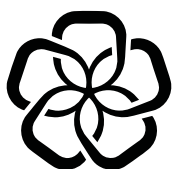


# Police and Crime Plan 2024–28



West  
Yorkshire  
Policing  
& Crime

Tracy  
Brabin  
Mayor of  
West Yorkshire



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## Trigger warning

We understand that you may find some of the topics in the Police and Crime Plan upsetting.

If this is the case, there is a list of support services available for you to contact please click [here](#) for more information



# Introduction by the Mayor of West Yorkshire

My first term as Mayor saw our region make great strides towards a safe, just and inclusive West Yorkshire. This Plan is a further opportunity to outline a bold vision for the next four years and beyond, whilst consolidating the brilliant work that has already taken place, and most importantly, delivering for the people of our region.

The next four years will build upon the array of work that has already been delivered. This includes boosting frontline policing thanks to local investment with 895 more police officers and staff recruited in the last three years. During my last term, we were successful in securing Home Office funding to tackle anti-social behaviour, violence against women and girls (VAWG) and neighbourhood crime. On International Women's Day 2024, we launched a first-of-its kind dedicated Women's Safety Unit which is an intervention I'm particularly proud of.

I was also encouraged by the findings of the most recent PEEL assessment, particularly around the Force's performance in keeping people safe, reducing crime, and providing victims with an effective service. I look forward to working alongside the Deputy Mayor for Policing and Crime and with colleagues at West Yorkshire Police (WYP) to help embed the recommendations of the report and build upon the commendable work identified during this inspection.

As we look forward, my focus is on delivery of further successful initiatives in our communities in conjunction with partners. During my election campaign, I set out my manifesto commitment of making our streets safer. With my mandate from the people of West Yorkshire, I will make tackling serious violence a priority and deliver a Serious Violence Strategy, continue my commitment to eradicate violence against women and girls, and invest in Youth Futures Hubs across the county.

It's so important to me that as your Mayor, I understand what the residents think and feel, so with colleagues and Deputy Mayor for Policing and Crime, Alison Lowe, we conducted one of the widest consultations ever undertaken in the region, the findings of which can be found in our Voices of West Yorkshire Report.



In the months since I was re-elected as your Mayor, as well as launching the Police and Crime Plan consultation, we have continued to deliver for the people of West Yorkshire. This included a key event with partners alongside the Violence Reduction Partnership (VRP) in the spring to combat knife crime and the launch of the West Yorkshire Vision Zero Strategy in August.



In September more than half a million pounds was awarded to fund 68 projects across the region's five districts from the Mayor's Safer Communities Fund (MSCF) with another funding round later this year of one million pounds. Since 2021 I have given out over £3 million to local organisations and groups, working to keep their communities safe.

In October I led the 'Reclaim the Night' event at Greenhead Park in Huddersfield, encouraging and empowering women and girls to stand up for safer public spaces after dark.

My second term as Mayor gives me a once in a generation opportunity to consolidate the fantastic work of the last four years and forge the vision for this term and beyond. This Plan encapsulates that vision, which we will achieve alongside partners and communities.

**Tracy Brabin**  
Mayor of West Yorkshire





# West Yorkshire's Deputy Mayor for Policing and Crime

I am honoured to have been reappointed as Deputy Mayor for Policing and Crime and to be joining the Mayor for a second term in office. This Plan is a further opportunity to outline a bold vision for the next four years and beyond, whilst consolidating the brilliant work that has already taken place, and most importantly, delivering for the people of our region.

During spring 2024, West Yorkshire Police had the 2nd fastest average answer time for 999 calls for that quarter, there has been a significant increase in stalking protection orders for victims in West Yorkshire, and neighbourhood crime continues to be a priority for us, with our most recent annual report stating that there have been 12,000 fewer victims of this type of crime in the 12 months to March 2024. Over the past four years, we have worked with WYP to ensure consistent performance across all areas of crime. I am incredibly proud of what has already been achieved, but I enter this term with a renewed drive to deliver for the people of West Yorkshire.

Whilst developing the new Police and Crime Plan, we have engaged in a wide-ranging consultation with partners, communities, and stakeholders, and a comprehensive needs assessment reviewing information and data from a range of sources and organisations to enable us to fully understand what the 'need' is across West Yorkshire and where we should be dedicating our resources and energy.

Over a four-month period in 2024, the Mayor and I had conversations with people, communities, and partners far and wide to understand what is important to the people of West Yorkshire in relation to policing, crime and community safety, with a spotlight on serious violence. This Plan consolidates those conversations, in addition to the online and postal responses we received.



This Plan outlines how we are going to tackle the concerns and issues identified in the public consultation. However, this Plan and its delivery go beyond the work of our colleagues at WYP. Other anchor organisations from health, community, academic and third sectors all have a hugely important part to play in the implementation of the new Police and Crime Plan.



Alongside partners, we will continue to embed the strategies developed during the last Plan such as the **Safety of Women and Girls Strategy**, **Safer Places and Thriving Communities Strategy** and the **Victims and Witnesses Strategy**. We also intend to build on our **Scoping document** that will inform our work around men and boys.

All of this fantastic work will continue whilst we also launch new workstreams such as our Serious Violence Strategy in consultation with partners and the people of West Yorkshire, including those with lived experience and who have been harmed by crime. This will also be enhanced by the re-commissioning of the Restorative Justice Service in West Yorkshire.

I am committed to supporting the Mayor in paving the way for a West Yorkshire that is Safe, Just and Inclusive and this Plan gives me great confidence that we are on our way to achieving her bold vision.

