

Community Outcomes Meeting (COM)

Date: Tuesday, 7 December 2021

Present

Alison Lowe – Deputy Mayor for
Policing and Crime (DMPC)
Damien Miller – T/ACC, WYP
Pat Twiggs – ACC, WYP
Lee Berry – Det Supt, WYP

John Robins – Chief Constable (CC)
West Yorkshire Police (WYP)
Catherine Hankinson – ACC, WYP
Alisa Newman – Ch Supt, WYP

Also present

Matthew Davison – Ch Supt, WYP
Paige Cowling – Engagement Officer,
Policing and Crime

Allison Kemp - WYP
Sharon Waugh – Engagement
Manager, Policing and Crime

1. Welcome, introductions and apologies.

Apologies were received from the Mayor for West Yorkshire, Tracy Brabin and Deputy Chief Constable, Russ Foster.

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 14 September 2021 and Matters arising.

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

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

DPMC announcements:

a) HMICFRS PEEL Assessment Report, with West Yorkshire Police receiving Outstanding rating in four areas – The DMPC welcomed the report and said she and the Mayor were delighted at the progress West Yorkshire Police had made. She congratulated officers and staff on their hard work and efforts to keep people safe and tackle criminality.

b) #Tell Tracy – about policing and crime - Public consultation on the West Yorkshire police and crime plan had officially closed and both the DMPC and the Mayor had been out and about across West Yorkshire since the beginning of September talking to people about their priorities, she thanked everyone for completing the online survey, meeting face to face and for getting in touch via email and social media.

c) The Mayor's Safer Communities Fund - opened for applications on 15 November and was set to close on 17 December with £180,000 in grants available for voluntary, community groups, charities, and partners to apply for. The Mayor had said she was looking to provide support to innovative projects which addressed at least one of the cross-cutting themes within the draft Police and Crime Plan. Those themes were Keeping women and girls safe, Diversity, equality, and inclusion and Early intervention and prevention. Funding would be awarded before the end of March 22.

Chief Constable Announcements:

- a) **HMICFRS PEEL Assessment Report** the Chief Constable (CC) thanked the DMPC for her comments and his officers and staff for their work over the last few years.
- b) **Crime Recording** – referencing the Office of National Statistics the CC said WYP had continued in the right direction and were also graded outstanding in terms of Crime Data Integrity (CDI). He also said the latest figures showed decreases in burglary, robbery, and violence.
- c) **Victims' Satisfaction** – latest figures indicated 76% of victims graded the support from WYP as good/excellent, 97% said they were treated with respect and dignity and 90-95% said they were listened to, treated fairly, and received a sympathetic response. All the data was supporting that victims were well treated/supported by West Yorkshire Police.
- d) **VAWG** – the CC said that the National VAWG strategy and local WY VAWG strategy which aligned to the mayor's pledge and commitment to put women and girls' safety at the heart of the plan would launch that afternoon.

4. Counter Terrorism - Prevent - to access the full report, click [here](#).

Chief Supt. Pat Twiggs stated he would update on the Prevent business plan, Prevent activity and Project Servator. He went on talk about the prevent business plan, prevent activity across West Yorkshire. He also spoke about the National Prevent Thematic Board attended by ACC Khan. The report also highlighted successful partnership working and arrests around Project Servator which also covered Leeds Bradford airport. He also spoke about CTAG (Communities Together Against Terrorism) a diverse scrutiny group. Finally issues such as poor Mental Health and ill health being a significant factor in radicalisations.

The DMPC said Police Led Partnerships (PLPs) had been implemented across West Yorkshire and 'WYP Prevent Champions' were involved all policing Districts identifying and enlisting the support of willing volunteers to become Prevent SPOCs at both delivery and management level to develop a communication and training network. Following the terrorist incident in Liverpool, the Joint Terrorism Analysis Centre (JTAC) took the decision to raise the UK National Threat Level from SUBSTANTIAL, meaning an attack is likely, to SEVERE, meaning an attack is highly likely. She asked for an explanation of what it means for the communities across West Yorkshire and how they can help. She also asked for an update on how Counter Terrorism Northeast were working with wider partners and our communities to keep people safe.

CS Twiggs explained the whole society Counter Terrorism citizens approach and stated we all should remain vigilant and that more than 20% of reports turn out to be relevant to CT activity. More than a fifth of reports had come from the public and had prevented 31 attacks since 2017 which had in turn lead to development of the Action Counters Terrorism campaign which featured what to look out for, how to react and report concerns. He further explained over 2.8m packages had been delivered nationally to the public, third sector and partners and he spoke specifically about the training available which included online awareness for the public.

The CC added that the JTAC decision to raise to severe did mean that an attack was highly likely at a national level, but there was no specific intelligence. The message to West Yorkshire communities was to remain cautious and careful but to be reassured in the work officers were doing in WY and nationally.

The DMPC also asked about the radicalisation of young people across West Yorkshire and commented that she had recently seen some brilliant work from the NPT at a school supporting vulnerable people.

CS Twiggs said evidence suggested that young people were vulnerable, and that the Counter Terrorism unit did hold intelligence about online sites and were aware of the changing face propaganda. Digital technology was a platform used to share fear, anxiety, hate and conspiracy theories was widespread although there was no evidence to suggest young people in West Yorkshire were atypical. He was pleased that referrals had not dropped more than 1.2% because of COVID but believed it was a dangerous space where young people could self-radicalise. 29% of referrals were aged 15-20 which was also a concern. There was also much more that those who owned online platforms could and should do. He spoke about the new online safety bill which would make it illegal to post harmful content to both adults and children. He also referred to the "I report it app" where anyone could report worrying or disturbing content to the CTU quickly and easily. In terms of further reassurance, he stated that from the boards attended where the CTU's performance was one of the best in country.

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

ACC Miller gave an update report on key current areas for West Yorkshire Police in terms of Safeguarding which included the current position in relation to post-lockdown understanding of CSEA, Child Abuse and Neglect, commentary on the position with regards to the 2021 Strategic Plan for Protecting Vulnerable People which included the two Tactical Plans for CSEA, Abuse and Neglect and Domestic Abuse and missing persons.

The DMPC congratulated WYP on successfully prosecuting more historic child abuse cases which had resulted in sentencing offenders to over 700 years. She was mindful of the toll on staff and asked what plans were in place to ensure staff well-being was being addressed.

WYP had invested in a health and well-being lead, one of the main issues had been the demand in unit so there had been an uplift in 65 officers and 15 sergeants. There was also an employee well-being strategy in place and additional support for the monitoring of high-risk officers. There was also greater awareness for all staff with webinar, visits, and training. In terms of evaluation and monitoring the CC added that West Yorkshire Police were also part of national well-being survey.

The DMPC, welcomed the response and added she was really concerned with the need to minimise the long-term mental health impact which included PTSD. She also asked to see the results of the national survey when the analysis had been undertaken.

The DMPC referred the recent killing of a young child in Solihull, and the subsequent convictions for murder/manslaughter. She noted that child neglect offences had increased by 168% (576 offences) and asked if there was an explanation for the large increase.

The increase was a result of COVID and young people not having had access to trusted adults, WYP knew the increase would occur and had continued to work to support the most vulnerable and prepare for the immediate post lock down rise in referrals. West Yorkshire communities were and continued to be one of the hardest hit areas especially when child poverty was factored in. Tackling neglect was part of tactical planning and the unit was aware of its lifelong impact, the unit was fully committed to partnership working which was key to safeguarding and supporting the most vulnerable.

ACTION:

Results of the National Wellbeing survey to be shared with DMPC when they are available.

6. Serious Violence Crime - to access the full report, click [here](#).

In a report of the CC the DMPC was updated on WYP activity to tackle Serious Violent Crime, Knife Crime, County Lines, Firearms Offences, and Serious Organised Crime (SOC) as it relates to violence. The paper also featured the work of the Mayor's Violence Reduction Unit (VRU).

The DMPC also flagged that the Mayor had taken a decision to underwrite the costs of the 25 Independent Sexual Violence Advisers and Independent Domestic Violence Advocates pending the Home Office allocation to the VRU.

With regards to the Operation Jemlock figures the DPMC asked for the rolling figures for the last 12 months. ACC Miller confirmed the latest figures below:

Month	Knife enabled crime WY wide
Oct	3.9 % decrease
Sept	6.4 % decrease
August	7.5 % decrease
July	7.9 % decrease
June	6.0 % decrease

District	Knife Enabled crime
Bradford	3.9%
Calderdale	22.3%
Kirklees	8.7%
Leeds	Increase ??
Wakefield	5.1% increase

The DMPC thanked colleagues for the Jemlock figures, she went on to say she had been engaging alongside the Mayor on the Police and Crime Plan and that knife crime was a concern particularly in Kirklees and Leeds, she asked about the district figures for the last 12 months.

She also asked about Jemlock activity in response to Threats to kill, S.18 wounding / endangering life and Assault with injury.

ACC Miller said that Jemlock had received an extra 260k which had enabled increased deployments and widened their visibility/footprint.

He stated that most “threats to kill” would be handled by patrol staff as part of their routine response to emergency calls. However, section 18 assaults were targeted by Jemlock who had seen an upsurge linked to the night time economy. He gave an assurance that Jemlock would intervene/respond whether a weapon was used or not to all serious assaults which included violence. The CC added in respect of threat to kill because of CDI online threats to kill were also recorded.

The DMPC asked if WYP collected the online threats to kill separately. The CC explained that they tried to but that it was complex.

7. Road Safety - to access the full report, click [here](#).

The report provided an update on emerging issues and challenges which included Vision Zero, Operation Snap (digital footage submission scheme), ANPR (Automatic Number Plate Recognition) and partnership working during COVID.

Regarding the killed or seriously injured figures the DMPC asked if they were higher or lower than would be expected given the significant reductions in traffic volume during the early days of lock down and she further asked about the trends of offences impacting vulnerable road users especially children, young people, pedestrians, and cyclists.

ACC Hankinson explained it was difficult to say and that the National Police Chiefs Council's academics were looking into it. She added that on one hand the volume of traffic was less, but that speeding had increased as there was less traffic on the roads, and she commented that speeding was one of the “fatal four”.

The DMPC wanted to thank Ed Chesters for his support of the Vision Zero board to create a safer West Yorkshire. The CC welcomed the Vision Zero approach which had full local authority support, he said for road safety to be improved the holistic approach which would include education and design was fundamental.

The DMPC also commented on Operation Steerside which she had recently seen in action. She added it was a great example of partnership working and congratulated all those involved which included Bradford South NPT. The CC commented that it was a great initiative, and an example of what could be achieved when officers could work proactively, he said he would like the resources to work proactively across all areas of policing.

8. Violence Against Women and girls – to access the full report, click [here](#).

DS Lee Berry provided an update on how West Yorkshire Police were responding to Violence Against Women and Girls (VAWG). He said good progress had been made since the last update in June 2021, with the appointment of a force lead who was coordinating the force's response and approach to all aspects of VAWG and related matters through a countywide strategic plan. West Yorkshire Police were also helping to shape the national approach and response to VAWG through proactively seconding the force lead to a national VAWG taskforce. The report highlighted the national context which was followed by more local information.

The DMPC asked how WYP were engaging to rebuild trust at a local level.

DS Berry, spoke in detail about the West Yorkshire based work which included Safer Streets, Pol-Ed and dedicated officers based in the two largest districts, Bradford, and Leeds. He also spoke about the work of the Violence Against Women and Girls Neighbourhood Strategy and delivery group.

The CC added that there was a need for transparency and openness, no other sector was subject to the same amount of scrutiny, and he spoke about the challenge to increase trust and confidence following the events of 2021 and their impact across policing. The DPMC spoke about the public messaging and critical work she had seen the NPT delivering with Leeds based students.

She also welcomed the ongoing work and investment through Safer Streets and the upcoming VAWG strategy.

She said she was delighted with the recording flag for Misogyny (Hate Crime), but added she was also realistic about the time taken to deliver training programmes across the Force. She asked for more detail about how the training was being delivered and further asked if we could be confident that those who come forward to report Misogynistic hate crime would receive the right response.

Training had commenced in November last year and a rolling programme was in place in addition to the ongoing unconscious bias training. In terms of recording, it was being added as a flag existing crime type.

The CC added that staff within the contact centre, safeguarding officers and staff would also receive the specialist training.

The DPMC said she was mindful of some of the victims coming forward regarding drink spiking but given the investigations that had now taken place she asked how much of an issue was it across West Yorkshire.

DS Berry explained that West Yorkshire Police were known for their CDI (crime data integrity) which had highlighted 398 reports which were mostly linked to drink and driven by the night-time economy. WYP continued with a thorough response in each case and a multi-agency approach. They had been looking for hotspots which had flagged the student community as an area to focus on. This had included proactive action over Christmas to increase confidence and reporting.

When investigated there had been one sighting of a needle and 2/3 others in drinks, nevertheless each case required a full response.

9. Future Agenda Items

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

10. Any Other Business - There were none.

11. Next Meeting - 15 March 2022 at 1400

COMMUNITY OUTCOMES MEETING

15th MARCH 2022

PROFESSIONAL STANDARDS DEPARTMENT REPORT



**WEST YORKSHIRE
POLICE**

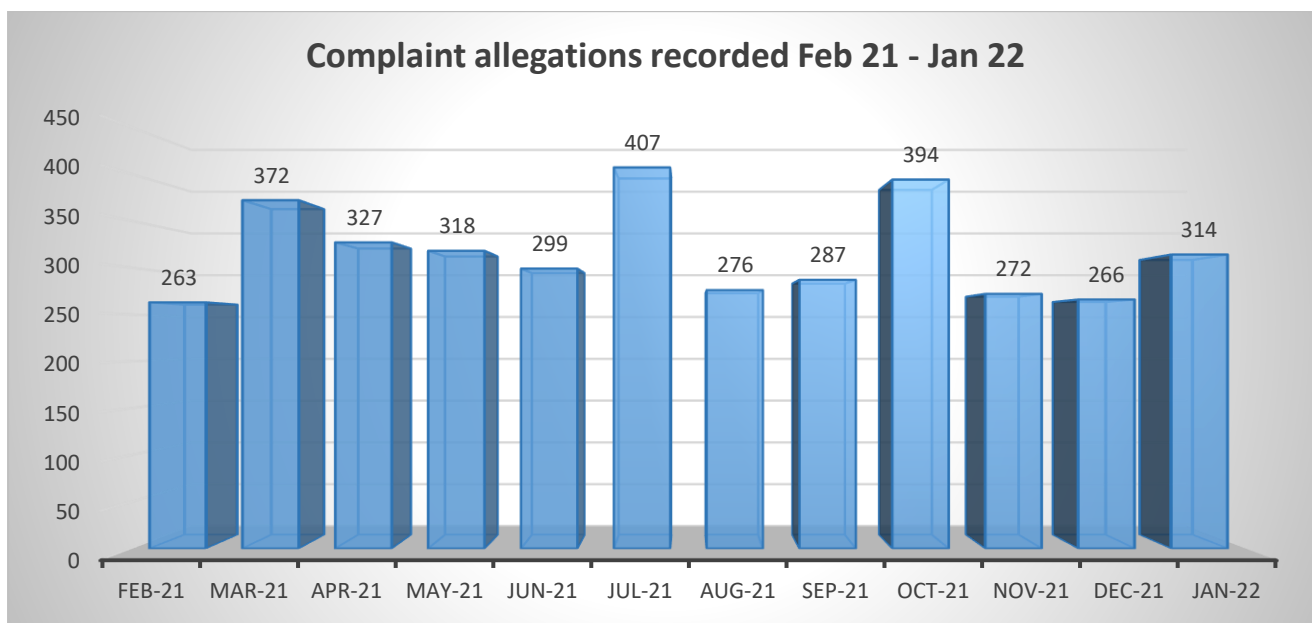
FEBRUARY 2021 – JANUARY 2022

OFFICIAL

EXECUTIVE SUMMARY

Complaints

- Total complaint allegations have increased in January 2022 compared to the previous month. There were 314 complaint allegations recorded in January 2022 (239 complaint cases) compared to 266 in December 2021 (224 complaint cases) and 272 in November 2021 (234 complaint cases). This equates to an increase of 18% but is mainly due to staff leave over the Christmas holiday period and the subsequent catch up. The average number of complaint allegations received over the 12 month period now stands at 316.
- Complaint allegations have decreased slightly over the last 12 months from 5028 in Feb 20- Jan 21 to 4269 in Feb 21- Jan 22 (15%) and complaint cases have increased slightly by 0.5% from 3246 to 3258. The new complaint legislation has now been in Force for 2 years therefore the numbers have steadied from the initial sharp increase.

