happening in terms of traffic stops.

Finally, she asked whether there had been any recent work done to review the crime levels and patterns in areas where stop search was used more prevalently in West Yorkshire and given its impact, she asked what assurances could be given that it would reduce crime and improve community safety.

ACC Miller said they monitored crime levels on a daily basis and had a system which overlaid where crime was recorded and where stop searches were being carried out so they could marry up this information. Additionally, stop and search was part of the last round of local accountability meetings where the districts were held to account. They had drilled down to a ward level to understand their use of stop and search and in particular disproportionality. They also measured the direct find rate and other positive outcome rates in relation to that which were also overlaid with data, including knife crime and violent crime.

This information was provided to the officers to direct them to the areas they needed to concentrate on where they may need to use their powers.

The DMPC said it would be good to have an overview of the long-term trends to see whether it was a downward trend, but she understood this data was not available yet.

Actions:

- a) WYP to provide the exact number of intimate searches conducted on children during the reporting period.**
- b) WYP to ensure follow up with the young people involved in the Black Boy Joy regarding them looking at the QR code questions and feedback mechanism and potentially being involved in the refresher stop and search training which is due to be rolled out.**
- c) WYP to break down the current report retrospectively and all future reports by reason for stop search, including ethnicity, age and gender.**

6. Mental Health – to access the full report click [here](#).

ACC Miller said on average the force dealt with 1500 recorded incidents per month. They had seen an 11% increase over the last 5 years of mental health incidents. Section 136 detentions remained low; however, they had seen some longer waiting times for handovers to hospitals. CI Nick Ireland had been seconded to Corporate Services where he would be the strategic lead, working with partners within the Mental Health Partnership to look at the key drivers, demands and pathways for support and appropriate interventions from both a policing and partnership perspective.

A lot of work had also taken place around suicide prevention, to gather data and establish a West Yorkshire picture, the funding for their Suicide Prevention Officer post was coming to an end, they were looking to mainstream this. They were looking at the necessary guidance and structures in terms of the 'Right Care, Right Person' principles which would be embedded later in the year.

The DMPC said she was also concerned in terms of Officer suicide, and she was pleased that WYP were looking to formulate a suicide prevention strategy.

The DMPC asked given financial constraints across the public services, and the need to reduce Mental Health demand on policing, what timescales the force were looking at to implement the Right Care Right Person programme and whether any money was coming as the Government had announced.

ACC Miller said he was not sure what the Government funding looked like for West Yorkshire at this time. There were no specific timelines, however they were expecting something to come out from Central Government with regards to June 2023. They had, however, already been to visit Humberside, so they did not want to sit still. The legal advice they had received was similar to the advice West Yorkshire had received regarding the hospital and welfare absconder policies. There was a little more training required within the contact function for them to take step 3, which was around directing the call to the correct agency. They were looking to have this completed and implemented by 5th June. There would be some further work to do regarding s136 and the handover of patients at suites, they did not have a timeline for this currently as it needed to be agreed with partners.

The DMPC then asked what the contingencies were in place should partners not be able to respond as policing would wish within an agreed timescale.

ACC Miller said he was not too concerned about this because of the work they had done with the hospital absconder which was put in place in April 2019 and the welfare policy in Feb 2020, all of the negotiations had already taken place. The only area still to discuss was the handover with s136.

The DMPC welcomed the recognition of more training and development to better recognise and understand the complexities surrounding Mental Health and Neurodiversity. She also welcomed its roll out to control room staff and practitioners. She asked whether they had a timeframe for this and how much Mental Health training was currently available for student officers.

ACC Miller said the roll out to Contact should be complete by 5th June. Roll out to front line practitioners would be slightly more difficult but they had a plan to have this rolled out by the end of June. He reassured the DMPC that all officers and staff had previously received mental health training and all student officers had a mental health input as part of their initial training and all newly promoted Sergeants and Inspectors had a mental health input as part of their supervisory training.