**Alison Lowe OBE**  
Deputy Mayor for Policing and Crime



# The journey so far

## Highlights from the previous Police and Crime Plan

During my first term of office, we:



Produced the **Safety of Women and Girls Strategy**. The strategy was developed following consultation and co-design events to inform its development and ongoing delivery.



Launched the **Safer Parks research and guidance** in partnership with University of Leeds and guidance to improve access for women and girls and maximise academic learning.



Developed and launched our **#justdont campaign**, to empower men and boys to reflect on their own behaviour to bring about a change in some of the everyday inappropriate behaviours women and girls face.



Established the **Women's Safety Unit** during March 2024, holding WYP to account for our deliverables for violence against women and girls

Collaborated with the West Yorkshire Anti-Slavery Partnership to safeguard those at risk, raising awareness of the abuse of vulnerable people through modern slavery and human trafficking.



Made Public Transport safer by introducing the **Safer Travel Team**, including 15 Police Community Support Officers (PCSOs) and a sergeant to keep people safe on our bus network.



Worked with partners to improve the response for victims including 40 full time Independent Sexual and Independent Domestic Violence Advocates funded by the Mayor, with specialist roles for children, male victims, and victims with different protected characteristics and additional vulnerabilities.



Worked with partners to disrupt drugs supply and help those vulnerable to exploitation, through interventions to break supply chains, reduce demand, and support treatment options.

Re-instated the Reducing Re-offending and Rehabilitation Partnership Board during 2023 with five new priorities to support people leaving prison and those in contact with the criminal justice system by increasing opportunities for employment and training and improving access to housing.



Made targeted interventions to tackle Anti-Social Behaviour (ASB) at the earliest opportunity through securing £2m for 2023 to 2025 to support reparative and restorative ASB activity in West Yorkshire under the Immediate Justice Pilot.

Hosted our first **Reclaim the Night** event, demanding a safer West Yorkshire for all.



Established the Criminal Justice and Mental Health Forum, working together to develop the West Yorkshire response to the Right Care Right Person Scheme as well as looking at other areas where criminal justice and mental health intersect, such as Police Custody Detention and missing people.



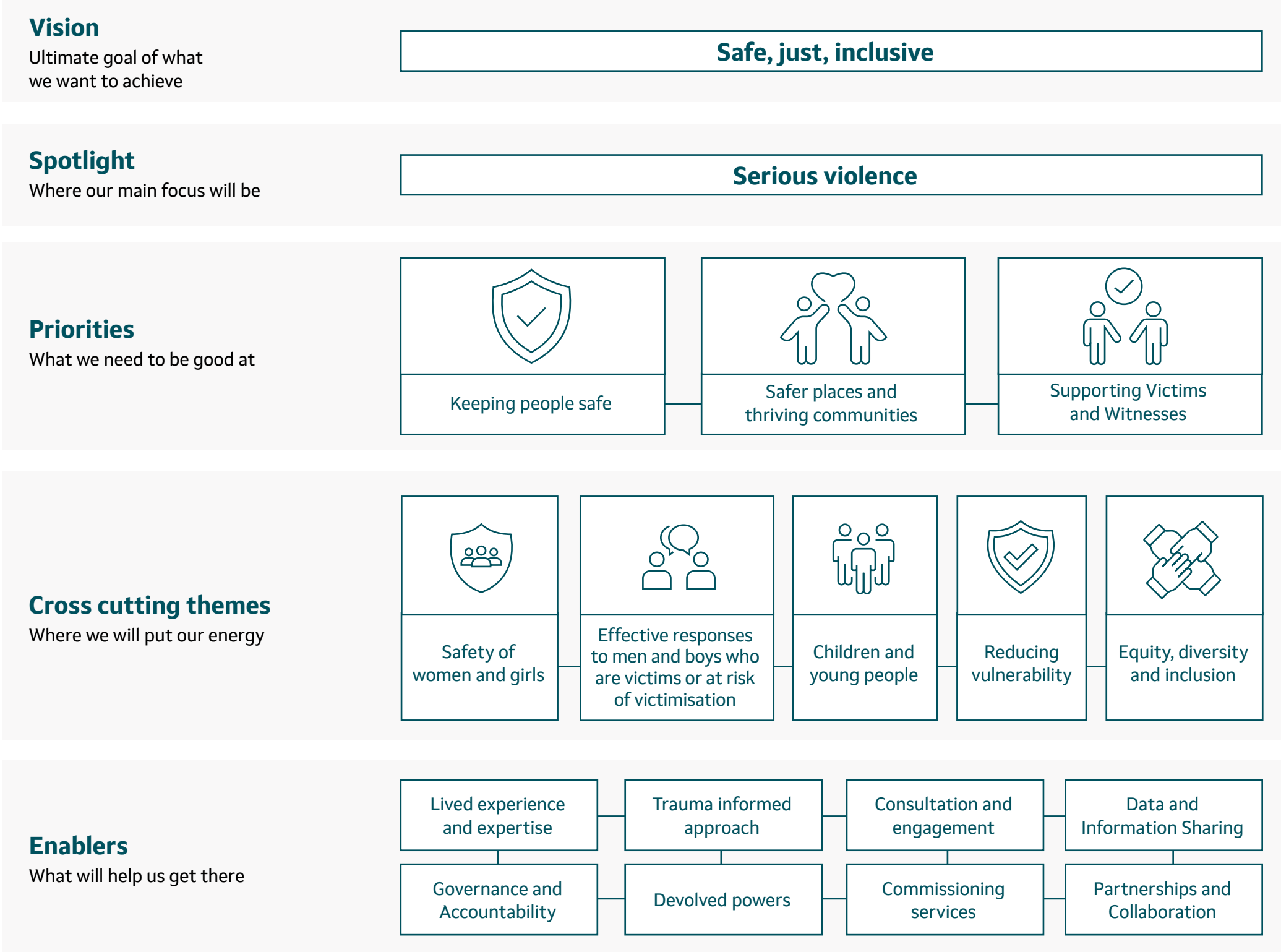


# Plan on a page

We understand that a clear vision for policing and community safety is critical to drive forward our ambitions for West Yorkshire. The three words of our vision: safe, just, inclusive exemplify this.