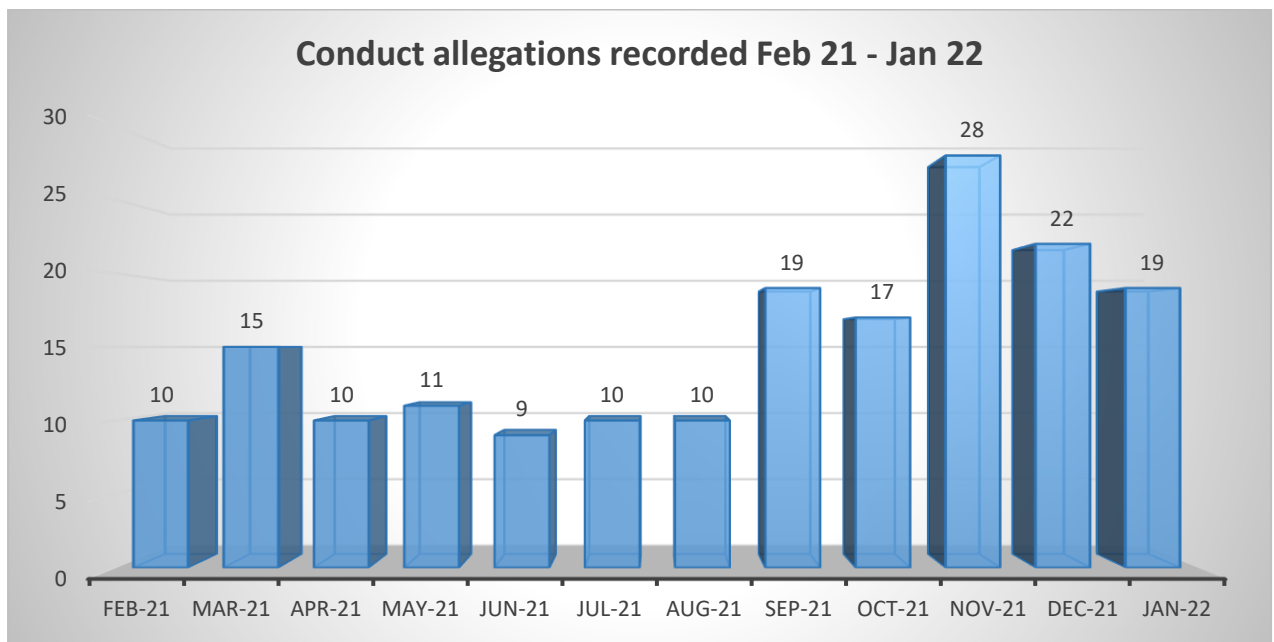


- Of the 3258 complaint cases which have been recorded under the new regulations since 1 February 2021 56% have been dealt with outside Schedule 3. Logging outside Schedule 3 removes bureaucracy and is a more efficient process – these are dealt with by the PSD Service Review Team.
- These complaints are usually dealt with within 1-10 days if the complainant is happy with the resolution and usually involves either an explanation or an apology. If the complainant remains dissatisfied the case will be converted to be formally recorded Inside Sch 3 and a right of review to either the Mayor's Office or IOPC will be given.

- 44% of complaints have been or are in the process of being dealt with inside Sch 3 in a reasonable and proportionate manner (either because the complaint meets the definition for formal recording or the complainant insists that the matter is formally recorded).
- The time taken to deal with complaints recorded inside Sch 3 has increased over the last 12 months due to significant staff shortages in the Service Review Team and the summer holiday leave period. This has meant that cases were waiting to be assessed and recorded and then waiting to be allocated to an Investigating Officer, sometimes for several months.
- Of the 241 cases finalised inside Sc 3 the average time to deal from recording to finalisation is 136 days, however this includes the period where the complaint was waiting to be allocated. This backlog has now been reduced as staffing has been increased in the Service Review Team and the PSD Helpdesk which should improve the time taken to deal with complaints. There are also over 500 complaint cases which are in the review period and waiting to be finalised so once finalised the average time taken should reduce and a more accurate figure can be provided.
- The top three categories of complaints which account for 64% of all complaints remain delivery of duties and service, individual behaviours and use of force. Under the new legislation the complaint categories have been changed to allow for more meaningful analysis to see patterns and trends across Districts and Departments. We hope to break this down even further in the future to pinpoint specific District issues.
- The IOPC revised Performance Framework in relation to public complaints was last received in the summer of 2021 and covered the 12 month period from April 2020 – March 2021 so it is now significantly out of date. All Forces were asked to provide their most recent data in October 2021 and this was provided by WYP PSD, however we have been advised by the IOPC that the Bulletin has been delayed due to several Forces being unable to submit their data due to technical IT issues. There is no date currently for when the next Bulletin will be published.
- Under the new legislation PSDs are now required to provide an update letter in relation to complaints, recordable conduct matters and DSI (death and serious injury) investigations which are over 12 months old. This will be sent to both the IOPC and the Mayors Office and there is also the same obligation on the IOPC to report on their cases which have passed this time limit.
- The update must be meaningful and report on the circumstances of why the case has exceeded the 12 month limit. A process has been implemented within PSD to capture these cases and the updates are provided every month, although the numbers are currently low, around 5 – 10 per month..

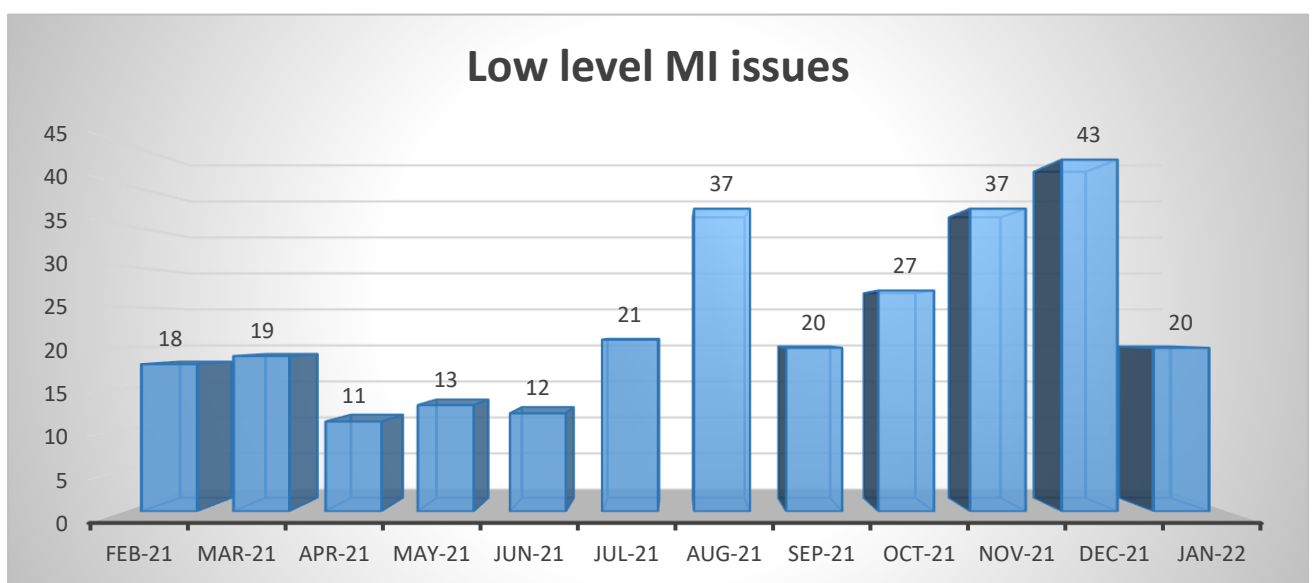
Conducts

- Total conduct allegations have decreased over the last 3 months with 19 in January 2022 compared to 22 in December 2021 and 28 in November 2021. Over the last 5 months however there has been a steady increase in the number of conduct cases recorded as shown in the chart below.



- Yearly totals for conduct allegations have also decreased with 185 recorded between February 2021 – January 2022 compared to 207 in February 2020 – January 2021 (11%) and conduct cases have decreased by 8 (5%).
- There has however been a noticeable increase in the number of cases recorded relating to sexual assault/ sexual misconduct both on and off duty. All such cases are initially assessed as gross misconduct and the officer/ staff member is suspended from duty until the conclusion of the investigation.
- There has also been an increase in the number of cases around the use of social media/ team WhatsApp groups where inappropriate and discriminatory messages have been sent. The most recent case involves 20 members of staff and is currently being independently investigated by the IOPC.
- There have been recent internal communications campaigns and training packages to try to prevent problems or provide guidance around this issue. These include a corporate communications animation which covers the PSD Messaging of inappropriate workplace behaviours, which includes the issue of inappropriate social media usage by officers and staff.

- This covers not taking pictures from scenes on personal mobile phones and not sharing police data. There is also a whole section on Social Media usage in the new culture and behaviour in the work place I-learn which will be compulsory for all officers and staff to complete in the force.
- Given the recent Met Police case the WYP Sudden Death Policy has also been updated to direct the officers should not take scene photographs using their personal mobile phones. Where images are required and there is no CSI attendance then these must be taken using the Force issue handheld device. A refresh is also currently taking place of our Force Policies which cover this area.
- Under the new conduct legislation all conduct cases which do not meet the threshold for misconduct (less than a written warning) are being passed back to Districts to deal with under 'Performance Requiring Improvement (PRI) and the Reflective Practice Review Process. This places the onus back on local line managers to deal with their staff appropriately without the need to go down a formal misconduct process and promotes learning and reflection.
- 394 officers and staff have been linked to conduct cases recorded since Feb 21 and of those 75 have been dealt with by way of PRI and 40 by way of reflective practice – this equates to 29%. This is an efficient and effective way of dealing with these types of lower level performance issues, however they are still recorded as conduct cases.
- PSD also receive a considerable number of very low level cases which do not even justify PRI and should be dealt with by local managers as part of their supervisory responsibility. Work is ongoing to understand why so many cases are passed to PSD and if there is a fear around dealing with low level staff issues.
- A response is provided by the Duty Reviewing Officer with a course of action and these are recorded on PSD systems as a miscellaneous incident (MI) case for audit purposes and future reference.



Suspended and Restricted Officers and Staff and Misconduct Outcomes

- There are currently 23 police officers suspended and 40 police officers and staff on restricted duties. There are 5 police staff members suspended. It is of note that there has been a rise in the number of cases of sexual assault/ abuse and social media cases (8 officers have been restricted in relation to the IOPC independent investigation).
- There were 4 misconduct hearings between November 2021 – January 2022 involving 3 police officers and 1 police staff member. One hearing was in relation to an officer who used excessive force on a male he was arresting. The case was referred to the IOPC who undertook an independent investigation. At the conclusion of the hearing all charges against the officer were not proved.
- The police staff hearing related to a staff member being convicted for arson and s47 assault. The charge against the staff member was proved and she would have been dismissed if still serving with the Force (she is currently serving a custodial sentence).
- The remaining cases were against 2 former police officers who had resigned from the Force. One officer was convicted of drink driving and the other was convicted of dangerous driving. Both officers would have been dismissed had they still been serving with the Force.

Vetting Compliance – Violence against Women and Girls

- Following the guilty verdict of a Met police officer to the murder of Sarah Everard key requirements have been sent to all Forces from the NPCC to progress in relation to Vetting and other PSD processes.
- **Review compliance of vetting APP. Any deviation should be underwritten and documented rationale by designated Chief Officer lead.** WYP are in the main, compliant with the APP (Approved Professional Practice). The Force Vetting Manager sits on the National Vetting Working Group which is the strategic board with overall responsibility for vetting. He is also a member of the National Vetting Tasking Group that undertakes actions on behalf of the NVWG and reports to the Strategic Group and he is also a member of the APP review body that looks at refreshing and amending the APP on a 12-18 month basis. The one area where WYP are not fully compliant is in the collection and storage of data in respect of protected characteristics, this impacts on the ability to monitor disproportionality in the vetting process.
- This matter is being addressed as a business case being completed to consider the purchase of an external IT system, which uses online forms and has the capability to store and report on disproportionality. In the meantime, the Force Vetting Officer has monthly meetings with the Positive Action Co-ordinator where they discuss cases involving underrepresented groups and the reasons for granting or refusing clearance. The Force Vetting Officer also presents a number of these cases to the Scrutiny Panel on a three monthly basis.

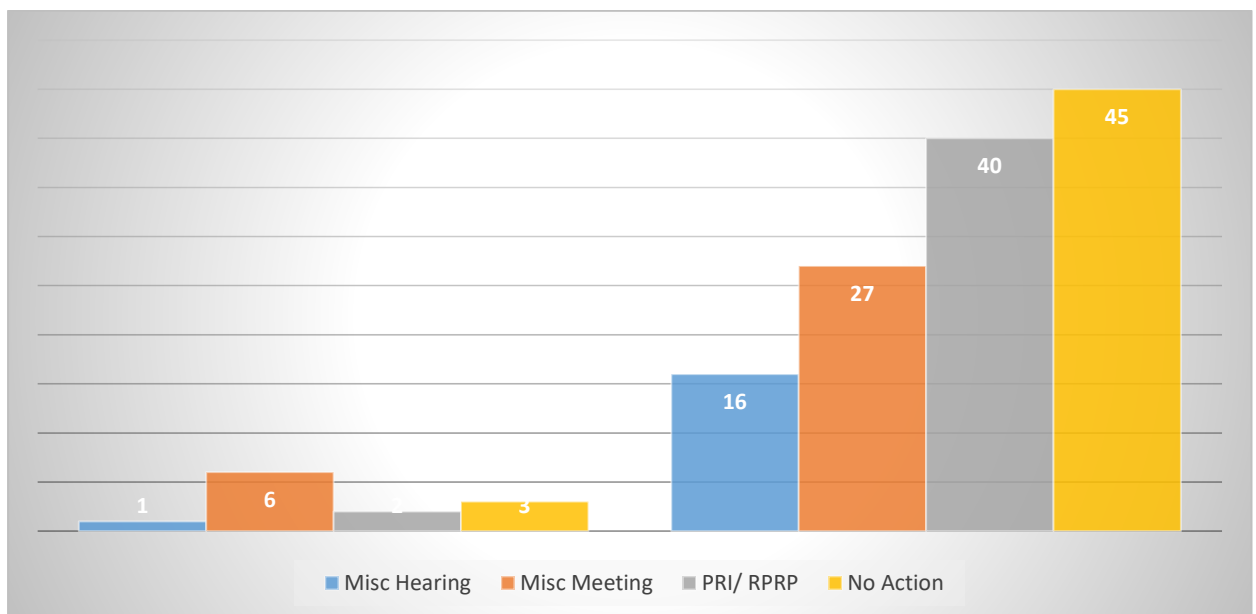
- WYP are currently reviewing the designated posts within force to ensure that staff have the required level of vetting. A recent dip sample identified that some internal moves within Districts into Safeguarding Units had not taken into account the enhanced level of vetting required. This is now being addressed and has been included within the Force Risk Register.
- **Review capacity and capability to deal with vetting demands including recruitment, renewals and aftercare.** There are currently just over 500 cases in the vetting system, with an estimated turnaround time of 4-6 weeks. WYP do have an aftercare process where they renew clearances at the expiry date and this is currently up to date.
- WYP also request checks annually for Developed Vetting and at 3 years and 5 years for Management Vetting, however these latter checks have been slightly delayed outside this time period due to current demand, but still complying with APP. A business case is being considered in respect of an update to the IT system currently used which will hopefully reduce the administrative burden and can easily provide the management data which will allow for more effective supervision of outstanding workloads.
- **Review and understand current backlogs in vetting demand particularly if you have an outstanding action plan from the HMICFRS 2016 Inspection.** Apart from the work mentioned above there is no backlog in relation to the HMICFRS action plan. This plan was for all forces to ensure that everybody working for or with a force had a current vetting clearance. WYP achieved this target in 2019 and have been inspected by the OPCC Audit Team and HMICFRS on this aspect.
- **The onus is on individual officers/staff to report any material change in circumstances. Consider refreshing work force message of responsibility and link to annual integrity checks/questionnaire.** There is a legal requirement in the Vetting Code to report any material changes in circumstances. A number of reminders have been issued on the Force Intranet system regarding this and this will be embedded into the annual Integrity Check questionnaire which is completed in the Force PDR process. Checks on change of circumstance are done annually for those with National Security clearances and at three and five years for Management Vetting clearances. WYP do not currently review Recruitment Vetting until the date of expiry which is currently set at 10 years.