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

ACC Miller said the overall picture was positive and the trends were moving down, the only exception was theft of a motor vehicle which had increased, this increase was reflected nationally. During the 12 months to January 23, they had achieved an additional 247 positive outcomes and the outcome rate was now at 4.3% which was comparable to pre-pandemic levels. Satisfaction levels had decreased; however, a positive increase had been seen over the last 3 months as the force had changed how they dealt with satisfaction. ACC Miller encouraged the public to read the report in relation to the work the force was doing to tackle and disrupt neighbourhood crime offenders.

The report mentioned on page 2 about other forces also having problems with Theft of Motor Vehicles, the DMPC asked for an understanding of where other forces stood with neighbourhood crime, especially those in our most similar forces group – also how did our outcome rate compare with other forces and what was the breakdown between crime types.

ACC Miller said when looking at the most similar group in relation to this crime, they were showing a 31.2% increase. When looking at total neighbourhood crime, this showed a 16.6% increase. West Yorkshire had a 33.5% increase in theft of a motor vehicle and 17.6% total crime which were both slightly above the average increase. Outcome rates were 0.1% lower overall than the most similar forces group.

The DMPC then asked whether the force understood why theft from person victim satisfaction had increased when in every other area there was a decrease?

ACC Miller said this was because the sample size was small, so it was not statistically significant. There had only been 190 victims surveyed in relation to this crime.

Offender management was a key part of the prevention of neighbourhood crime as mentioned on page 3. The DMPC asked what the current position was with offender management in West Yorkshire and how that drove the prevention of neighbourhood crime.

ACC Miller said there were Integrated Offender Management Teams in each district which were reviewed and refreshed at the end of 2021 as they needed to concentrate more on neighbourhood crime. The current model had dedicated offender management supported by catch and convict officers who worked alongside their non-statutory partners.

The cohort of offenders responsible for neighbourhood crime in communities was based on previous offending and intelligence. Individuals who were offending were enrolled onto the programme, those who were disengaged were pursued, caught, and convicted. They sought through a multi-agency approach to divert offenders away from offending.

The DMPC then asked whether we had serious and organised crime groups in West Yorkshire that affected neighbourhood crime. She asked what areas they operated in and what was being done to stop their activity?

The force mapped all of their Organised Crime Groups and Street Gangs, predominantly they were related to drugs, ASB, and Serious Violent Crime and were managed through the precision teams in each district supported by the neighbourhood teams. The ones specifically related to neighbourhood crime mainly targeted vehicle crime, there were also some in relation to street robberies which were also managed through the precision teams. The force had a Serious and Organised Crime Community Coordinator who supported the delivery of the clear, hold, build programme and when identified the force would support those to clear the ground and hold it and work with partners to build it.

Finally, the DMPC asked how the crime tracker was being promoted and whether there were specific crime types where this was used.

ACC Miller said there was no specific media campaign on the back of the crime tracker at the time. There was a media campaign in relation to 101 calls last year and the force thought that at the time it would increase call volumes when the force was already experiencing very high demand and they could not take that risk. The crime tracker only provided limited information at the current time, and they were working to improve and develop it. The tracker tracked all crime types in terms of basic information, but from an innovation perspective they were trying to review it, benchmark what others were doing and improve it. Once it was the best it could be, the tracker would then be marketed so individuals could use that to track updates instead of having to contact the officer or the contact centre.

Action: WYP to send the table showing outcome rates for individual neighbourhood crimes in relation to most the similar forces group.

8. Neighbourhood Policing and ASB – please see full report [here](#).

ACC Miller said that as part of Corporate Services they had a dedicated local policing command, through which they monitored the vacancies of all Police Officers and PCSOs within the Neighbourhood Policing Teams. The current staffing levels and vacancies could be found on page 2 of the report. The force had a plan which detailed how the vacancies would be filled as new recruits became live.

Although ASB was showing a 32% decrease, some of this was due to changes in how the crimes were recorded, they recognised there was still work to do in this area to reduce ASB on the streets.

They had been running a pilot since January 2023 where all public order offences (in addition to ASB logs) had been put through the Anti-Social and Vulnerability Assessment Tool (ASVAT) which identified and assessed risk to ensure there was no ASB being missed.