This was the vision in my first Plan and continues to be the vision for this new Plan.

We have worked with our partners and stakeholders and the public of West Yorkshire to shape our response to this vision and continue to work alongside those with lived experience and who have been harmed by crime to inform and develop services and actions.





# Mayoral pledge – Spotlight on serious violence

My vision for West Yorkshire is for the area to be Safe, Just and Inclusive, but as I noted in my manifesto, ‘since December 2019 knife crime in West Yorkshire has fallen by over 10%, but worryingly it is now on an increasing trend.

We have all seen the tragic loss of life to knife crime on our streets. That’s why I promised to make tackling serious violence a priority’.  
The spotlight in this Plan is part of the journey to make this a reality.

## In the Police and Crime Plan consultation

**56%**

of respondents felt safe or very safe in their local area

**64%**

of respondents said their feelings of safety changed between nighttime and daytime

**65%**

of respondents felt that violence has an effect in their local area







# Mayoral pledge – Spotlight on serious violence

## My definition of serious violence is as follows

Violence and serious violence includes specific crime types where there is the use of physical force or power, threatened or actual, against oneself, another person, or against a group or community.

The specific crime types for West Yorkshire include homicide, knife crime, violence against the person, personal robbery, gun crime, violence against women and girls, organised crime (including county lines), sexual exploitation and domestic abuse.

## Examples of what makes people feel safe/unsafe

“Where I live is quiet I feel safe, but I worry about others and all we see on the local news”.

“When it’s light outside I feel safe, when my phones charged with data, I feel safe, when I am with friends and family I feel safe” Young Person

## Safety during the day versus at night

“Generally, feel unsafe as there are just less people around at night”

“Lots of issues with drugs, gangs’ knives, and machetes”

“Adults drinking, swearing and arguing during day in the town centre” Young person

## Effect of violence in local area

“Theres just nothing for young people to do outside of school” young person

“Poor relationships – no sense of community’

“VAWG – reports from female relatives, afraid to solo walk and travel”

## Serious Violence Duty

### What is the Serious Violence Duty?

The Serious Violence Duty makes councils and local services work together to share information and identify activities to prevent and reduce serious violence.

It was introduced under the Police, Crime, Sentencing and Courts Act 2022

More information on the work of the Violence Reduction Partnership can be found on the website

### West Yorkshire Violence Reduction Partnership

Further consultation on serious violence will be undertaken to inform the writing of the new Serious Violence Strategy. This will be co-produced with communities and stakeholders.







# Priority 1

## Keeping people safe

### Why is this a priority?

- In the survey, 95.7% of respondents described this priority as 'important' to them and 97% of partners also described this priority as 'important' to them
- The top three areas of focus highlighted by the survey were knife crime, child sexual abuse/child sexual exploitation, and domestic abuse
- The picture for knife crime in the Needs Assessment shows a long-term increase for knife-enabled homicides and attempted homicides and a current short-term increase in knife-enabled personal robberies. This will be considered as part of the new Serious Violence Strategy
- Child sexual abuse is part of the Strategic Policing Requirement, and child safety and neglect is a top priority for partners within Child Safeguarding Boards in West Yorkshire. This topic links to our new cross-cutting theme of Children and Young People
- Domestic abuse is one of the main crime types for Violence against Women and Girls and is part of the national VAWG Strategy

### What we will do

- Work together on the Serious Violence Duty and co-produce the Serious Violence Strategy
- Raise awareness of the tactics used by cyber criminals and work with WYP to reduce exploitation
- Continue to drive the Safety of Women and Girls Strategy including the priorities of the Women's Safety Unit
- Work both locally and nationally to drive the outcomes in the Police Race Action Plan







# Priority 1

## Voice of West Yorkshire



“As a parent I am really scared about knife crime, young people are carrying knives to protect themselves without understanding the real dangers”



“I really worry about all kinds of child abuse; children are so vulnerable, and I am worried I cannot protect my kids all the time”



“I work with young people in deprived areas – gangs travel to recruit them I am glad there is a spotlight on serious violence”



“There is so much more work to do to tackle domestic abuse and not re-traumatise victims”



“You can’t escape the gang wars in my area, it’s at school then on the streets too” – Young person







## Priority 2

### Safer places and thriving communities

#### Why is this a priority?

- 97.9% of respondents described this priority as 'important' to them as did 95% of partners
- The top three areas of focus that the respondents saw as being the most important to them were ASB, neighbourhood crime followed by road safety and driving behaviours
- The Needs Assessment states that anti social behaviour should be looked at holistically and should be measured not just by the volume of crimes and incidents, but also by public perception of safety including the safety of those that work in the area
- Neighbourhood Crime links with deprivation which highlights the need to work with partners to deal with societal issues, not just focus on the actual crimes
- Road Safety continues to be a priority for the public of West Yorkshire and the good work here of the **Vision Zero Strategy** needs to progress to meet targets

#### What we will do

- Work with Local Authorities to understand the extent of anti-social behaviour case reviews and hotspots for ASB incidents and crimes across West Yorkshire, improving confidence and satisfaction in this arena
- Support important grassroots projects through the Mayor's Safer Communities Fund to help build community resilience and tackle the impact of organised crime on our neighbourhoods
- Embed the Vision Zero Strategy across all areas of West Yorkshire and advance the delivery plan to see wholesale change in this area
- Work with the business community to tackle assaults on shop workers and associated crimes