Disproportionality Data for Disciplinary Outcomes and Conducts

- Issues in relation to disproportionality remain the subject of national focus after several key reports and disciplinary outcomes. The Cain report suggested a number of recommended actions to address disproportionality the majority of which have been acted on.
- West Yorkshire's most recent data shows that there was a total of 140 conduct cases finalised with officers and staff linked between 1 February 2021 – 31 January 2022. (these cases could have been recorded prior to that time period and the same officer could have several different cases). Of 140 assessments of conduct 35 were in relation to females (25%) and 105 were in relation to males (75%).

- 12 involved Ethnic Minority officers and staff (8.6%) and 128 involved white officers and staff (91.4%). Ethnic Minority officers and staff currently make up 6.3% of the total workforce.
- Of those cases, 17 were finalised as having a case to answer and the officer/staff member went to a misconduct hearing for gross misconduct. 16 staff members were white and 1 was Ethnic Minority (94.1% v 5.9%).
- 33 were finalised as having a case to answer for misconduct and the officer/staff member went to a misconduct meeting for misconduct. 27 staff members were white and 6 were Ethnic Minority (82% v 18%)
- 42 were finalised as Practice Requiring Improvement/ Reflective Practice Review Process. 40 staff members were white and 2 were Ethnic Minority (95.2% v 4.8%)
- 48 were finalised as no further action. 45 staff members were white and 3 were Ethnic Minority (93.8% v 6.2%)

Ethnic Minority vs White



- In terms of disciplinary proceedings, there appears to be no disproportionality in relation to misconduct hearings, however there is in relation to officers and staff attending misconduct meetings as the rate is 18% for Ethnic Minority officers and staff, almost 3 times higher than the representation across the Force. It also appears the Ethnic Minority officers are less likely to be assessed as PRI /Reflective Practice in comparison to their white colleagues so this issue will need to be looked at further.
- Of the 17 officers and staff who went to misconduct hearings all but 1 were dismissed without notice for gross misconduct. Of the current officers and staff members suspended from duty 23 are white and 5 are Ethnic Minority. (82% v 18%).
- West Yorkshire PSD continue to work on the recommendations of the Cain Report – in particular enhanced workforce representation of Ethnic Minority officers and staff

working in PSD. Ethnic Minority representation in WYP PSD is around 10% (9 out of 90 staff members).

- PSD continue to record hate incidents after a request by AMP (Association of Muslim Police Officers) - PSD now record all hate incidents as they are perceived by the person making the complaint. This assists in mapping patterns of behaviour and incidents where there are certain officers and staff who re-offend. Other Forces are following this lead and good practice after meetings with staff within WYP PSD.
- The Directorate also has a strong working relationship with AMP on Positive Action - all PSD staff and officers are now trained on faith unconscious bias as are all officers across the Force. PSD are currently testing a new IT solution which aims to remove all personal data when the report is first received. This will allow a severity assessment of conduct to be undertaken without knowing the protected characteristic of the parties involved.



Chief Officer Team Paper for COM

Title: Community Outcome Paper - Use of Force

COT Sponsor: ACC Catherine Hankinson

Report Author: CI Ben Ryder

Date: February 2022

Summary

West Yorkshire Police is committed to developing its understanding of how officers and staff use force in the execution of their duties. West Yorkshire Police recognises that the intrusive nature of police powers must be proportionate to their legal aim, and that when using force to apply those powers the need for transparency, legitimacy and accountability are essential to maintaining public trust and confidence.

This Community Outcome Paper provides an update on West Yorkshire Police's Use of force, which highlights the success of the governance arrangements detailed in the last paper on this issue:

- We have a 43% rise in the submissions of use of force forms
- We are using lower uses of force more often and are reducing inequalities in its use
- We have embedded the use of Body Worn Video
- We conduct around 400 reviews of use of force per month with feedback recorded and sent directly to officers
- We have a projected reduction in the number of complaints by 3-4% and of those received more are being resolved as acceptable behaviour (78% last year to 86% so far this year)
- Assaults on our officers have declined slightly

Report Contents:

- Governance ([click here](#))
- Laws relating to the use of force ([click here](#))
- Reviewing use of force ([click here](#))
- Staff and officer safety ([click here](#))
- Data submission ([click here](#))
- Demographics and inequalities ([click here](#))
- Public complaints ([click here](#))

REPORT DETAILS

1. West Yorkshire Police Governance

Recognising the critical role the use of force has by police on policing legitimacy the Chief Constable approved a new governance structure which sees ACC (Operational Support) have strategic leadership of the theme; they run quarterly Gold meetings where strategy and performance are reviewed, and there are then quarterly Silver meetings chaired by a Chief Inspector where changes are driven and consistent approaches to overcoming challenges are discussed. The structure also has a frontline user forum where officers are engaged in the practical issues affecting performance, included in this are specific groups where the voices of ethnic minority officers can be amplified.

Achievements thus far:

- a use of force review process has been established and is providing feedback directly to officers and their supervisor
- the Use of Force policy has been reviewed with demonstration of our understanding of the effects of inappropriate use of force or inequalities in the use of force may have on public trust and confidence
- the Taser policy has been reviewed and is now the Conducted Electronic Device (CED) policy (Taser is a brand name of CEDs) which adopts refined NPCC and College of Policing language, criteria for deployment, offers guidance and expectation on appropriate circumstances of use, and details a more extensive and rigorous review process

2. Use of Force by Police

Relevant legislation, common law and case law are hyperlinked for further information:

- [Section 3 of the Criminal Law Act 1967](#)
- [Section 117 of the Police and Criminal Evidence Act 1984](#)
- [Section 76 of the Criminal Justice and Immigration Act 2008](#)
- [Common Law](#) (CPS guidance covering use of force and police powers)
- [College of Policing Guidance](#) – conflict management
- All of the above is compliant with the Human Rights Act (1998) and ECHR articles:
 - Article 2 – the right to life
 - Article 3 – prohibition from torture
 - Article 16 – prohibition from discrimination

3. Reviewing a Use of Force

a. Internal Accountability

Officers are taught to use the National Decision Model to proportionately manage conflict.

When assessing this from a third party perspective it is important to recognise that while the subject's behaviour and the officer's response can be categorised with some ease, the decision as to what is proportionate must take into consideration relative impact factors that will significantly affect what force was necessary in the circumstances. Such factors will include, but are not limited to: age, gender, nature and severity of offence suspected or committed, emotional, possession of weapons, numbers involved, intoxication through drugs or alcohol, cultural pressures (e.g. from gang culture).

It is also important to consider that the use of force is not a binary decision (like whether to use stop and search powers) but a graduated response, and that it can be pre-emptive to prevent officer injury as well as reactive to an immediate threat to officers.

Uses of police firearms, taser and spit/bite guards are reviewed by our Chief Inspector Force Critical Incident Cadre and these are probed daily by the Duty ACC and wider Chief Officer Team. Processes have been developed through the summer that provide consistent local reviews on wider uses of force, all of which are subject to public scrutiny through our local Scrutiny Panels.

A use of force review mechanism was established in mid-November 2021; by mid-January 2022, 800 reviews had been conducted. We have encouraged reviews of uses of force on ethnic minorities to be prioritised to reflect recent legitimacy concerns. The summary of the reviews is as follows:

- Ethnicity: 64% white, 19% Asian, 6% black, 3% mixed race (others or not stated account for 8%)
- Age: 94% adult, 6% under 18
- Type: 93% general use of force, 3.5% taser (contact use) (17 incidents), 3.5% spit guard (18 incidents)
- Use of force form compliance: 63%
- BWV compliance: 93%

Outcomes of assessments:

- Positive feedback 65%
- Areas of discreet development 32%
- Practice requiring development (under the guidance of a subject matter expert) 2%
- Areas of significant concern (PSD referral) 1%

b. Public Scrutiny

Around a year ago West Yorkshire Police launched a revised model of public scrutiny with greater use of technology supporting remote scrutiny through online facilities. We will return these meetings to the physical format as social distancing guidance is withdrawn.

Our Scrutiny Panels are essential to understanding community opinion but also measuring community understanding of policing, and by addressing these in balance we will demonstrate the legitimacy of policing and secure public support. A refreshed question set that accommodates views on legitimacy has been produced.

For scrutiny purposes panel members may be provided one or all the following:

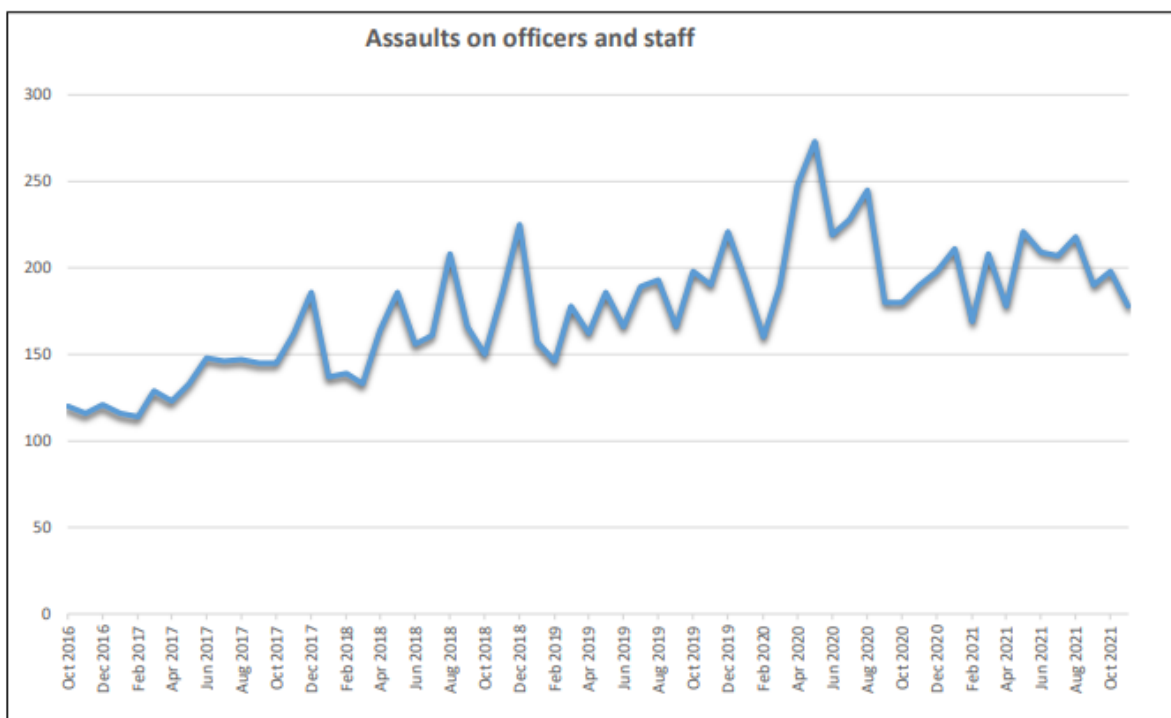
NOT PROTECTIVELY MARKED

- Written records of use of force encounters redacted of personal information to enable analysis of individual encounters.
- Un-redacted Body Worn Video footage to facilitate real world understanding and appreciation of use of force encounters (controlled by a strict Code of Conduct and Ethics, Disclosure and Confidentiality Arrangement, and a comprehensive Data Protection Impact Assessment).
- Management Information that provides a holistic overview of use of force data for the force and particular districts that facilitates an understanding of various aspects of use of force.

Use of force data sets have been provided to Local Policing Districts in January 2022 to start the public accountability process.

4. Officer and Staff Safety

Assaults on officers/staff have been steadily rising over the past few years. The complications of the social impact of the coronavirus pandemic and the need to police associated regulations need to be recognised as creating some potential temporary instability in data, but we are pleased to see a general plateau of this formerly increasing trend.



Summary data is as follows:

- The projected comparison from 2020/21 to 2021/22 is a 3.2% reduction in assaults on officers. There is a greater reduction in assaults causing injury by 9.2% and a reduction in assaults with no injury of 1.9%. Most of the reduction relates to those on police staff, with just a 0.9% reduction to police officers.
- A 20% reduction in spitting is noted, along with a 10% increase in headbutting and a 40% increase in the use of vehicles to cause harm through collision (a rise from 48 to 64 incidents)
- The gender variation of officers being assaulted is stable with just a 1% change in distribution: Males 72%, females 28%
- The ethnicity variation is very stable with just a 0.1% change in distribution: 92% white, 6% ethnic minority
- Positive outcome rates for assaults on officer and staff have dropped by 1% to 70%

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Officer Safety Training consists of a 7-day initial course and an annual one-day refresher course. Current training is in line with College of Policing Authorised Professional Practice and it is anticipated that College of Policing guidance will change in the next year and increase the annual refresher training to two days.

Use of force data and feedback from our review process inform the training cycle so that the training content goes above and beyond the manual. We are introducing situational judgement scenarios that are subject to group discussion to improve officer safety and reductions in the amount of force used.

5. Data Submission on the Use of Force

There is an expectation that all officers complete a use of force form and that the incident is captured on Body Worn Video. This footage has proven to be of incredible value in demonstrating the legitimacy of officer actions, with the perspective it gives offering insight into the pressures the officer was under and the necessity of their actions.

As of the 1st April 2017 all Police Forces were required to record and submit to the Home Office annual data regarding use of force.

Officers and staff are required to record all the tactical options used at an incident ranking them in the order of use allowing identification of those that are most effective in defusing and de-escalating a situation. Where force is used prior to a person arriving in police detention the officer MUST report to the Custody Officer (SGT) and the use of force must be recorded in the circumstances of arrest.

A table explaining each use of force can be found at [Appendix A](#) (hyperlinked).

Significant improvements have been made in use of force recording:

	2020/2021	2021/2022 (Apr-Dec)	2021/2022 projected
Total forms	33977	36493	48657 (+43%)
Average per month	2831.4	4054.8	
Under 18s	9.4%	10.1%	
Females	16.5%	16.5%	
Ethnic minority	24.8%	24.8%	

We recognise the concerns raised by the Howard League for Penal Reform but would exercise caution in comparing 2020/21 with 2021/22 – in the first of those years the most stringent restrictions in movement were most acutely felt by younger people whose attendance at school, colleges and work all reduced significantly, reducing crime as a result and so too then the force used to arrest them.