The paper detailed how they had used the Safer Street Fund 4 funding to target ASB and motorbike nuisance across wards in Bradford. This had led to 19 operations, lots of targeted work, ongoing work within communities and with partners, 65 offences dealt with positively, 12 vehicles taken off the roads and an arrest made on the back of this.

The DMPC said she would like to do a case study of this work and the Safer Streets 4 funding as it was something to celebrate.

She asked whether the 91 new officers were through PEQF? ACC Miller confirmed it was 91 PCSOs they had brought through the cohorts.

The DMPC said that the report had picked up the reasons for the large deficit in Police staffing levels and how the force was planning to address the issue.

ACC Miller added that there were 22 officers coming out of the Central Assessment Unit this month to backfill the neighbourhood policing vacancies. He said as numbers of students reduced from July to February the numbers could be reduced even further which meant there would be more experienced officers coming back to districts.

The DMPC said it was important for the public to understand that the money was there as the Mayor committed to 750 Police Officers and Staff and the public had contributed through the Council Tax Precept, the reason that the NPT staffing was not at the levels we would like was due to priorities in other areas such as safeguarding. She said the public expected to see the officers they were funding to be there so the sooner they were in place, the better.

The DMPC then asked whether there was an understanding of the increase in demand and how this fed through to Neighbourhood Policing. Apart from the audits, she asked whether there was any ongoing work to ensure that Neighbourhood officers were only utilised for work elsewhere when absolutely necessary and how this was currently decided.

ACC Miller said the situation was heightened as there were both the abstractions and the vacancies at play. He said they had reviewed all of their policies in relation to what Officers and PCSOs should and should not attend. They monitored the abstraction rate through Local Policing and was pleased to say it was steadily reducing, it currently stood at 22%.

Page 4 spoke about the reduction in Anti-Social Behaviour (ASB) logs alongside the increase in crime recording due to Crime Data Integrity.

The DMPC asked how the trends in ASB were determined when we now needed to include crimes in the picture. Page 6 spoke about repeat ASB locations, she also asked whether this was just for ASB logs or were crimes included there also.

ACC Miller confirmed crimes were also included there, and harassment had been included for some time. This allowed them to look at the entire data set which showed repeat victims, locations and also helped them to identify Public Order Offences.

The paragraph about the Anti-Social and Vulnerability Assessment Tool (ASVAT) is stated that Public order logs had been included since January, but it was clear from Appendix B that the main crime area that had risen was Harassment. The DMPC asked how we could be sure that this harassment was also being dealt with to avoid another Pilkington.

ACC Miller said that harassment had been included from the start (December 2019) when the ASVAT Tool was launched on the back of the Pilkington enquiry.

The DMPC welcomed the audit of problem-solving occurrences and noted that 82.5% had evidence that NPTs were working closely with in partnership to resolve the issues. She asked whether the audit picked up any data around the length/time taken to resolve occurrences and how we ensured that problems did not just move to another location.

ACC Miller said the key part of this was in relation to the supervisory review which took place at day 28 and an Inspector's review at day 58. Although they could not put a specific time on how long it would take to deal with a problem, as they would vary, those key reviews would ensure that the problem-solving occurrence was progressing in a timely manner, and that partners were involved where necessary.

They had also worked with digital policing to create a Power BI App which was in relation to problem solving and demand management. To ensure the problem was not just moving to another location, before the problem-solving occurrence could be written off, it was looked at by the Inspector to check it had been problem solved and not just moved. If it had moved the occurrence would not be closed down

Action:

DMPC/WYCA to conduct a case study on the Safer Streets 4 funding in relation to ASB and motorbike nuisance in Bradford.

9. Cost of living – Exception Report – please see full report [here](#).

The DMPC advised this was the second Cost of Living Exception Paper, the previous one had focused on impact on the Police, the current one focused on impact on the public.