## Priority 2

### Voice of West Yorkshire



"I want to feel that my family and I are safe in our homes and movements outside of the home whether that is on foot, in a vehicle or using public transport/taxis. I am increasingly finding that I am restricting my movements or worried about friends and loved ones"



"I won't let my son go out on a night – his friends come here instead I do not want them on the streets"



"You do not have anywhere near the number of police officers needed to be successful here"



"I'm scared of walking alone at night but sometimes in the day too, it depends on who is hanging about but I don't feel safe where I live" Young Person







## Priority 3

### Supporting victims and witnesses

#### Why is this a priority?

- 95.7% of respondents described this priority as 'important' to them and 92% of partners agreed
- Support for victims of all crimes received the most responses, followed by child criminal exploitation and driving improvements in the criminal justice system. This priority had the most balanced results with other areas of focus also receiving support
- Child Criminal Exploitation featured in the Needs Assessment and as a performance measure in the Mayor's first Police and Crime Plan. The understanding of this issue by all agencies, including the police led to a rise in reporting that is now stable
- The role of the Local Criminal Justice Board was highlighted as the way in which the Mayor can work with criminal justice partners to drive improvements in the criminal justice system that benefit victims of crime
- The West Yorkshire Combatting Drugs Partnership Board was highlighted, emphasising the need for a co-ordinated response from key partners

#### What we will do

- Work with WYP and criminal justice partners to ensure that all victims benefit from their rights under the Victim's Code
- Use our convening powers to bring together Combatting Drugs Partnerships across West Yorkshire to ensure consistency of response
- Lead the Local Criminal Justice Board to make necessary improvements to the services offered to victims of crime, within delivery parameters set out by central government
- Make sure that justice is accessible for the most vulnerable victims and the most marginalised communities in West Yorkshire







# Priority 3

## Voice of West Yorkshire



“Rape has very low charging and conviction rates; the cases also drag on for years, preventing victims from moving on as quickly as possible. Some victims have spoken about how the process of going through the criminal justice system and how they are treated can be similarly traumatising as the incident itself”



“Improving public satisfaction with police is difficult when they are so desperately underfunded and unprotected. Blaming public dissatisfaction on police officers is like blaming nurses for the state of the NHS”



“It is very important to support victims. But I believe much more needs to be done to improve prisons and provide opportunities for offenders to turn their lives around in prison and to get work and a place to live after prison. We need to break the vicious cycle. It is a national shame that we imprison so many people and do so little to turn the situation around”



“There is no help for young people with poor mental health so they turn to drugs or self-medication then all sorts can happen to them” Young person







## Cross cutting themes

### Safety of women and girls

The Mayor is continuing her work to keep women and girls safe including safety in the public and private space. By embedding the Safety of Women and Girls as a cross-cutting theme, we can continue the work to combat violence against women and girls across all workstreams, as well as broader issues of safety, therefore identifying and driving change for the future.

#### Innovation

##### Women's Safety Unit

A first-of-its-kind dedicated unit has been set up by the Mayor to tackle violence against women and girls in the region. The team is a pioneering partnership and comprised of members from the West Yorkshire Combined Authority, the Violence Reduction Partnership and West Yorkshire Police.

##### The unit is driving changes in

- **Investigations and Risk Assessments** – improving outcomes for victims
- **Victim Support and Engagement** – embedding the voices of victim survivors and using this to drive improvements

- **Partnerships and Community** – working in collaboration to prevent violence against women and girls, raise awareness and improve safety

##### Positive outcomes so far

- WSU has driven the **innovative use of Forensic Marking** within VAWG investigations and evaluation of its use after protection shows a 71% reduction in harm (crime severity index) a 69% reduction in recorded crime and 49% of the perpetrators assessed did not reoffend
- Expansion of the **Walk and Talk pilot** across Leeds, giving women the opportunity to walk with a PCSO and explain why aspects of their local community make them feel unsafe. Learning and actions are fed into police planning, Local Authority and Community payback by the Women's Safety Unit. (victim engagement and support outcome)
- Led a highly successful **VAWG week of action**, focusing on spiking and the nighttime economy. This resulted in communications assets featuring in prominent locations, buses, hospital waiting rooms and social media, over 180 arrests for VAWG offences, over 100 visits to licenced premises to check on responses to women's safety and the deployment of 'Op Spotlight' to identify dangerous and predatory behaviour in the night time economy







## Cross cutting themes

### Effective response to men and boys



Our research shows that men and boys want those that are victims to be recognised and protection for those who are at risk of victimisation to be given. This cross-cutting theme will ensure that we keep this focus.

#### Scoping to support the development of a Safety of Men and Boys Strategy for West Yorkshire

##### We will take on the recommendations from the report including

- Improving data collection around gender in services not specifically working with males
- Embedding partnership working including with male-specific and community-specific organisations
- Making sure the different needs of men and boys are considered when looking at practices and procedures for rape, serious sexual offences and domestic abuse committed against them



## Cross cutting themes

### Children and young people



Keeping a Child First lens on every part of the Plan is part of the Mayor's manifesto pledge, ensuring a focus on children and young people across all areas. As a principle, Child First places a focus around creating a justice system that treats 'children as children'.

Children and young people appear as a cross-cutting theme across the whole of the Police and Crime Plan whether that be involvement as victim or perpetrator of serious violence or looking at early intervention work for serious organised crime or anti-social behaviour.

Having a Child First lens is not just looking at where they appear as part of the whole system but is placing them at the heart of decision making when the result will affect them – this is highlighted in the **Child First Framework**. As part of the consultation for this Plan we engaged with children and young people to inform this cross-cutting theme.