The use of force forms submitted over the last 12 months show the following distribution for first tactic used:

	2018-2019	2019-2020	2020-2021	Last 12 months
Tactical communication	64.3%	66.0%	63.6%	67.2%
Compliant handcuffing	20.0%	19.9%	23.5%	20.9%
Unarmed skills	6.2%	6.3%	6.5%	6.3%
PAVA irritant spray drawn	0.1%	0.2%	0.2%	0.2%
PAVA irritant spray used	0.3%	0.3%	0.2%	0.2%
Baton drawn (no recorded uses)	0.1%	0.1%	0.1%	0.1%
Non-compliant handcuffing	3.9%	3.1%	2.9%	2.7%
Spit guard	0.1%	0.2%	0%	0%
Ground restraint	0.4%	0.4%	0.3%	0.3%
CED/Taser	1.4%	1.4%	0.8%	0.7%
Police dog deployment	0.2%	0.1%	0.1%	0.1%
Firearm	1.6%	0.8%	0.5%	0%

When considering all tactics used in a given incident, we report the following:

	2018-2019	2019-2020	2020-2021	Last 12 months
Tactical communication	33.4%	33.7%	33.9%	35.3%
Compliant handcuffing	21.1%	21.1%	27.7%	27.0%

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Unarmed skills	18.4%	19.8%	17.6%	18.3%
PAVA irritant spray drawn	1.3%	1.2%	1.1%	1.0%
PAVA irritant spray used	2.2%	2.1%	1.5%	1.4%
Baton drawn (no recorded uses)	0.4%	0.3%	0.2%	0.2%
Non-compliant handcuffing	13.1%	12.6%	10.6%	10.0%
Spit guard	0.8%	0.8%	0.7%	0.5%
Ground restraint	2.0%	2.0%	1.9%	1.8%
CED/Taser	2.6%	2.5%	1.3%	1.3%
Police dog deployment	0.2%	0.1%	0.1%	0.1%
Firearm	1.2%	0.6%	0.4%	0.4%

Very encouragingly this demonstrates a general movement towards using verbal de-escalation skills at the first point of contact which improves legitimacy and lawfulness of action by demonstrating this approach before force is used. The tactics which are considered to have a less intrusive impact or run a lower risk of injury are an increasing proportion of our use of force.

The Home Office Annual Data Return no longer requires the recording of the use of tactical communication skills but we are continuing to keep local recording practices as it gives a measure to compare situations resolved through no force to those where force is used and helps to quantify the efforts undertaken to not use force. There are changes planned to the way in which use of force is recorded and we are actively participating in these discussions so that we can maximise transparency and improve confidence.

6. Demographics and Inequalities

As briefed in the last COM Use of Force report, alongside census demographic data West Yorkshire Police uses an approach called Risk Adjusted Disparity to assess inequalities in the use of force. This approach is preferred as it compares the use of police powers or tactics in proportion to a threat faced rather than inaccurate population data. In the case of use of force this is a comparison of police use of force to two threat populations based on violent crime – with the population used to compare use of taser and firearms having a higher threshold of violent crime. We can measure this based on race, gender and age, but as the primary focus of inequalities in the use of force has been racial, we have focussed on this area of inequality.

For ease of reading the following table has been constructed which shows whether there is an improvement in reducing inequalities based on race in the first three quarters of the year 2021/22 with a baseline of the full year 2020/21.

The measures used are based on a rate at which people from different ethnic groups are more likely to experience such a use of force than white people. In the table it may state there is no inequality, but this in fact means there is a comparative inequality to white people in that use of force.

The key below is present to show the area of progress we have made and areas for further improvement.

Key:

Decline	Slight	No Change	Slight	Improvement

	Tactic	Year	Asian	Black	Mixed
Population A	Compliant Handcuffing	Inequality compared to white group 20/21?	Yes	Yes	No
		Inequality compared to white group 21/22?	Yes	Yes	No
	Non-Compliant Handcuffing	Inequality compared to white group 20/21?	No	Yes	No
		Inequality compared to white group 21/22?	No	Yes	No
	Ground Restraint	Inequality compared to white group 20/21?	No	Yes	No
		Inequality compared to white group 21/22?	No	Yes	No
	Unarmed Control Tactics	Inequality compared to white group 20/21?	No	Yes	No
		Inequality compared to white group 21/22?	No	Yes	No
	Spit & Bite Guard	Inequality compared to white group 20/21?	No	Yes	No
		Inequality compared to white group 21/22?	No	No	No
	Incapacitant Spray (PAVA)	Inequality compared to white group 20/21?	No	Yes	No
		Inequality compared to white group 21/22?	No	Yes	No
	Limb Restraint	Inequality compared to white group 20/21?	No	Yes	No
		Inequality compared to white group 21/22?	No	Yes	No
Population B	Baton Used	Inequality compared to white group 20/21?	Yes	Yes	No use
		Inequality compared to white group 21/22?	No	Yes	No
	Taser (non-contact)	Inequality compared to white group 20/21?	No	Yes	No
		Inequality compared to white group 21/22?	No	Yes	No
	Taser (contact)	Inequality compared to white group 20/21?	No	Yes	No
		Inequality compared to white group 21/22?	No	Yes	No
	Firearms	Inequality compared to white group 20/21?	Yes	Yes	Yes
		Inequality compared to white group 21/22?	Yes	Yes	No

NOT PROTECTIVELY MARKED

There is a continued and generally consistent inequality in the use of force to black people, with reductions being in inequalities evident in six areas of the use of force. The use of baton relates to 8 uses and with such a low use it is important to recognise how the number will fluctuate over time. Issues around taser use and firearms remain a concern and while the taser was used just 6 times in the contact form in the last year (drawing similar issues of number variation) it will be a focus of collaborative effort of both use of force and inequalities governance structures.

There are continued and generally consistent inequalities in the use of force to white people in comparison to Asian and mixed-race people. This may suggest that there are wider social factors involved in inequalities in the use of force that affect the circumstances in which officers face subjects where force may be used, as well as the decision to use force, and if so, what type or how much force.

Focus on Taser and Firearms Use

There are three means by which firearms or taser may be used by officers trained to carry them:

- spontaneous “self-arming” by the officer carrying the item
- spontaneous assessment and deployment by an Inspector
- planned assessment and deployment by a Chief Inspector

The latter of these three is called a “silver assessment” and we have studied over 500 of such assessments.

	Asian	Black	Mixed Race	White
% of serious violent crime suspects	21%	6%	8%	65%
% of requests for silver assessment	28%	6%	8%	58%
% assessed as for conventional response	90%	90%	84%	84%
% assessed for taser deployment	4%	3%	14%	10%
% assessed for armed deployment	6%	6%	3%	5%

This analysis shows us that there is no inequality in the requests for silver assessment to black and mixed-race people, but we need to do more to understand the variation to requests for silver assessments of Asian people. There is some variation in the assessments, but the apparent variations are not consistently featured to one ethnic group, and specifically not to one minority ethnic group.

The variations found do not account for the initially found inequalities and so an effort is underway to do a comparable study on the other two means of deployment.

West Yorkshire Police have volunteered to participate in a College of Policing study which is out to tender at the moment, which will study inequalities in taser use. It will explore three different angles before an expected report in 2023. The research programme aims to move beyond simplistic individualised explanations that present either officer bias or offending propensity as the sole cause of ethnic differences in recorded police activities. Instead, the research aims to develop a socio-ecological explanation for these differences, based on a more nuanced understanding of the multitude of factors and processes at macro, meso and micro levels that are likely to affect the use of taser and other types of force.

An initial review of inequality in police use of force to young people (aged 10-19 compared to the adult population) and to females (compared to the male population) is presented in the chart below.

Where there is “no” inequality to those aged 10-19, it shows there is a comparative inequality to the adult population, and likewise for females a “no” indicates an inequality to males. The term equal refers to variations of 0.1 from equal.

Decline	Slight	No Change	Slight	Improvement

Tactic		Year (* is Q1-3 only)	Age 10-19 (compared to adult population)	Female (compared to male population)
Population A	Compliant Handcuffing	2020-21	No	No
		2021-22*	No	No
	Non-Compliant Handcuffing	2020-21	Yes	Yes
		2021-22*	Equal	Equal
	Ground Restraint	2020-21	Equal	Yes
		2021-22*	Equal	Yes
	Unarmed Control Tactics	2020-21	No	No
		2021-22*	No	No
	Spit & Bite Guard	2020-21	No	Yes
		2021-22*	No	Yes
	Incapacitant Spray (PAVA)	2020-21	No	Yes
		2021-22*	No	Yes
	Limb Restraint	2020-21	Equal	Yes
		2021-22*	Equal	Yes
Population B	Baton Used	2020-21	No	No
		2021-22*	No	No
	Taser (non-contact)	2020-21	No	No
		2021-22*	No	No
	Taser (contact)	2020-21	No	No
		2021-22*	No	No
	Firearms	2020-21	No	No
		2021-22*	No	No

Young people aged 10-19 account for around 20% of our violent crime population.

Age is an influencing factor in the assessing the proportionality of a policing response and West Yorkshire Police recognises public interest in ensuring that our response to young people is appropriate. This table highlights that our use of force to younger people is either proportionate to the threat faced or less than the threat generally faced by that age group. We remain committed to tackling youth violence and its underlying causes with the West Yorkshire Violence Reduction Unit.

Scrutiny of the police use of force to women is essential to ensuring women and girls feel confident in approaching the police to seek help, support and investigation of the wider range of threats they face.

There are areas inequality in the use of force towards females in the form of spit and bite guard, incapacitant spray and limb restraint – but we are getting closer to equal. The particular use of force tactics where the inequalities prevail require greater insight in use as they are ones with the lower risk

of harm when used, and we must also recognise that there may be gender variations in how assaults are committed. It is also worthy of note that the population that we use to assess proportionality is based on violent crime and we have to balance that approach with an understanding that the police also use force in restraining people in the midst of a mental health crisis. Further work is needed to understand this in more detail.

7. Public Complaints

		2020/21	2021/22 (Q1-3)
Number of public complaints regarding use of force		360	260
Demographic distribution	White	63%	56%
	Black	7%	5%
	Asian	8%	12%
	Other	2%	1%
	Unknown	19%	26%
	Female	30%	32%
	Under 18	5%	7%
Sub-judice		62	43
Still active		46	107
Resolved	total	255	110
	service acceptable	200	95
	service unacceptable	15	4
	not determined if acceptable	16	3
	complaint withdrawn	21	6
	case to answer (misconduct hearing)	3	2

The trajectory suggests a 3-4% reduction in use of force complaints by the end of the financial year.

Appendix A

Tactic	Further Comment
Tactical Communications	Including officer presence and communication skills to resolve conflict at an incident.
Handcuffing	Both compliant and non-compliant handcuffing/ They work by restricting hand and arm movement to prevent escape, self-harm, assault or evidence destruction.
Unarmed Skill	Including strikes or restraints.
Irritant Spray (PAVA)	Drawn or used. This works by causing pain to the eyes but has a relatively short-lived experience during which time aftercare is provided.
Baton	Including the drawing and striking. Officers are taught to strike forcefully, and the medical implications can range according to the desired location or resulting point of impact. Strikes to major muscle areas are likely to result in bruising and soreness, to joints or bones there is a risk of fractures, with a risk of more serious injury to strikes to the body's most vulnerable points.
Spit and Bite Guards	In a custody setting or outside of custody. These are made from material that allows the subject to see and breathe through a mesh fabric which prevents the subject spotting or biting others. When applied the subject is given verbal reassurance and is consistently monitored.
Conducted Energy Device (Taser)	Used in prescribed modes of drawn, aimed, red dot, arced, fired, or drive stun. The taser uses an amperage that affects the neuro-muscular system for a few seconds at a time, offering a relatively quick recovery time.
Dog bite	As described
Shield	Shields are a protective measure
Attenuating Energy Projectile	Aimed or fired. This is projects a rubber mass towards the subject.
Firearms	Aimed and fired
Other / Improvised	As described.



Chief Officer Team Briefing for COM

Title: Stop and Search

Report Author: T/Chief Inspector Jennifer Smith

CoT Sponsor: ACC Khan

Date: February 2022

Summary

This report outlines the current position of West Yorkshire Police in relation to the use of stop and search powers. It provides statistical data in relation to how stop and search powers have been used in the previous 12-month period ending December 2021.

It also provides an update on the recent inspection by Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS); proportionality in the use of stop and search; compliance with remaining elements of the Home Office Best Use of Stop and Search Scheme; the specific impact of Operation Jemlock on stop and search; an overview of scrutiny arrangements; and an update regarding ongoing and future work to further progress stop and search activity.

1. HMICFRS

In a recent inspection of West Yorkshire Police under their Police Effectiveness, Efficiency and Legitimacy (PEEL) framework, HMICFRS graded West Yorkshire Police as 'Outstanding' for 'engaging with and treating the public with fairness and respect'. They found that:

- The overwhelming majority of stop searches have been carried out with reasonable grounds. The recorded grounds for stop and search in the sampled cases were reasonable in 96.2% of cases
- All 54 records reviewed for stop and searches on Black, Asian, or Ethnic Minority individuals had reasonable grounds
- They concluded that stop and search activity is being carried out fairly and
- Identified the work we have done to better understand inequalities in elements of policing as innovative practice

Further, it found that the Force:

- Has a comprehensive and sophisticated understanding of its stop and search data

- Has undertaken detailed analysis of its stop and search data and has published this on its website. This data is regularly reviewed at force, local, team and individual level and is further scrutinised by a trained community panel
- It can demonstrate improvements to its ways of working because of the scrutiny posed by these groups. (e.g. improved recording of a subject's self-defined ethnicity)
- The governance and scrutiny in relation to stop and search is evidence of good practice and provides much reassurance to communities that its use of this power is fair and effective

2. Annual Stop & Search Statistics

West Yorkshire Police stop and search data is available to view by the public at www.police.uk. In addition, West Yorkshire Police monitors a comprehensive set of data to analyse and better understand our operational activity around stop and search.

In the twelve months to December 2021 16,845 stop searches were undertaken, a decrease of 3,705 (-18.0%) compared to the previous reporting period. Prior to this, there was an upward trend in the use of stop and search powers by West Yorkshire Police: during the Covid lockdown period, it was recognised that suspected criminality was more identifiable due to the very nature of the 'stay at home' restrictions.

The reasons for stop and search in West Yorkshire continue to reflect identified strategic threats to the force with 59.8% undertaken for drugs, 15.1% for offensive weapons, 12.2% going equipped (for offences of burglary, theft or fraud) and 5.7% for stolen property. Criminal damage represents 1.3% of searches and firearms 1.1%.

Operation Jemlock, our high profile, proactive response to tackle the threat of knife crime and violent crime in West Yorkshire, accounts for 13.5% of annual stop and search activity, almost the same as the previous 12-month reporting period (13.4%).

The Police and Criminal Evidence Act, 1984 Code A, defines the extent to which searches may be conducted: confined to outer clothing only, more thorough than outer clothing, or exposing intimate parts. Searches involving exposure of intimate parts of the body may be carried out only at a nearby police station or other nearby location which is out of public view (but not a police vehicle). Year to December 2021 shows that in West Yorkshire outer clothing searches made up 94.2% of searches, more than outer clothing 0.4% and exposing intimate parts 1.6%. In 3.8% data was omitted in error.

Search outcomes are split into two:

- 'direct outcomes' relate to searches where the item being searched for is found. The direct outcome rate has remained static at 24.2%
- 'positive outcomes' relate to cases where, for example, something else illegal, other than what was sought is found, or where a person is arrested for an offence or being wanted on a court warrant. The positive outcome rate has risen marginally from 30.5% to 30.9%.

In more detailed analysis conducted year to December 2021, find rates have increased slightly across all areas referred to except that of offensive weapon searches where there was a marginal decrease. Find rates against Force strategic priorities were highest for drugs at 27.8%, whilst those targeting the priority of burglary (going equipped and stolen property) had lower outcomes at 7% and 16.6% respectively. Offensive weapon searches addressing the violent crime threat had a find rate of 11.3% (11.5% in the previous year). Although find rates for alcohol were at 40%, these represent only a small number of searches over the specified period.

At the time of the last report in 2021 West Yorkshire Police reported that we had no means of responding to a HMICFRS recommendation to be able to differentiate between the find rates for drug possession and supply-type offences. Whilst ultimately it is the intent, or *Mens Rea*, of the offender in possession of the drugs that is crucial (irrespective of the quantity of drugs found), we now record data based on officer perception as to whether the search is for a supply offence or a possession offence. In the period April to December 2021 32.8% of searches were conducted by officers suspecting supply offences compared to 67.2% of searches where officers suspected possession offences.