Reports of child cruelty had increased significantly since 2021, he reassured that this was partly due to implementations that the Force had put in place and was not directly linked to the cost of living. Police Officers were not able to strike but business continuity plans were in place for Police Staff.

The Force continued to work closely with the other emergency service providers to ensure the correct agency attended each incident.

The DMPC asked with the significant increase in child neglect since 2021 and noting the training for Detective sergeants and crime clerical officers in child protection roles what specific training Neighbourhood Police officers received to spot the signs of neglect and abuse in the home. She also asked for more information about the benefits of the pilot mentioned on page 3 of the report.

ACC Miller said the Force continued to deliver various training including, identifying and understanding vulnerability, making safeguarding referrals, making referrals through the Public Protection notices – there was now a WY wide mechanism for this. A Neglect I-learn package had also been developed and raising the awareness and importance of professional curiosity through the Covid Pandemic.

In terms of the Pilot, they had nominated themselves to trial a toolkit that would allow investigators to build up a much stronger picture of the evidence and around a child and perpetrator when allegations of sexual abuse were made. They had also successfully bid to the NSPCC to be one of 3 forces to pilot their shared toolkit. It was however too early to determine the result of that.

The DMPC asked whether recognising psychological abuse was also included.

ACC Miller confirmed they looked at and responded to all forms of child abuse and neglect. The child was a victim in their own right, all forms of harm provided challenges around identification and disclosure which was why they continued to increase the training of staff and officers. They had also worked with their multi-agency safeguarding hubs to ensure they were fully trained. All 5 local authorities were involved in this work.

The DMPC said that Mental Health was one of her passions and she was very concerned about Police Officer and Staff mental health, particularly the new students as they were coming into a service where they experienced trauma daily. She asked whether there was anything additional in place to support those new officers.

ACC Miller said within Leeds Trinity University, which was where the students on the PEQF course studied, there was a Police Sergeant seconded in to act as a conduit between the University and the Learning Organisation and Development (L&OD) Department who met regularly to discuss the progress of individual students. With regards to the students themselves, the Degree Holder Entry Programme (DHEP) and Police Constable Degree Apprenticeship (PCDA) students were allocated a progress tutor who monitored them throughout their programme, and they had a review every 12 weeks. Students had access to both the Universities' services and also WYP services.

Wellbeing and coping strategies were covered in week one of the course. They also could access support information via their hand held devices and had an MS Teams channel. Online wellbeing workshops were also available. For students struggling with completing written assignments, the learning hub offered support and advice.

The University also had peer support champions who hosted weekly sessions, and students were able to self-refer or be referred to the student mental health service and would be offered an assessment within 48 hours.

In terms of support at Carr Gate, the Pastoral Team delivered stress and mental health training in the first week, they were also able to deliver neurodiversity training and conducted a twice weekly drop in for students. The team also conducted assessments if students suffered from any pre-existing conditions and created and delivered welfare plans.

The Force also had their Employee Assistant Programme (EAP) which allowed emergency access to a counsellor, along with their own Federation counselling support, peer support and they were now looking at some work around the transition of students from the L&OD environment to districts. In terms of supporting officers with their mental health, there were numerous policies in place to access where needed for those either dealing with a traumatic incident or if something outside of the organisation had impacted them. Strict policies were in place in relation to return to work interviews and employees received regular 1-1s, if any concerns are raised support would be put in place.

They also undertook stress risk assessments, where required and there were key individuals within the People function who could provide support to managers. There were trained mental first aiders across the force. Those working in key roles which put them at risk of trauma also undertook annual psychological screening programmes. Support for family members of WYP was also available through the Chaplaincy and EAP services at no additional cost. There were also two wellbeing dogs within the force, and this was due to increase to 12 before the end of 2023.

The DMPC said there were clearly a substantial number of support services available and hoped that the services were evaluated for their effectiveness.

10. Future Agenda Items

- Safeguarding
- Serious and Organised Crime
- VAWG
- Road Safety
- Drugs and Alcohol
- Exception Paper

11. Any Other Business

There were none.

12. Next Meeting

11 July 2023 at 14:30