## Cross cutting themes

### Reducing vulnerability



Being vulnerable is defined as being in need of special care, support, or protection because of age, disability, risk of abuse or neglect, to name a few examples.

During the Mayor's first term the Reducing Vulnerability Strategy – **Reducing Vulnerability Strategy Policing and Crime Team** was developed.

#### The priorities are

- Child Sexual Abuse, Exploitation, and Neglect
- Transitional Safeguarding and Child Criminal Exploitation
- Adults at Risk



## Cross cutting themes

### Equity, diversity and inclusion



Celebrating the diversity of West Yorkshire and ensuring that the principles of equity and inclusion underpin all the work we do including working with the police to embed the Race Action Plan in West Yorkshire.

The Deputy Mayor for Policing and Crime is the Association of Police and Crime Commissioners' joint lead on Race Disparity, Equality, and Human Rights and co-chairs the portfolio group. The Deputy Mayor acts as a national voice for policing in this area and plays a key role in the implementation of the national Police Race

Action Plan. The purpose of the Police Race Action Plan is to create a police service which is anti-racist and trusted by Black people. The Plan sets out changes within policing that will improve outcomes for Black people who work with or interact with the police.

You can read WYP's Race Action Plan here: **[WYP Race Action Plan – Accessible HTML version](#)**

Working alongside us in this space is the **Mayor's Inclusivity Champion, Fatima Khan-Shah**

More information about **EDI** will be included in the **Equality Impact Assessment**



## Enablers

collaboration data  
accountability governance  
consultation lived engagement  
expertise resilience  
partnerships sharing  
devolved experience  
approach trauma informed  
commissioning  
information







# Strategic policing requirement

The Strategic Policing Requirement (SPR) sets out the Home Secretary’s view of what the current national threats are, and the national policing capabilities needed to counter those threats.

The seven threats are Violence against Women and Girls, Terrorism, Serious and Organised Crime, a National Cyber Incident, Child Sexual Abuse, Public Disorder and Civil Emergencies.

The SPR is regularly discussed at the Community Outcome Meetings – for more information on the above please see the link on the website [Community Outcomes Meetings – West Yorkshire Combined Authority](#)



## Serious and Organised Crime

WYP, with key partners, delivers the Home Office Serious Organised Crime Strategy through Programme Precision



## Violence Against Women and Girls

The national first Women’s Safety Unit will drive this work in West Yorkshire – WYP is an exemplar force for VAWG



## Public Disorder

WYP has a designated Public Order Public Safety lead, in line with guidance by the National Police Chiefs Council



## Child Sexual Abuse

WYP’s approach to Child Sexual Exploitation and Abuse (CSEA) has developed over the years to match the changing demand and complexity in this area – this is discussed elsewhere in the Police and Crime Plan



## Terrorism

WYP hosts the Counter Terrorism Policing Northeast, which serves the seven Force areas in the North East region



## National Cyber Incident

WYP and WYCA report on cybercrime on a quarterly basis. The Economic Crime Unit Team have regularly been involved in initiatives to contribute to cyber threat reduction



## Civil Emergencies

The West Yorkshire Resilience Forum coordinates the actions and arrangements between responding services to prepare for and respond to civil emergencies



# Performance Measures

Performance framework													
Theme	Police measures						Overall judgement	Community measures					
Serious violence	Homicide	Knife crime	Hospital admissions		Knife enabled robberies				Serious violence duty measures				
Confidence and satisfaction	Confidence measures	Victim satisfaction	Calls to the police	Attendance and response to incidents					Council dealing with issues		Fly tipping	Noise nuisance	Vandalism/graffiti
Crimes and ASB	Total crime	Neighbourhood crime	Anti-social behaviour (ASB) related crime	Anti-social behaviour (ASB) incidents	Anti-social use of vehicles				ASB Case reviews		Income	Employment	Health
Supporting victims and vulnerable people	Overall VAWG offences	Rape offences	Domestic abuse offences	Mental health incidents	Hate incidents	Missing persons			Children looked after	Child in need (CIN)	Child protection plan (CPP)	Completion successful drug treatment	Completion successful alcohol treatment
Investigations	VAWG positive outcomes and OBTJ	Rape positive outcomes and OBTJ	Domestic positive outcomes and OBTJ	Sexual offences positive outcomes and OBTJ		Other protective orders			Local criminal justice board (LCJB) measures				
Annual Equality/Equity, Diversity and Inclusion (EDI) Report	Stop search and use of force	Arrests	Victim satisfaction	Satisfaction gap	Diversity in senior ranks	Annual Equity/ Diversity/ Inclusion (EDI) report			Equality Duty measures				
Vision Zero	Killed in Road Traffic Collision (RTC)		Seriously injured in RTC		Use of Vision Zero modules in Pol-Ed (Police education) Programmes				Local Authority infrastructure measures		Awareness raising in schools		

Key

OBTJ – Offenders brought to justice

It is not the intention to hold the local areas to account for the performance measures that link to the Plan but rather to use them as further indicators for understanding the key measures in the Plan and to give that fuller picture.





## Next steps

For more detail on how we will deliver the Plan please see the accompanying strategies

- **Safety of Women and Girls Strategy**
- **Safer Places and Thriving Communities Strategy**
- **Victims and Witnesses Strategy**
- **Reducing Vulnerability Strategy**
- **Vision Zero Strategy**
- **Commissioning Strategy**

We will continue to develop the Serious Violence Strategy during 2025. The above performance measures will be reported to the Police and Crime Panel on a quarterly basis along with the Annual Report which will give updates on all the priorities and associated measures.