Data quality plays a large part in understanding stop and search. The absence of any element of data from a stop search record has increased from 4.2% to 8.0% in the twelve months to December 2021. However, it should be noted that this is not a like for like comparison with the previous reporting period: to improve our data quality, we have introduced additional data recording requirements. This has resulted in an initial increase in non-compliance data, which we expect will level out.

From April 2021, where officers state that a subject has “not stated” their self-defined ethnicity, there is a requirement to identify whether this is due to: failing to ask, the subject refusing, the subject was unable to understand, the officer was called away to an emergency, or the subject became aggressive. These reasons reflect the rationale outlined in the Police and Criminal Evidence Act.

We always expect the self-defined ethnicity question to be asked and if it has not been, there should be good reason as to why. If ‘Not stated – fail to ask’ is selected, this is now included in the non-compliance data rate. This data is shared with Continuous Improvement Teams across the Force to highlight and facilitate appropriate follow-up and learning.

We have seen consistent improvement in this area since the additional data recording requirement was introduced. Self-defined ethnicity is a significant data quality aspect that influences our understanding of issues of disproportionality: ethnic disproportionality exists when an ethnic group is more or less likely to be impacted by a particular action or inaction in either a negative or positive way compared to other ethnic groups. We recognise that disproportionality can directly impact an individual’s perception of, and interaction with, West Yorkshire Police.

The ‘not stated’ category has reduced in last 12 months to December 2021 by 3.5% when compared to the previous year. Where self-defined ethnicity is recorded as ‘not stated’, this is classed as a category of self-defined ethnicity and therefore does not fall within the rate of ‘not recording’.

The rate of not recording self-defined ethnicity is almost unchanged at 0.12%, compared to 0.11% in 2021.

3. Overall findings in current stop & search statistics

West Yorkshire Police undertake a detailed assessment of the apparent threat and resultant harm to communities caused by crime. This is assessed through MoRiLE (Management of Risk in Law Enforcement) scoring. This approach assists in setting the Force strategic priorities, in line with the strategic intention to keep communities safe and feeling safe.

Operationally, officers deploy reactively e.g. responding to calls for service, as well as proactively e.g. tasked policing deployments to tackle specific identified threats. Tasked deployments are decided upon by analysing crime information and intelligence against the scored strategic threats to communities. This approach drives police proactivity in West Yorkshire and helps to keep communities safe.

When we compare the use of stop and search against the Crime Severity Score (an Office for National Statistics measure of the harm caused by recorded crime as opposed to a simple measure of crime volumes) at a ward level, we see a very strong correlation. In simple terms, where there is greater harm to communities from crime, West Yorkshire Police utilise the operational tactic of stop and search more. We believe that this demonstrates significant legitimacy in our overall use of stop and search that should be reassuring to our communities.

However, we also recognise that disproportionality exists within the overall use of stop and search. As such, we continue to analyse our data with the aim of better understanding issues of disproportionality by considering data such as offending behaviours, intelligence availability, specific proactivity, and the quality of the data itself.

4. Understanding proportionality in the use of stop and search

Issues of proportionality (also described as issues of equality) are determined by comparison to 2011 census data. The latest census data has yet to be released.

West Yorkshire Police continue to progress our understanding of the reasons for any disproportionality or inequality in the use of operational policing tactics such as stop and search. This is supported by an Inequalities Board and Inequalities Threat Delivery Group.

The Force previously undertook a review of academic research that seeks to explain why disproportionality exists in operational policing and we continue to focus on the factors identified as being key themes in the explanation of ethnic disproportionality in policing:

- Accuracy of the Data
- Approaches to Deployment
- Crime Rates
- Discrimination/Racial Bias
- Street Availability and Population Availability

In West Yorkshire the greatest area of disproportionality exists in the searching of young males compared to the rest of the West Yorkshire population. Data of recorded age and sex shows that 91.1% of searches are conducted on males, compared to 8.9% female. And in respect of males, 22.2% are aged 16-19, 37.9% aged 20-29 and 18.1% aged 30-39.

In terms of gender profile of persons subject to stop and search, the proportion is significantly different when compared to the census profile, which shows 49.1% of the population are male. However, the crime profile for the same period shows that 72.4% of all offenders are male.

Considering ethnic proportionality, those from ethnic minority backgrounds are 3.1 times more likely to be subject to stop and search than white, which is a slight increase on 2.9 in the previous 12 months. The most recent Home Office police powers and procedures statistics (to year ending 31 March 2021) identify that in England and Wales the national average is disproportionality towards ethnic minority individuals, who are 3.5 times more likely to be subject to stop and search than white individuals.

Individuals from a Black background are 3.4 times more likely to be subject to stop and search than those from a white background. Again, this is lower than the national average of 7.1. Those identifying as Asian are searched at a rate of 3.2 times that of those from a white ethnic group, compared to the national rate of 2.4. People from a mixed ethnic group are 3.1 times more likely to be searched than those from a white background (2.4 nationally) and those from

other ethnic groups are searched at a rate of 1.9 times more than those from a white ethnic group (2.7 nationally).

Analysis shows that 'direct outcome' find rates are 20.3% for searches of white individuals and 23.0% for those defining as an ethnic minority.

At a West Yorkshire force level, Operation Jemlock activity appears to be more disproportionate than overall stop and search data, with a disproportionality ratio of 5.2 toward ethnic minority individuals, this is an increase from 4.6 in the previous 12-month period.

Analysis of the top 15 wards subject to Operation Jemlock search activity shows that 9 of those wards (60%) had disproportionality lower than the Force average. In 2 of the 15 wards (13%) individuals from an ethnic minority background were either equally likely or less likely to be searched than those that identified as white.

In considering issues of proportionality, West Yorkshire Police continue to analyse stop and search rates compared to crime offending data. This is specifically measured against 'searchable crime', that is crime where a power of search exists at the time of or prior to the offending. 'Searchable crime' is a more ethical approach than analysing against all crime types when considering stop and search. 'Searchable crime' offender data shows disproportionality toward ethnic minority offenders by a ratio of 1.3. This is constant from 2021 yet is still lower than the stop and search ratio of 3.1. Therefore, 'searchable crime' offence data does not, on its own, explain stop and search disproportionality.

5. Home Office Best Use of Stop and Search Scheme (BUSSS)

As of 9th August 2019, The Home Secretary relaxed all previous BUSSS conditions which required authorisation levels for use of the Section 60 Stop Search Power greater than described in legislation (Criminal Justice and Public Order Act 1994). As such, s.60 authorisations can now, again, be authorised by an Inspector for up to 24 hours and further extended to 48 hours by a Superintendent in accordance with legislation. West Yorkshire Police have followed this government direction with the direction that Duty Gold (an officer of the rank of Assistant Chief Constable) is briefed at an appropriate time regarding the authorisation, ensuring strategic oversight. Force policy amendments have reflected this.

In the 12 months to December 2021, 16 s.60 search authorisations have been granted within West Yorkshire resulting in 346 individual stop and search encounters. Whilst this is an increase on the 1 authority for the previous reporting period, it remains low by national comparison. Referring to the most recently published national data for the 12-month period ending March 2021, there were 9,230 stop and searches conducted under the s.60 power. The Metropolitan Police Service accounted for more than half (58%) of these searches, followed by Thames Valley Police and Merseyside Police (11% and 10% respectively of the England and Wales total). If we compare West Yorkshire Police, 12 months to the end of December 2021 with the national picture (period ending March 2021), the number of s.60 searches within West Yorkshire would account for 3.7% of the overall number.

- Elements of BUSSS which remain are:
- Lay Observation Policy – **West Yorkshire Police Ride Along Scheme** (currently suspended due to Covid and will be reinstated as soon as it is safe and possible to do so).
- **Race and Diversity Monitoring** – this has been described earlier in terms of proportionality.

- **Community Complaints Trigger:** West Yorkshire Police retains the Community Trigger threshold at one complaint and the outcome of every stop and search complaint is passed in a redacted format to local scrutiny panels for their review.

There have been complaints recorded in the year to December 2021 relating to 12 separate people for 12 separate incidents. Recorded ethnicity of complainants showed: 4 White, 3 Asian, 2 Black, 0 Mixed and 3 Not recorded. All cases related to males. Ages of complainants were: 14, 14, 21, 21, 24, 26, 31, 32, 40, 52, 54 and 1 was unknown.

Outcomes recorded by Professional Standards Department (PSD) regarding those 12 separate cases were: 4 cases still live or not yet investigated due to sub judice issues. 3 cases were finalised showing that the service provided was acceptable. 4 cases were resolved with the complainant, and 1 case is with the IOPC for a review.

6. Scrutiny Panels

All five policing districts have active Independent Scrutiny Panels that convene on a regular basis. As a minimum this is quarterly, although most panels meet more frequently. The Terms of Reference allow for local flexibility in that scrutiny members can agree increased frequency meetings and/or agree to hold interim or extraordinary panels should the need arise.

Panels routinely scrutinise Hate crime, police use of stop and search powers and use of force. Alongside these consistent areas for scrutiny, it is important that the process affords flexibility to accommodate new and emerging issues of concern. The Assistant Chief Constable strategic scrutiny lead may formally approve scrutiny of any other area of operational practice.

There are 100 independent panel members at present across the five policing districts within West Yorkshire.

Local arrangements are in place to assure the scrutiny panel that individual case selection is transparent. Relevant scrutiny information and documentation is provided to the panel members for scrutiny, this includes Body Worn Video (BWV) footage.

The ability to view BWV footage has had a significant impact at scrutiny panels. Viewing footage, alongside the review of paper documents, enhances context and clarity of police actions. Not only does BWV allow greater transparency, feedback from panel members highlights that this development gives an understanding of events which cannot be replicated by paper reports alone, it has resulted in richer discussion and provides an opportunity for more holistic feedback.

Feedback, both positive and developmental is recorded and fed back to the officers concerned and their supervisors, alongside the local Senior Leadership Team member responsible for scrutiny. Best practice and learning identified from the scrutiny panel process is highlighted and shared, as appropriate, at both a local and organisational level.

West Yorkshire Police have recently launched a force-wide scrutiny panel feedback portal. This system is designed to streamline the recording of panel discussion and feedback, allowing our five policing districts to consistently capture, analyse and track feedback more efficiently and effectively via one central IT platform. It will also enhance our ability to identify trends and share best practice and learning on a wider, organisational level.

7. Other stop and search related activity

We strive for continuous improvement around the use, and our understanding, of stop and search. Work includes:

- Amendments to the stop and search App on officer handheld devices in respect of both the 'grounds for search' section and the recording of self-defined ethnicity. These changes were designed to support officers in accurately recording reasonable, objective grounds and improve our data quality.
- In August 2021 a new supervisor body worn video (BWV) review portal was launched. It was designed to streamline the supervisory review of BWV and , crucially, provide consistency in the way reviews are completed. These BWV reviews are captured on the central system, which benefits from an extensive inbuilt feedback process, to both aid in officer development and provide positive feedback. There is a focus upon procedural justice, professionalism, and legal requirements. The portal enhances our ability to identify trends and share best practice and learning both locally and across the wider organisation.
- Quarterly stop and search performance review meetings have been introduced. Senior Leadership Team Stop and Search leads, alongside Continuous Improvement Teams from across the force now come together to review stop and search management information to support organisational learning and improvement. The data set reviewed includes data quality, find rates, disproportionality matters, and ward level analytical data.
- In January 2022, as referenced in the Scrutiny Panel section of this report, West Yorkshire Police launched a force-wide scrutiny panel feedback portal. This system is designed to streamline the recording of panel discussion and feedback, allowing our five policing districts to consistently capture, analyse and track feedback more efficiently and effectively via one central IT platform. It will also enhance our ability to identify trends and share best practice and learning on a wider, organisational level.
- Our stop and search data will be further enhanced with the introduction of a Power Bi application specific to Stop and Search. The application, which is planned for launch in June 2022 will allow for greater, more bespoke stop and search analysis. The data within the application will be refreshed on an hourly basis, as opposed to the quarterly static reporting we currently have.

**Chief Officer Team
Briefing for COM**

Title: Anti-Social Behaviour Report

COT Sponsor: ACC Osman Khan

Report Author: T/Sergeant Azhar Laher

Date: 7th February 2022

SUMMARY

This report outlines the Force's current position in relation to Anti-Social Behaviour (ASB). It includes details of the current trends of ASB calls and locations within each District in West Yorkshire. It also contains data detailing the volume of recorded incidents, repeat rates, public perception, ASB Crime Data Integrity (CDI) compliance and satisfaction.

Whilst West Yorkshire Police and our Partner agencies continue to face challenges such as continued changes to national COVID guidelines, there have been clear decreases in the rates of ASB across West Yorkshire since the last published report. This report examines why these incidents are decreasing and highlights the amount of work across the Force undertaken to counter ASB.

ASB LEGISLATION

The Anti-Social Behaviour, Crime and Policing Act 2014 came into force in March 2015. This was a significant change in the structure of the legislation with a reduction from 19 available powers to 6:

- Injunctions to prevent nuisance and noise (INPAs)
- Criminal Behaviour Orders (CBOs)
- Dispersal Powers
- Community Protection Notices (CPNs)
- Public Space Protection Orders (PSPOs)
- Closure Powers

This change consolidated and simplified the law in relation to ASB. For local involvement and accountability, the Act also includes the following measures:

- ASB Case Review (Community Trigger) – Victims can activate a multi-agency review of their case and agencies can use early intervention techniques to try to resolve the issue. Each District has a publicised procedure in place for when a Community Trigger request is made
- Community Remedy – In some cases, the victim can have a say in the outcome

ASB GOVERNANCE

The Force continues to use Storm and Corvus computer systems to produce monthly Management Information for each District and for the Force. The Storm interface is on the Bluestar platform and is where all contact to the Police is recorded. This includes 999/101 telephone calls, web chats and online reporting. Corvus is a tasking and intelligence system, which is also developed by Bluestar. It contains information about the volume and types of ASB incidents and how they are dealt with. This data enables the Force to identify whether rates are increasing or decreasing.

ASB victim satisfaction is monitored through the Victim User Satisfaction Surveys, which are carried out each month. The Survey covers all aspects of the victim's journey with the Police, including ease of contact; speed of arrival; actions taken; keeping informed of progress; treatment and overall satisfaction. The response provides an insight into how the victim is left feeling following their interaction with the Police and feeds into the service recovery process. The ASB Satisfaction Survey review was completed in February 2021 following the introduction of a new ASB question set. The new Survey commenced in April 2021 and the new question set has an additional facility to enable the caller to request recontact from the local Neighbourhood Team. A new process has been implemented in the Call Management Centre (CMC) to ensure compliance when dealing with ASB callers.

REPORTED ASB AND COVID-19

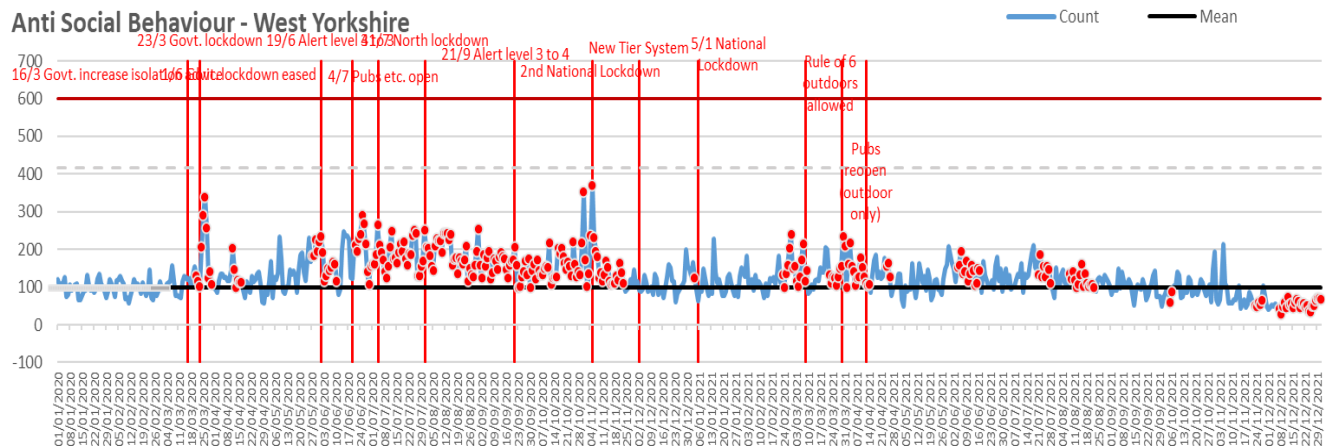
Table 1

	West Yorkshire - Total ASB Incidents			
	2020	2021	+/- vol	+/- %
Jan	3071	3463	392	12.8%
Feb	2794	3533	739	26.4%
Mar	4118	4337	219	5.3%
Apr	3402	4000	598	17.6%
May	4586	3566	-1020	-22.2%
Jun	5389	4049	-1340	-24.9%
Jul	5828	4170	-1658	-28.4%
Aug	5835	3630	-2205	-37.8%
Sep	4659	2939	-1720	-36.9%
Oct	5058	3044	-2014	-39.8%
Nov	4318	2220	-2098	-48.6%
Dec	3417	1632	-1785	-52.2%
Total	52,475	40,583	-11,892	-22.7%

The 2021 figures show an overall decrease in the number of ABS incidents from the previous year. Although for the first 4 months in 2021 there was an increase in incidents, the significant decline in ASB rates from May 2021 brought the overall figures down by almost 12,000 incidents (22.7%) over the course of the year. The overall rates of ASB incidents in 2021 are lower than those recorded in 2019 /20, which in part can be attributed to the Covid Lockdown periods and the reduction in reports relating to breaches of the Covid regulations, but also demonstrates the continued hard work of the Neighbourhood Teams and Partners in each District to reduce ASB and drive down demand within their

Ward areas. In addition, the Force has also focussed on ensuring incidents with an element of ASB are logged correctly at the point of reporting and finalisation.

Table 2



Whilst there was a correlation between key COVID events and increased rates of ASB incidents in 2020 and early 2021, the easing of national COVID restrictions have not had the same impact on the ASB rates as it did at the height of the pandemic / restrictions when there was a clear correlation between greater levels of socialising and greater incidents of ASB.

In late 2021, the government confirmed there were to be no more restrictions imposed, rates of ASB continued to decline. There are a number of contributing factors that are likely to have led to this, such as:

- Continued relaxation of national rules meaning that there were no breaches of lockdown regulations that could be mistaken for ASB.
- A large percentage of the population returned to work, meaning that they were less likely to witness and report ASB activity while working from home.
- A return to 'normality' gave people less opportunity to be involved in ASB.
- The continued easing of regulations meant that people no longer felt the need to rebel against imposed restrictions.

ASB PROFILE SEPTEMBER - DECEMBER 2021

The long-term trends show rates of ASB across all Districts and across all types of ASB and saw a significantly statistical reduction of 31.2% during this period. **(Appendix A)** The biggest decreases in type are 'Neighbour Related' and 'Adult Nuisance – Non Alcohol Related'. As previously stated, further relaxation of COVID regulations and the population returning to offices and children going back to school from September 2021 have had an impact on the volumes of these types of ASB. **(Appendix B)**

The shorter-term trends show that there was a slight increase in ASB incidents in October which is particularly noticeable in Leeds. There were increases in social activity across the city during this month, such as the return of festivals like Oktoberfest and Live at Leeds. There was then a marked decrease in

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the following two months across all Districts which is indicative of the seasonal trends of reduction in ASB over the winter months.

Rank	West Yorkshire	Long Term Volume (YTD)			Long Term Per 1,000 Pop			Short Term Trend - ASB per Day				
		20/21	21/22	+/-	20/21	21/22	↓	Sep 21	Oct 21	Nov 21	Dec 21	Trend
	West Yorkshire	41,964	28,857	-31.2%	26.7	18.4	▼	96	97	73	52	
1	Leeds	15,165	10,401	-31.4%	34.9	23.9	▼	34.8	38.5	29.9	19.3	
2	Bradford	10,167	7,354	-27.7%	19.5	14.1	▼	24.1	23.8	18.7	12.1	
3	Kirklees	6,730	4,543	-32.5%	15.9	10.8	▼	15.4	13.3	9.2	7.7	
4	Wakefield	6,128	4,016	-34.5%	39.3	25.8	▼	13.4	12.6	9.7	8.3	
5	Calderdale	3,774	2,543	-32.6%	107.4	72.4	▼	8.6	8.5	5.5	4.9	

Rank	West Yorkshire	20/21	21/22	+/-	20/21	21/22	↓	Sep 21	Oct 21	Nov 21	Dec 21	Trend
1	Youth Related	12,284	9,578	-22.0%	7.8	6.1	▼	32.0	35.2	27.2	19.2	
2	Nuisance Motorcycle/Quad Bike	8,278	6,837	-17.4%	5.3	4.4	▼	23.6	19.0	13.5	12.5	
3	Adult Nuisance - Non Alcohol Related	6,700	3,597	-46.3%	4.3	2.3	▼	11.5	10.1	8.2	6.0	
4	Neighbour Related	7,111	3,230	-54.6%	4.5	2.1	▼	10.8	7.8	5.4	5.5	
5	Nuisance Car/Van	3,412	2,877	-15.7%	2.2	1.8	▼	10.3	7.1	5.3	4.7	
6	Alcohol	1,781	1,400	-21.4%	1.1	0.9	▼	4.4	3.5	2.8	2.7	
7	Fireworks/Snowballing	1,987	1,065	-46.4%	1.3	0.7	▼	2.8	13.1	10.0	1.1	
8	Littering/Drugs Paraphernalia	411	273	-33.6%	0.3	0.2	▼	1.0	0.9	0.5	0.5	

As an organisation WYP is now much better at identifying a crime from a victim/caller's initial contact. The Office of Force Crime Registrar (OFCR) have been auditing incidents over recent months that were previously picked up and being recorded as ASB (Personal). They discovered that a lot of these incidents should have been identified and recorded as crimes (e.g. Criminal Damage, Harassment). The OFCR are aiming to identify these at an earlier stage and record them as such, rather than as ASB. This is another contributing factor to the reduction in figures in the more recent months.

ASB CRIME DATA INTEGRITY (CDI) COMPLIANCE

Previous Local Accountability Meeting (LAM) reports from OFCR have focused on understanding the CDI compliance rates of those missed crimes contained in the ASB Personal (P), Nuisance (N) and Environmental (E) Logs. The ASB Personal, Nuisance and Environmental 'Opening Codes' (Incodes) on a call Log should only be used when the call taker does not identify any criminal offence from speaking with the caller and is satisfied that this is then logged as an ASB incident with the correct Incode.

ASB specific training has been put in place to ensure the early identification and correct recording of Incodes by the call taker. The success of the training continues to result in a reduction in ASB Logs and an increase in the number of ASB crime related Logs such as Public Order, Harassment and Criminal Damage.

ASB Personal (P) Crime Compliance

The focus of all ASB training is early identification of crimes by the call taker and recording these as crime related logs. The success of the training should see a reduction in ASB logs and an increase in the number of ASB related crime logs such as PO, Harassment and Criminal Damage.

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In September 2020 the OFCR Audit Team started a monthly review of all ASB P logs for CDI compliance. The volume of ASB P logs and percentage of crimes in the logs were as follows

MONTH	NUMBER OF ASB P LOGS	NUMBER OF CRIMES REQUIRED	MISSED CRIMES
September 2020	305	126	102
October 2020	303	128	99
November 2020	251	90	67
December 2020	241	101	74
January 2020	233	71	49

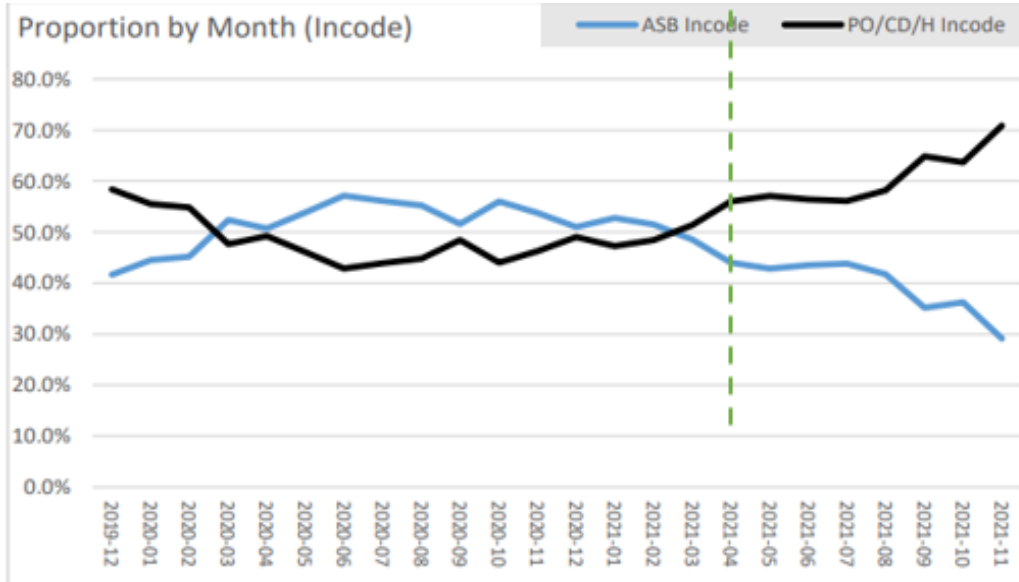
As a result of these audits the Force increased its focus and an ASB CDI Action Plan was developed. The first phase commenced in April 2021 with a series of mandatory face to face training sessions for all Contact Staff.

A review of the number of logs recorded as ASB P shows a reduction in both the number of logs and the number of crimes contained within those logs.

MONTH	NUMBER OF ASB P LOGS	NUMBER OF CRIMES REQUIRED	MISSED CRIMES
May 2021	111	44	33
June 2021	90	39	26
July 2021	112	40	31
August 2021	121	49	35
September 2021	81	16	13

The number of logs being recorded as ASB P has reduced by between 50 – 70%, as has the numbers of crimes contained within those logs. The percentage of crimes in the logs has remained around 35%, but the actual numbers of missed crimes has reduced significantly.

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When we track the percentages of ASB and PO/Harassment/Damage Incodes, the table below shows a steady reduction of ASB Logs and a matching increase in Crime related Logs.

Incode Comparison (last 2y) - ASB Incodes vs [Public Order & Criminal Damage & Harassment]* Incodes

* Referred to below as "PO/CD/H Incode"

	Incident Volume (by Incode)			Proportion of Total		% Change from prev month	
	ASB Incode	PO/CD/H Incode	Total	% ASB Incode	% PO/CD/H Incode	% ASB Incode	% PO/CD/H Incode
2019-12	2811	3945	6756	41.6%	58.4%		
2020-01	3197	3991	7188	44.5%	55.5%	2.9%	-2.9%
2020-02	2968	3599	6567	45.2%	54.8%	0.7%	-0.7%
2020-03	4360	3971	8331	52.3%	47.7%	7.1%	-7.1%
2020-04	3656	3550	7206	50.7%	49.3%	-1.6%	1.6%
2020-05	4878	4173	9051	53.9%	46.1%	3.2%	-3.2%
2020-06	5608	4206	9814	57.1%	42.9%	3.2%	-3.2%
2020-07	5990	4684	10674	56.1%	43.9%	-1.0%	1.0%
2020-08	5895	4786	10681	55.2%	44.8%	-0.9%	0.9%
2020-09	4871	4577	9448	51.6%	48.4%	-3.6%	3.6%
2020-10	5335	4191	9526	56.0%	44.0%	4.4%	-4.4%
2020-11	4614	3970	8584	53.8%	46.2%	-2.3%	2.3%
2020-12	3610	3471	7081	51.0%	49.0%	-2.8%	2.8%
2021-01	3667	3283	6950	52.8%	47.2%	1.8%	-1.8%
2021-02	3699	3481	7180	51.5%	48.5%	-1.2%	1.2%
2021-03	4524	4788	9312	48.6%	51.4%	-2.9%	2.9%
2021-04	4123	5246	9369	44.0%	56.0%	-4.6%	4.6%
2021-05	3628	4836	8464	42.9%	57.1%	-1.1%	1.1%
2021-06	4120	5338	9458	43.6%	56.4%	0.7%	-0.7%
2021-07	4230	5413	9643	43.9%	56.1%	0.3%	-0.3%
2021-08	3724	5185	8909	41.8%	58.2%	-2.1%	2.1%
2021-09	2919	5385	8304	35.2%	64.8%	-6.6%	6.6%
2021-10	3094	5433	8527	36.3%	63.7%	1.1%	-1.1%
2021-11	2271	5524	7795	29.1%	70.9%	-7.2%	7.2%

REPEAT CALL LOCATIONS

Top Repeat Locations - ASB (based on last 6 months to December 2021)

Address	District	NPT Ward	Count
SEACROFT GREEN SHOPPING CENTRE - SEACROFT AVE	LD	LDT_E	67
OVENDEN GRE	CD	CDT_HX	47
BRADFORD RD	KD	KDT_BS	25
ILLINGWORTH ROAD	CD	CDT_HX	25
HUDDERSFIELD RD	KD	KDT_DEW	22
FARFIELD AVE	BD	BDT_BS	22
TEMPLE NEWSAM HOUSE - TEMPLE NEWSAM PK	LD	LDT_E	22
THE BROKEN BRIDGE 5 HORSEFAIR	WD	WDT_NE	22
BEXLEY GR	LD	LDT_E	21
BUS STATION - TRINITY ST	WD	WDT_NE	21
COACH STATION - DYER ST	LD	LDT_CITY	21
RANELAGH AVE	BD	BDT_BE	21
TRINITY LEEDS - ALBION ST	LD	LDT_CITY	21

The Neighbourhood Teams ensure a problem-solving approach is taken to tackle the issues. All the top repeat locations have open Problem-Solving Occurrences (PSOs) and involve external Partners where necessary. Examples of such work undertaken at some of the locations is shown below:

Seacroft Green Shopping Centre - Leeds

The repeat calls for Seacroft Green Shopping Centre are primarily nuisance youths and ASB. The Off-Road Motorbike Team are working alongside a charity named 'Bumpy' who work with young people

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which provide a safe, supervised place for people of all ages and abilities to get involved in riding motorbikes on and off road. This intervention is for 12 weeks and involves young people from Crossgates, Swarcliffe and Whinmoor and the NPT attend to support and engage. During Tasking meetings, 'nuisance bike demand' and ongoing ASB issues are discussed to formulate a multi-agency response to tackling it.

Local Councillors also provide support through funding and a local youth club is held twice weekly for 11 - 17yr olds. Additionally, an educational DVD has been put together for schools within Seacroft by the local Councillor regarding safe riding, dangers, legislation and mechanical approaches. A mechanics workshop is also due to be launched at the Dennis Healy Centre soon.

Ovenden Green – Calderdale

The repeat incidents within Ovenden Green are due to a mixture of youth ASB and Off-Road Motorbikes. Although majority of these calls are from one local resident, the Team are working with this resident along with Together Housing and Partners to address the issues.

Operation Hourlock was set up due to the high volume of mopeds and motorbikes being stolen in North and East Halifax, these bikes were then ridden by the offenders and their associates in an anti-social manner until they became obsolete causing further bikes to be stolen. Through research and intelligence three groups were identified along with an excess of 10 TikTok accounts identified as being used by these groups. Offenders uploaded videos of anti-social riding on a number of Mopeds and Motorbikes. Key members of these groups were identified and subsequently arrested for Conspiracy to Steal Motor Vehicles.

Since the Operation began, there have been no further bike thefts in the District and there has been a substantial reduction in the Calls for Service for mopeds and motorbikes being ridden in an anti-social manner.

Bradford Road - Kirklees

There have been repeat calls regarding bin fires within Wilton Park that is classed as Bradford Road, within the Batley West Ward area.