# Glossary



Term or acronym	Definition or terminology
Ask for Angela	Licensed premises safety campaign to allow people to “Ask for Angela” with staff to signal they feel vulnerable, threatened, or need assistance.
Business Crime Group	Police led partnership promoting crime prevention for businesses and retailers.
Business Resilience Centre for the North-East	A non-profit organisation helping protect businesses in North East England from cyber crime and fraud.
"Clear, Hold, Build" approach	A partnership approach to tackling serious and organised crime in communities.
CJS	Criminal Justice System
CONTEST Board	Strategic partnership group on counter terrorism.
County Lines	The practice of trafficking drugs from major cities into rural areas and smaller towns. Traffickers often recruit and exploit younger people.
CSEA	Child Sexual Exploitation and Abuse
DA	Domestic Abuse
DVPO/DVPN	Domestic Violence Protection Orders / Notices
Early intervention	Work which supports people by addressing the root causes of disadvantage at the earliest opportunity.
Health Care Partnership	Strategic partnership bringing together all health provider organisations to work as one across West Yorkshire.
HMICFRS	HM Inspectorate of Constabulary and Fire and Rescue Services
IDVA / ISVA	Independent Domestic Violence Advisers / Independent Sexual Violence Advisers
KSI	Killed or Seriously Injured
LCJB	Local Criminal Justice Board
LEP	Local Enterprise Partnership
Liaison and Diversion (L&D)	Services which identify and support people in contact with criminal justice services, who have learning disabilities or who experience mental health, substance misuse, or other vulnerabilities.
Mayor's Safer Communities Fund (MSCF)	A fund established to allow the monies recovered under the Proceeds of Crime Act (POCA) to be returned to community based projects.
Metro Mayor	Directly elected leaders of city regions.
Misogyny/Misandry	Ingrained prejudice of women (misogyny) / men (misandry).

Term or acronym	Definition or terminology
MOJ	Ministry of Justice
Neighbourhood Policing Model	West Yorkshire Police's strategy for delivery of community policing.
OCGs	Organised Crime Groups
ONS	Office for National Statistics
Partnership Executive Group (PEG)	Meeting of key community safety partners with delivery oversight of the Police and Crime Plan.
Passenger Charter	A customer satisfaction guarantee for users of bus services in West Yorkshire.
PEEL Assessment	HMICFRS's key annual review of the effectiveness of individual police forces in England and Wales.
Police Uplift Programme	The national programme to put 20,000 additional officers on the streets by March 2023.
Public health approach	Multiple public and social services working together to implement early interventions to prevent people from becoming involved in violent crime.
Serious Acquisitive Crime	Collective term for burglary, personal or business robbery, and motor vehicle crime.
Serious and Organised Crime (SOC)	Individuals and groups working together to plan and coordinate serious offences. Often associated with drug dealing, fraud, CSEA, and human trafficking.
Serious Violence Duty	The requirement for local public bodies to work together to produce a strategy detailing how they will respond to serious violence in their area.
Street Angels	Volunteer groups patrolling our towns/cities to help people who may be vulnerable in the night-time economy.
VAWG	Violence Against Women and Girls
Victims' Code	Defines victims' rights and the minimum standards of service that criminal justice organisations must provide.
Victims' Law	Legislation under review to ensure victims' rights are set in statute.
Vision Zero	National campaign to eradicate road deaths.
VRU	West Yorkshire Violence Reduction Unit
White Ribbon accreditation	A national domestic abuse campaign.
WYCA	West Yorkshire Combined Authority
WYP	West Yorkshire Police





# How to Access Help and Support

In an emergency, **always** dial **999**

If you have any reason to believe that a child or adult is at immediate risk of harm, **always** contact the police on **999**

You can also report things like Anti-Social Behaviour and Criminal Damage online to the police at [westyorkshire.police.uk/report-it](https://www.westyorkshire.police.uk/report-it)

For a non-emergency incident dial **101**



We understand that the issues raised in this Police and Crime Plan may be sensitive or upsetting. If you, or someone you know, have been affected by any of the issues raised in this plan, you may wish to contact the following organisations for advice and support.

**Support for you or someone you know:**

Organisation	Advice or support available	Contact details	Website
Rape Crisis	Rape Crisis Centres provide independent and confidential services for women and girls of all ages who have experienced any form of sexual violence, at any time in their lives. You can find your nearest branch and use their live chat helpline at their website.	Call: <b>0800 500 2222</b>	<a href="https://rapecrisis.org.uk/get-help">rapecrisis.org.uk/get-help</a>
Victim Support (National)	Victim Support provides advice and guidance to people who have experienced a crime or traumatic incident.	Call: <b>08 08 16 89 111</b> or Live chat at their website <a href="https://victimsupport.org.uk">victimsupport.org.uk</a>	<a href="https://victimsupport.org.uk">victimsupport.org.uk</a>
Victim Support (West Yorkshire)	Victim Support provides advice and guidance to people who have experienced a crime or traumatic incident.	Call: <b>0300 303 1971</b>	<a href="https://victimsupport.org.uk/resources/west-yorkshire/">victimsupport.org.uk/resources/west-yorkshire/</a>
Childline	Childline provides support for anyone aged 18 or under offering a free, private and confidential service where children and young people can talk about anything. You can call them 24/7 or contact them online.	Call: <b>0800 1111</b>	<a href="https://childline.org.uk/get-support">childline.org.uk/get-support</a>
Samaritans	Support and guidance for anyone experiencing emotional distress.	Call: <b>116 123</b> 24 hours a day, every day Email <a href="mailto:jo@samaritans.org">jo@samaritans.org</a>	<a href="https://samaritans.org">samaritans.org</a>
Mind	For information, advice, and support for anyone experiencing a mental health problem.	Call: <b>0300 123 3393</b>	<a href="https://mind.org.uk">mind.org.uk</a>
Crimestoppers	An independent charity allowing you to give information about crime anonymously over the phone or online.	Call: <b>0800 555 111</b>	<a href="https://crimestoppers-uk.org">crimestoppers-uk.org</a>





## Appendices







# Appendix 1

## Governance and Accountability

A key responsibility of the Mayor as the Police and Crime Commissioner for West Yorkshire is to secure the maintenance of an efficient and effective police force, and to hold the Chief Constable to account for the delivery of the Police and Crime Plan.