Most calls for service are for youths setting fire to waste bins. The Neighbourhood Team have been engaging with local residents and gathering intelligence which has led to 4 suspects being identified. The Ward officers are working with the ASB Team to issue warnings to the children and they are also working with the West Yorkshire Fire Service who are delivering inputs on fire safety in schools to educate the young people and prevent further offences through education and signposting.

Ranelagh Avenue

Calls have significantly reduced (based on previous 6 months to June 21) when there had been 59 repeat incidents. Previous high call demand was a result of one caller making repeat calls in relation to nuisance bikes. The following actions have been undertaken to achieve the reduction:

- Allocating the caller with a single point of contact. Given the volume and repetition of calls, the reporting person was allocated a ward based PCSO to act as their single point of contact. This assisted in providing reassurance to the caller and ability to better map the problem
- Joint working with the Operation Steerside Team (a multi-agency response tackling driving standards across Bradford District). The NPT worked closely with them to address the 'nuisance

bikes' concern and were successful in seizing a number of vehicles leading to a decrease in reports.

ASVAT (Anti-Social and Vulnerability Assessment Tool)

The ASVAT system continues to operate across all five Districts. The purpose of it is to enable staff to review ASB calls easily and to evaluate and identify risk effectively. The ASVAT has been designed to identify risks for repeat callers / victims, which may have been overlooked in the initial screening call process. The recent PEEL 2021/22 Inspection highlighted our use of ASVAT as an 'innovative practice' and it formed part of our grading as Outstanding at prevention and deterrence.

In addition to reviewing risk of completed call Logs the users of the ASVAT system have now been trained to actively review the call Logs to assist with crime recording standards. This has been achieved with the assistance of the Office of the Force Crime Registrar. A new referral process was introduced in 2021 to report under recorded offences back to the originating person / team in the Call Centre or Neighbourhood Policing Teams. Regular training on criminal offences is also being delivered to the ASVAT users on their bi-monthly NSO training days by the Deputy Force Crime Registrar.

PROBLEM SOLVING OCCURRENCE (PSO)

In 2021 West Yorkshire Police was subject to an HMICFRS Inspection which included reviewing our Problem-Solving Process. The Force was also peer reviewed by South Yorkshire Police in relation to our Neighbourhood Model. Following further recommendations and discussion, West Yorkshire made the decision to return to the OSARA Model of Problem Solving (Objective, Scanning, Analysis, Response, Assessment). There are currently 111 open Problem-Solving Occurrences (PSOs) across the Force, which focus resources according to local threats to reduce risk and repeat victimisation.

Following the recent PEEL 2021/22 Inspection, the Force was graded as 'Outstanding' in 4 areas –

- Preventing Crime
- Treatment of the Public
- Disrupting Serious and Organised Crime (SOC)
- Good use of Resources

The report stated, 'the Force has a highly effective Neighbourhood Policing Model that is focussed on the prevention of crime, anti-social behaviour and vulnerability' and is 'very effective at identifying high demand and vulnerable locations, including repeat victims'. It also stated, 'the Force carries out effective problem-solving to protect vulnerable people and reduce demand'.

PUBLIC PERCEPTION AND SATISFACTION

There are 5 measured areas:

- Overall Satisfaction of Service Users - ASB
- Satisfied - Ease of Contacting Somebody for Assistance

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- Satisfied - Actions Taken by Police
- Satisfied - Being Kept Informed of Progress
- Satisfied - Treatment by Police Officers and Staff

While there has been a downturn in Overall Satisfaction which is currently 73.9%, Being Kept Informed of Progress has shown improvement, with the other measures remaining static in recent months (**Appendix C**).

Due to the changing and improved format of the Satisfaction Survey in April 2021, we currently have small sample sizes for some of the new questions with no comparison over time.

Preliminary analysis suggests initial contact (Ease of Contact and ability of the Call Taker) are particularly important areas of service delivery for ASB callers. Since the survey was introduced in April 2021 overall volume of 999 calls have increased which causes subsequent delays in 101 calls being answered and therefore reduced satisfaction with Ease of Contact of 101 callers (this has been seen across all Victim Satisfaction Surveys).

Demand was slightly lower towards the end of last year and a corresponding upturn in satisfaction in relation to Ease of Contact can be seen. Training involves call takers understanding the elements of the Survey and how their response can directly impact on the answers given to the survey questions.

FUTURE

West Yorkshire Police will continue to work with Partners and Public to reduce ASB. This work includes:

- **Training / Courses** – The Neighbourhood Policing Course was introduced for all Neighbourhood Staff in November 2021. This Course offers staff a Level 3 Skills for Justice accreditation in 'Understanding Neighbourhood Management'. This Course was introduced to improve the quality and consistency of Problem Solving, Community Engagement and Early Action. A mandated online ASB iLearn package was created which creates understanding in relation to the negative impact that ASB has on the quality of lives of the people living in our communities. The Contact Management Centre and Neighbourhood Support Officers also receive regular training relating to ASB, for example ASB CDI recording and compliance.
- **Neighbourhood Profiler (NHP)** – Is a means of targeting Police and Partner resources and activities to locations where crime is most concentrated using a new electronic mapping system. NHP became available to operational officers in October 2021. It enables the implementation of alerts on officer's Handheld Devices when they enter an area of interest. Local Policing will work with staff at District to ensure they are fully aware of NHP and maximise their use of it for the benefit of communities
- **ASVAT** – We continue to monitor all ASB calls, highlighting vulnerability to ensure Police and Partners intervene at the earliest opportunity to reduce threat, risk and harm to individuals. Neighbourhood Support Officers are embedding the use of ASVAT to find hidden vulnerabilities and will be regularly trained by the OFCR to ensure process compliance and more accurate recording. Compliance will continue to be monitored through auditing.

- **Pol-Ed** – Is a resource which provides teachers with the tools to deliver information on the law, crime prevention (including ASB) and safeguarding. As of January 2022, over 400 out of 1260 Schools within West Yorkshire have registered to access these resources created by Local Policing that sit within the DoF Statutory Framework for PSHE. Nearly a quarter of Schools registered within the first academic term when Pol-Ed was fully released. There is the potential for Pol-Ed to be made available to Local authorities nationally once local success is evaluated

SUMMARY

Throughout 2021 there have been improvements made by the Force in relation to the management of ASB. This work has been highlighted throughout this report and is evidenced by the reduction in recorded ASB. WYP and Partners have continued to face the challenges brought by COVID and the Omicron variant which have impacted on public behaviour, staffing and general working practices.

WYP remains committed to regularly reviewing ASB data, especially for repeat locations and callers to ensure we provide the best possible service to our communities. We will continue to work with our Partners, communities, and other agencies to manage and address demand and to offer ongoing training opportunities to our staff. The HMICFRS report stated that 'the Force has a highly effective Neighbourhood Policing Model that is focussed on the prevention of crime, anti-social behaviour and vulnerability' clearly demonstrates our clear commitment to positively tackling ASB and those people who commit acts of ASB.

Appendix A

ASB by District and Incident Type

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Rank	West Yorkshire	Long Term Volume (YTD)			Long Term Per 1,000 Pop			Short Term Trend - ASB per Day				
		20/21	21/22	+/-	20/21	21/22	↓	Sep 21	Oct 21	Nov 21	Dec 21	Trend
		41,964	28,857	-31.2%	26.7	18.4	▼	96	97	73	52	
1	Leeds	15,165	10,401	-31.4%	34.9	23.9	▼	34.8	38.5	29.9	19.3	
2	Bradford	10,167	7,354	-27.7%	19.5	14.1	▼	24.1	23.8	18.7	12.1	
3	Kirklees	6,730	4,543	-32.5%	15.9	10.8	▼	15.4	13.3	9.2	7.7	
4	Wakefield	6,128	4,016	-34.5%	39.3	25.8	▼	13.4	12.6	9.7	8.3	
5	Calderdale	3,774	2,543	-32.6%	107.4	72.4	▼	8.6	8.5	5.5	4.9	

Rank	West Yorkshire	20/21	21/22	+/-	20/21	21/22	↓	Sep 21	Oct 21	Nov 21	Dec 21	Trend
1	Youth Related	12,284	9,578	-22.0%	7.8	6.1	▼	32.0	35.2	27.2	19.2	
2	Nuisance Motorcycle/Quad Bike	8,278	6,837	-17.4%	5.3	4.4	▼	23.6	19.0	13.5	12.5	
3	Adult Nuisance - Non Alcohol Related	6,700	3,597	-46.3%	4.3	2.3	▼	11.5	10.1	8.2	6.0	
4	Neighbour Related	7,111	3,230	-54.6%	4.5	2.1	▼	10.8	7.8	5.4	5.5	
5	Nuisance Car/Van	3,412	2,877	-15.7%	2.2	1.8	▼	10.3	7.1	5.3	4.7	
6	Alcohol	1,781	1,400	-21.4%	1.1	0.9	▼	4.4	3.5	2.8	2.7	
7	Fireworks/Snowballing	1,987	1,065	-46.4%	1.3	0.7	▼	2.8	13.1	10.0	1.1	
8	Littering/Drugs Paraphernalia	411	273	-33.6%	0.3	0.2	▼	1.0	0.9	0.5	0.5	

Rank	Leeds	20/21	21/22	+/-	20/21	21/22	↓	Sep 21	Oct 21	Nov 21	Dec 21	Trend
1	Youth Related	4,519	3,548	-21.5%	10.4	8.2	▼	11.9	13.5	10.9	7.3	
2	Nuisance Motorcycle/Quad Bike	2,764	2,276	-17.7%	6.4	5.2	▼	8.2	8.6	5.5	4.0	
3	Adult Nuisance - Non Alcohol Related	2,647	1,539	-41.9%	6.1	3.5	▼	5.6	4.1	4.2	2.7	
4	Neighbour Related	2,575	1,186	-53.9%	5.9	2.7	▼	3.8	3.2	2.2	1.7	
5	Nuisance Car/Van	936	802	-14.3%	2.2	1.8	▼	2.8	1.5	1.6	1.7	
6	Alcohol	718	591	-17.7%	1.7	1.4	▼	1.7	1.6	1.4	1.2	
7	Fireworks/Snowballing	834	363	-56.5%	1.9	0.8	▼	0.5	5.6	3.8	0.6	
8	Littering/Drugs Paraphernalia	172	96	-44.2%	0.4	0.2	▼	0.3	0.3	0.2	0.1	

Rank	Bradford	20/21	21/22	+/-	20/21	21/22	↓	Sep 21	Oct 21	Nov 21	Dec 21	Trend
1	Youth Related	2,806	2,224	-20.7%	5.4	4.3	▼	7.4	7.6	6.4	3.5	
2	Nuisance Motorcycle/Quad Bike	2,368	2,049	-13.5%	4.5	3.9	▼	6.3	4.4	3.5	3.5	
3	Nuisance Car/Van	995	820	-17.6%	1.9	1.6	▼	3.1	2.4	1.6	1.2	
4	Neighbour Related	1,646	784	-52.4%	3.2	1.5	▼	2.8	2.0	1.2	1.6	
5	Adult Nuisance - Non Alcohol Related	1,342	717	-46.6%	2.6	1.4	▼	2.2	2.3	1.8	1.2	
6	Fireworks/Snowballing	568	425	-25.2%	1.1	0.8	▼	1.4	4.4	3.6	0.3	
7	Alcohol	347	257	-25.9%	0.7	0.5	▼	0.7	0.5	0.3	0.5	
8	Littering/Drugs Paraphernalia	95	78	-17.9%	0.2	0.1	▼	0.3	0.2	0.2	0.1	

Rank	Kirklees	20/21	21/22	+/-	20/21	21/22	↓	Sep 21	Oct 21	Nov 21	Dec 21	Trend
1	Youth Related	1,768	1,343	-24.0%	4.2	3.2	▼	4.7	4.2	2.9	2.7	
2	Nuisance Motorcycle/Quad Bike	1,314	1,052	-19.9%	3.1	2.5	▼	3.9	2.3	1.9	1.5	
3	Nuisance Car/Van	722	612	-15.2%	1.7	1.4	▼	2.0	1.1	1.0	0.9	
4	Neighbour Related	1,266	577	-54.4%	3.0	1.4	▼	2.1	1.3	0.8	1.0	
5	Adult Nuisance - Non Alcohol Related	1,064	509	-52.2%	2.5	1.2	▼	1.3	1.3	0.8	0.7	
6	Alcohol	287	248	-13.6%	0.7	0.6	▼	0.8	0.8	0.6	0.5	
7	Fireworks/Snowballing	250	160	-36.0%	0.6	0.4	▼	0.5	2.0	1.2	0.1	
8	Littering/Drugs Paraphernalia	59	42	-28.8%	0.1	0.1	▼	0.1	0.2	0.0	0.1	

Rank	Wakefield	20/21	21/22	+/-	20/21	21/22	↓	Sep 21	Oct 21	Nov 21	Dec 21	Trend
1	Youth Related	1,955	1,506	-23.0%	12.5	9.7	▼	4.9	6.4	4.8	3.7	
2	Nuisance Motorcycle/Quad Bike	1,148	847	-26.2%	7.4	5.4	▼	3.1	1.6	1.6	1.9	
3	Adult Nuisance - Non Alcohol Related	1,076	525	-51.2%	6.9	3.4	▼	1.4	1.5	0.8	0.9	
4	Neighbour Related	1,036	431	-58.4%	6.6	2.8	▼	1.5	0.8	0.6	0.6	
5	Nuisance Car/Van	397	416	4.8%	2.5	2.7	▲	1.4	1.3	0.8	0.7	
6	Alcohol	274	211	-23.0%	1.8	1.4	▼	0.8	0.5	0.4	0.3	
7	Fireworks/Snowballing	200	60	-70.0%	1.3	0.4	▼	0.2	0.6	0.8	0.1	
8	Littering/Drugs Paraphernalia	42	20	-52.4%	0.3	0.1	▼	0.1	0.1	0.0	0.1	

Rank	Calderdale	20/21	21/22	+/-	20/21	21/22	↓	Sep 21	Oct 21	Nov 21	Dec 21	Trend
1	Youth Related	1,236	957	-22.6%	35.2	27.2	▼	3.0	3.5	2.1	2.1	
2	Nuisance Motorcycle/Quad Bike	684	613	-10.4%	19.5	17.4	▼	2.2	2.0	1.1	1.5	
3	Adult Nuisance - Non Alcohol Related	571	307	-46.2%	16.2	8.7	▼	1.0	1.0	0.6	0.5	
4	Neighbour Related	588	252	-57.1%	16.7	7.2	▼	0.6	0.5	0.5	0.5	
5	Nuisance Car/Van	362	227	-37.3%	10.3	6.5	▼	1.0	0.7	0.3	0.2	
6	Alcohol	155	93	-40.0%	4.4	2.6	▼	0.3	0.1	0.1	0.2	
7	Fireworks/Snowballing	135	57	-57.8%	3.8	1.6	▼	0.2	0.5	0.7	0.0	
8	Littering/Drugs Paraphernalia	43	37	-14.0%	1.2	1.1	▼	0.2	0.2	0.1	0.1	