The Mayor and the Chief Constable regularly meet to drive activity and help deliver our vision for policing and community safety. This ensures that threat, harm, and risk are managed appropriately, and services are efficient, effective, and legitimate in delivering policing to the communities of West Yorkshire.

**The processes of scrutiny and the governance of this work is coordinated through the following meetings:**

### Quarterly Governance Meetings

Held between the Mayor/Deputy Mayor and the Chief Constable to discuss finances, resources, progress on projects, professional standards, and includes updates from regional resources i.e the Regional Organised Crime Unit and the Regional Scientific Support Unit.

### Performance Scrutiny Meeting

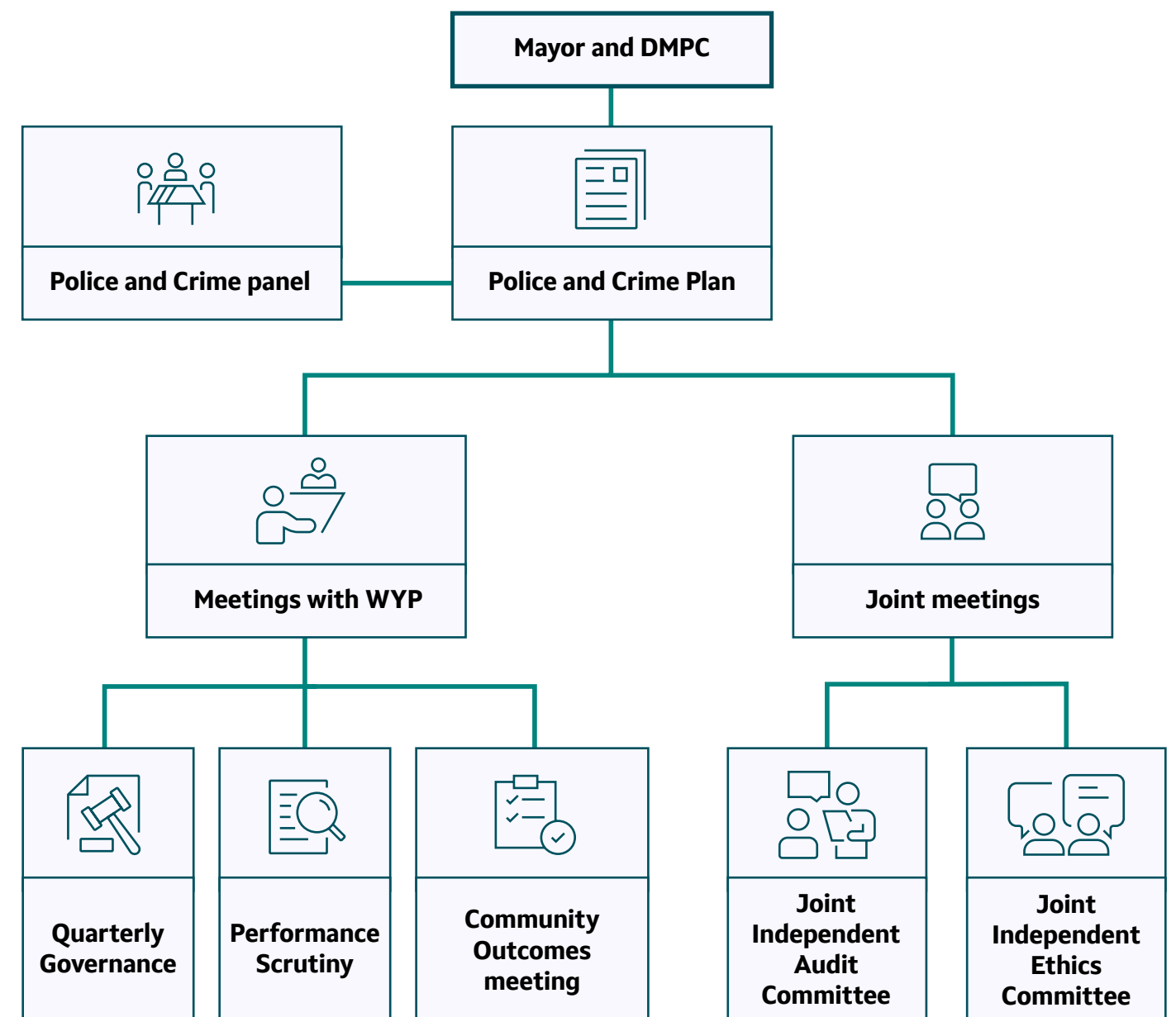
A quarterly meeting to discuss police performance against the objectives of the Police and Crime Plan. Feeding into the Performance Monitoring Report which updates the Police and Crime Panel. These reports can be viewed on our website.

### Community Outcomes Meetings

Quarterly, themed meetings, with questions from the Mayor/Deputy Mayor on reports submitted by WYP on topics of importance to the public. These meetings are live streamed and filmed recordings of these meetings are available on our website.

The **Joint Independent Audit committee** reviews the risk management and internal and external audit reports from WYP and the Combined Authority. The Police and the Combined Authority provide updates on budget monitoring, the scheme of delegation, and details of contracts and particular projects.

The new **Joint Independent Ethics Committee** has been formed. Its role is to provide independent advice to both the Mayor and WYP.





## Appendix 2 Commissioning



### What is commissioning?

During the first Plan, working with partners, those with lived experience and service providers has resulted in more innovative, efficient, and higher quality goods and services being provided.

Commissioning is the way we plan, buy, deliver, and evaluate services for the communities of West Yorkshire. We have a number of principles that we adhere to in our commissioning which are embedded in our **commissioning strategy**.

### How we work with others

#### Engaging our communities

Working with and talking to our communities is essential to ensure our approach to commissioning services and activities is meeting their needs. Engagement with local people and partners is key to successful delivery of funded services and activities. Our engagement takes place in many forms including community events, casework, surveys, regular consultations and specific advisory groups. Our partnership working with the Voluntary Community and Social Enterprise sector is key to supporting our communities and delivering our priorities.

#### Partnerships

Partnership working is at the heart of our commissioning approach and plays a key role as demand for services increases. We recognise the importance of re-designing services and interventions to better meet the needs of our communities. With less public money available we need to continue to work closely with our partners to share and pool local public resources to maximise use of the 'West Yorkshire Pound'.

This will be supported by new duties, for example under the Victims and Prisoners Act 2024. The Duty to Collaborate will support the collaboration and commissioning of community support services for victims of domestic abuse, sexual abuse, and serious violence.

### Our commissioning process



#### Understand

- Engage with stakeholders
- Research, information and evidence to identify current and future needs analysis
- Map and review current provision
- Map different options to address need
- Evaluate best practice, legislation and guidance
- Learn lessons
- Agree outcomes to be achieved
- Plan procurement



#### Plan

- Engage with stakeholders
- Ensure recommendations are evidence based
- Ensure legal requirements are met
- Design/re-design services
- Identification of available budgets and/or funding
- Plan for capacity and demand
- Plan the procurement or granting process
- Provide legal support to meet requirements



#### Review

- Stakeholder engagement
- Evaluation
- Data and reporting validation
- Inform and influence strategic planning
- Inform our understanding
- Exit and de-commissioning planning, if appropriate



#### Do

- Engage with stakeholders
- Access and use agreed budgets and/or funding
- Monitor performance
- Validate and report data
- Formulate exit plans
- Inform and influence





## Appendix 3 Police funding

As Mayor, I oversee the police budget, which includes setting a Council Tax Precept for policing. The previous government oversaw a 20% reduction in government funding for policing over 10 years.

During the time of the first Plan, we provided as much funding as possible via the Council Tax Precept and for each of these rises, we had a positive response from the public making it clear just how much residents value the police, and want to maintain this service

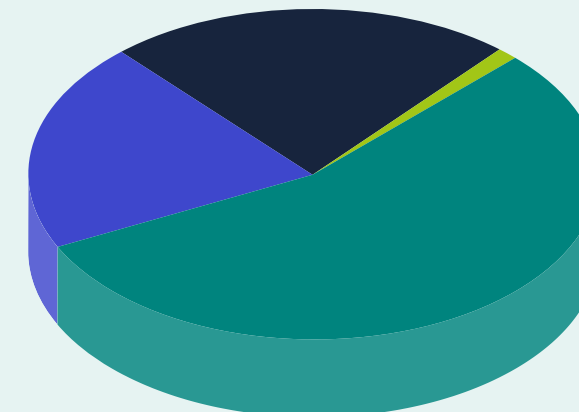


The communities of West Yorkshire are increasingly diverse and complex, necessitating a more sophisticated response from WYP. We will support them to adapt to this evolving policing environment.

The charts look at the funding for 2023–24 and the way WYP currently receives its funding and where these monies are spent. For more information on these budgets please visit my website page for Police funding – [Finance – West Yorkshire Combined Authority](#)

### Where the money came from

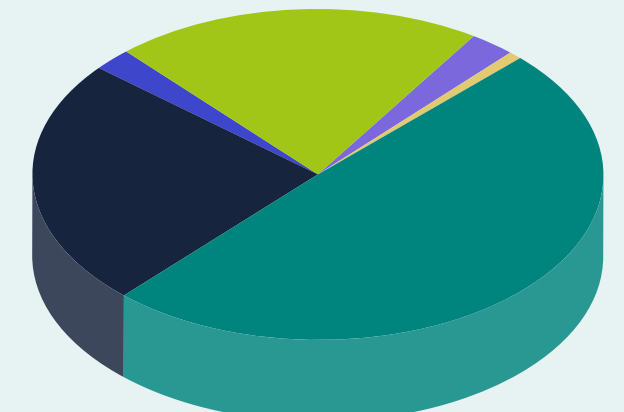
2023–24



	Government grant 55.4%
	Income 20.7%
	Precept 23%
	Other 0.9%

### What the money is spent on

2023–24



	Police Officers 49.7%		PCSOs 3%
	Police Staff 24.1%		WYCA 0.3%
	Borrowing 2.2%		
	Costs* 20.7%		

\*Running costs eg. premises and vehicles

West Yorkshire continues to have the fourth lowest precept in England and Wales.

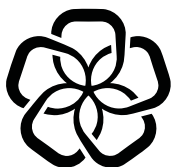
Budget	2022–23 £m	2023–24 £m
Gross expenditure	649.293	694.040
Council tax requirement	147.863	159.533

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**West  
Yorkshire  
Policing  
& Crime**

**Tracy  
Brabin  
Mayor of  
West Yorkshire**