Appendix B

COVID recorded incidents

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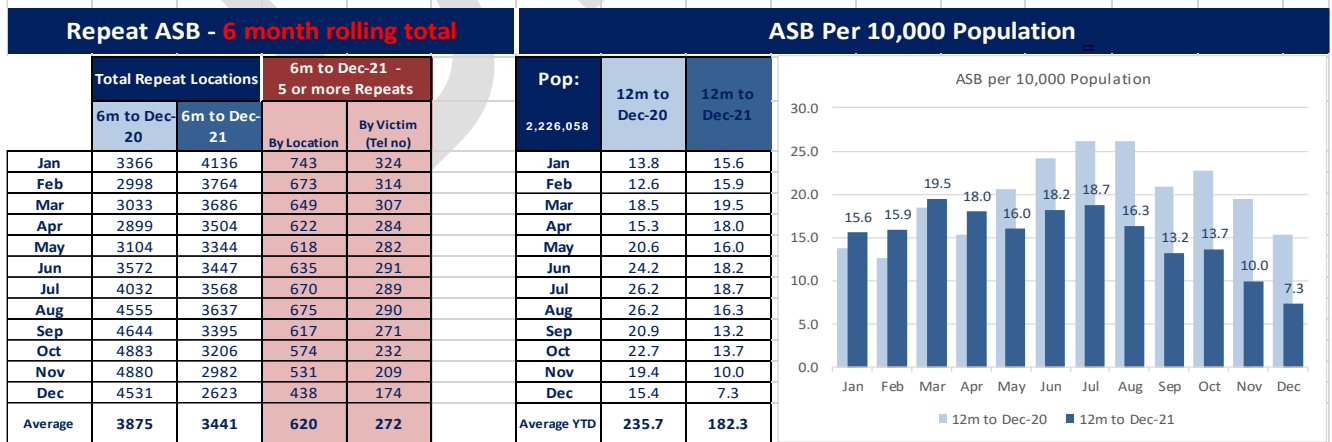
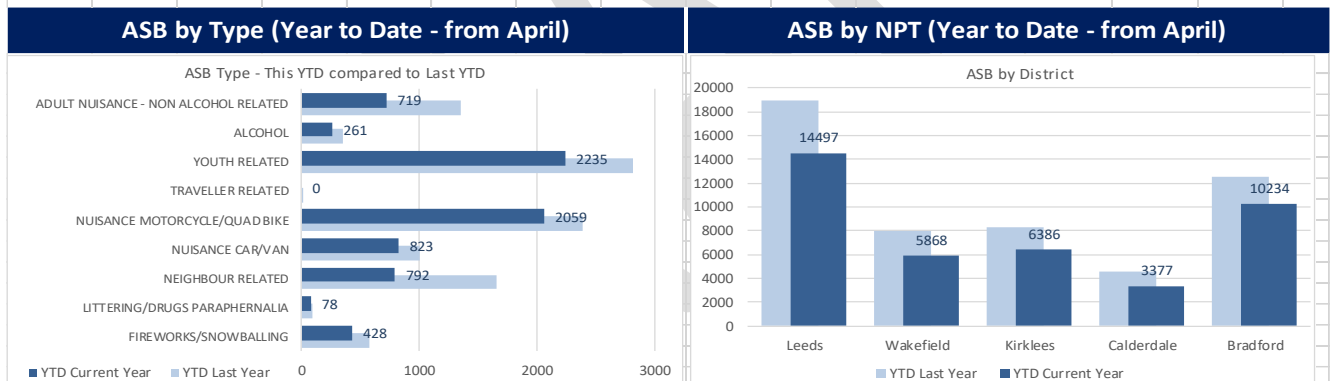
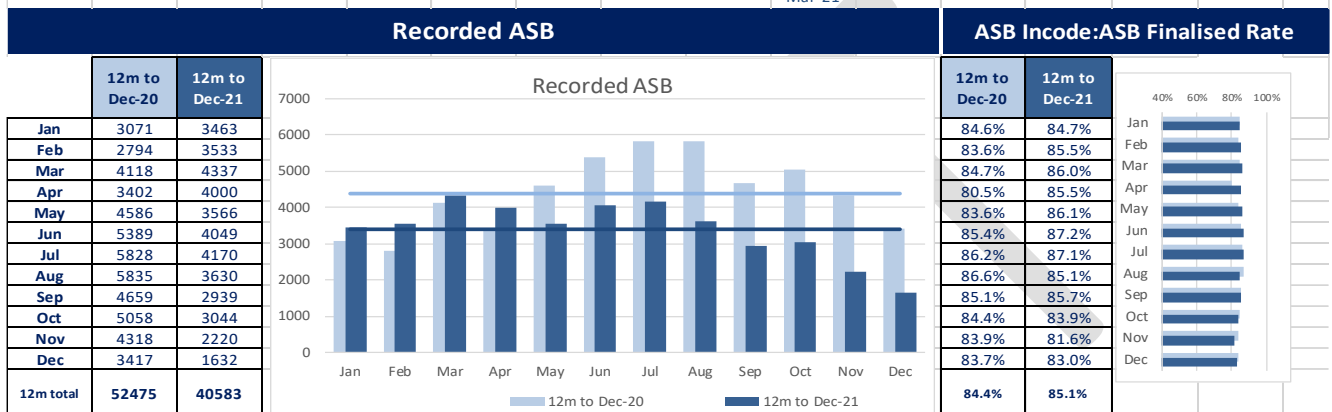
Month	All Covid Recorded Incidents	All Incidents Disposed on code 666
2020-03	1356	917
2020-04	21543	19669
2020-05	13766	12732
2020-06	3849	3473
2020-07	1097	958
2020-08	3230	2929
2020-09	3070	2864
2020-10	5001	4679
2020-11	5442	5022
2020-12	3690	3459
2021-01	6677	6205
2021-02	5739	5321
2021-03	5306	4949
2021-04	3038	2855
2021-05	1225	1100
2021-06	643	567
2021-07	472	410
2021-08	121	112
2021-09	84	72
2021-10	57	49
2021-11	38	31
2021-12	97	79

Appendix C

ASB Management Information - [WY - ASB Management Information.pdf \(wypnet.org\)](#)

Anti-Social Behaviour West Yorkshire - December 2021

Satisfaction - Survey Data (12m rolling)		2020-21 Outturn	Oct-21	Nov-21	Dec-21	Change - last 12 months	
Satisfaction	% Overall Satisfaction of Service Users - ASB	73.9%	70.1%	68.1%	67.8%	Worsening	▼
	% Satisfied With Ease of Contacting Somebody for Assistance	85.5%	84.3%	83.5%	84.0%	No sig. change	↔
	% Satisfied With Actions Taken by Police	64.7%	67.9%	68.0%	68.4%	No sig. change	↔
	% Satisfied With Being Kept Informed of Progress	50.9%	56.8%	56.3%	57.4%	Improving	▲
	% Satisfied With Treatment by Police Officers and Staff	89.7%	91.1%	91.2%	90.9%	No sig. change	↔



Repeats - now counted as "addresses occurring more than once in 6 months to [Month]" for better comparability



Chief Officer Team Briefing for COM

Title: Neighbourhood Policing Update

COT Sponsor: ACC Osman Khan

Report Author: Inspector Yvette Hammill

Date: 25th January 2022

Summary

This report provides an update on the Neighbourhood Policing operating model, which was launched in March 2018. Neighbourhood Policing is part of our core Policing offer, considered business as usual it is now embedded across all five Districts. The Force is committed to ensuring the Neighbourhood model continues to evolve.

This momentum of Neighbourhood Policing has been maintained despite the challenges of the COVID pandemic. The Neighbourhood Policing Teams (NPTs) have been able to quickly adapt the way they conduct business to work within Government guidelines. By using innovation and technology they have still been able to effectively reach out to communities and continue to ensure they are accessible and visible.

This report demonstrates the Force's ongoing commitment to investing in professionalising the role of Neighbourhood officers; maintaining visibility; effectively engaging with communities; and working with Partners to problem solve, reduce demand, and improve outcomes for individuals and families.

1. Recent Inspection Activity

In a recent inspection of West Yorkshire Police under their Police Effectiveness, Efficiency and Legitimacy (PEEL) framework, Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services graded West Yorkshire Police as 'Outstanding' for:

- Engaging with and treating the public with fairness and respect
- Preventing crime and anti-social behaviour
- Disrupting Serious and Organised Crime (SOC)
- Use of resources

Most relevant to Neighbourhood Policing were:

- The Force's approach to community engagement is underpinned by its effective partnership working arrangements

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- The Force's well-established Neighbourhood Policing Model has a strong focus on early intervention
- The Force is highly effective at combating the threats posed by serious and organised crime

2. Current delivery

Staffing

Local Policing (the central oversight team) routinely obtains staffing figures from Districts to monitor the 'actual' number of Neighbourhood staff against its budgeted strength. It is inevitable that there is movement of staff across departments, including the Neighbourhood Teams, due to lateral development opportunities and promotion. Student officers on Neighbourhood attachments provide additionality where those gaps currently exist within Districts.

Neighbourhood Chief Inspectors are held to account at the Neighbourhood Chief Inspectors Steering and Delivery Group and any emerging issues or areas of concern can be escalated to the Assistant Chief Constable Chaired Reassurance Board, if required. This means a focus is maintained on seeking continuous improvement in our neighbour policing offer and our response to communities.

The current Neighbourhood staffing level across the Force is shown below.

Role	Budgeted NPT staffing 2022	Actual NPT staffing January 2022	
Inspectors	24	25	+1
Sergeants	88	83	-5
Constables	324	289	-35
PCSOs	603	565	-38
Neighbourhood Support Officers	15	13	-2
Total	1054*	975	-79

*figures correct as of 31/01/2022

The figures represent the core Neighbourhood Policing teams who work on a variable shift pattern, delivering against the pillars of our neighbourhood policing approach: community engagement; problem solving and prevention; and early action.

To a greater or lesser degree, the new police recruitment pathway - the Police Education Qualifications Framework (PEQF) - has had an impact on all Districts and departments. The PEQF process now means new recruits have extended abstractions to complete their university degree and initial training, and it takes longer before they are fully deployable. Neighbourhood officers are more experienced and generally move from the patrol function – a critical area of our delivery – and balancing the skills and experience needed to maintain patrol has temporarily reduced the number of officers available to move to Neighbourhood policing roles when vacancies arise.

Since July 2021 to redress the PCSO deficit and maintain strength and resilience, there have been 4 cohorts of new PCSO recruits and there will be 3 more that start in training before the end of the financial year. More new cohorts are planned for 2022/23.

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The Neighbourhood Teams are also supported by Neighbourhood Support officers including Early Action Hubs that assist in supporting some of the Neighbourhood functions in relation to vulnerable children; Safer Schools officers; ASB officers; and strategic engagement officers.

Local Policing continue to monitor the use of Neighbourhood staff across Districts to ensure appropriate deployment. An audit of calls for service attended by NPT PCs and PCSOs was conducted for the month of December 2021. The purpose of the audit is to confirm that staff are not being routinely abstracted to other duties or deployed to non-NPT related incidents. In total 655 logs were reviewed and the breakdown across Districts is shown below:

District	No. Logs reviewed November 2020	No. Logs reviewed June 2021	No. Logs reviewed December 2021
Bradford	251	236	170
Calderdale	78	96	77
Kirklees	192	162	155
Leeds	321	234	178
Wakefield	112	120	75
Total	954	848	655

The findings remain positive and although in Calderdale there has been a 6% increase in the abstraction / deployment of NPT PCs to non-NPT related incidents, the level of abstraction remains low. Further audits will continue to be undertaken to ensure there is no 'mission drift'. Overall, figures remain far lower than pre-pandemic when the operating model was still embedding.

Call handlers have a better understanding of the role of an NPT officer and deploy them accordingly. NPT Sergeants act as gatekeepers and challenge any attempts made to deploy officers to non-urgent unrelated NPT calls (Full details shown in **Appendix A**). It is accepted and expected that NPT officers should be deployed to emergency incidents that may not be NPT related where no other resources are available and there is a risk to life or serious injury.

Police Constable Deployment to non-NPT related incidents

District	June 2019	June 2020	Nov. 2020	June 2021	Dec. 2021
Bradford	40%	8%	7%	13%	7%
Calderdale	47%	7%	14%	14%	20%
Kirklees	29%	12%	15%	15%	10%
Leeds	30%	9%	10%	13%	2%
Wakefield	24%	12%	4%	14%	10%

PCSO Deployment to non-NPT related incidents

District	June 2019	June 2020	Nov. 2020	June 2021	Dec. 2021
Bradford	13%	12%	6%	5%	0%
Calderdale	32%	8%	7%	13%	3%
Kirklees	26%	5%	7%	2%	2%
Leeds	15%	6%	9%	3%	0%
Wakefield	7%	5%	8%	12%	0%

Since the outbreak of the COVID, the Force has continued to ensure resilience in relation to frontline staffing levels where some other Forces have struggled. This has enabled the Force to have the capability and capacity to respond to service demand. The Neighbourhood Teams have been, and will continue to be, pivotal within their communities providing visibility and reassurance and ensuring an appropriate Policing response as the County slowly emerges from the pandemic.

Between 23/09/21 – 30/12/21 there has been a natural reduction for calls for service in relation to COVID-related calls. During this period, officers from the Neighbourhood Teams across the Force attended 49 COVID related incidents. This meant the NPTs dealt with 57.0% of the total number of attended COVID related calls during the period outlined. This is a reduction of 1,967 incidents that were attended between 23/03/21 – 30/06/21. This reduction is in line with the easing / lifting of restrictions (Full details shown in **Appendix B**).

District	Total Incidents	Total Attended	Attended by NPT	% Attended by NPT
Bradford	56	20	5	25.0%
Calderdale	21	5	4	80.0%
Kirklees	40	12	6	50.0%
Leeds	60	34	24	70.6%
Wakefield	30	15	10	66.7%
Other	1	0	0	-
Force Total	208	86	49	57.0%

3. Training

Neighbourhood Policing forms part of the 'Providing Reassurance Strategic Plan 2021' with action areas that provide reassurance and oversight to ensure everything remains on track in relation to key Neighbourhood Policing activity. These areas include early action, professionalising neighbourhood policing, and embedding the community engagement strategy.

The Force recognises Neighbourhood officers are specialists in their field and therefore require sufficient training to enable them to be highly effective. This requirement is also outlined in the National Neighbourhood Policing Guidelines, the West Yorkshire Neighbourhood Policing Strategic plan 2020/21, and the HMICFRS 2020 Prevention Criteria.

WYP have invested in a new 3-day bespoke Neighbourhood Training Course that commenced roll-out to all Neighbourhood officers and staff in November 2021. To date, 482 delegates have booked on the course and there are 55 Courses planned on the course booking system up to December 2022. The course is accredited by Skills for Justice (SFJ) with a Level 3 Award in Understanding Neighbourhood Management. Feedback from the supervisors and staff who have already attended the course has been positive, stating that it has enhanced their knowledge and skills in relation to community engagement, problem solving, targeted activity and partnership working.

To further improve the knowledge and the response of Patrol officers and Neighbourhood officers to Anti-Social Behaviour (ASB), a new online training package (iLearn) has been created. So far 1,061

Officers across the Force (40.8%) have completed the training. Local Policing will continue to monitor the completion rates to ensure compliance.

4. Problem Solving and Prevention

The Force recognises the importance of identifying vulnerability and prioritising activity according to risk. By tackling the root causes of problems, we can develop more effective and sustainable solutions. Problem solving identification can come from a variety of sources – incidents, crime patterns, repeat missing persons, the Anti-Social and Vulnerability Analysis Tool (ASVAT), and Community and Partnership meetings.

To ensure a focussed approach to problem solving is taken by the Neighbourhood Teams, Local Policing routinely review the records that are created to tackle key problems within Ward areas. Those records are called Problem Solving Occurrences (PSOs) and they are vitally important in identifying and managing risk around anti-social behaviour (ASB), victims, offenders, and locations. They contain action plans and record details of actions undertaken by police and partners, and the outcome. Inspectors and Sergeants are also expected to review them regularly to ensure the approach is correct and any identified vulnerability is appropriately risk assessed. There are currently 111 open PSOs across the Force. By recording and evaluating outcomes we can identify what tactics have worked or what has not worked, and learning can be shared across Teams, Districts and Forces.

This can be demonstrated in the below example:

Problem – There were concerns for the welfare of residents in some residential flats where there was drug related crime at the location and some of the younger residents were at risk of criminal exploitation. There were also health and safety concerns in relation to the utilities, damp, and insect infestation at the premises.

Work undertaken to solve the problem –

- The local Neighbourhood Team and the District Safeguarding Team worked with the vulnerable children and their guardians providing support and interventions and, in some cases, individuals were relocated to reduce risk
- Partnership work was undertaken with the Council Housing Enforcement and Planning Department to ensure the landlord was held to account for the safety of the properties and residents. Joint visits by the NPT and Council ensured corrective action was taken and this led to reduced calls for service and a reduction in risk for the residents
- Regular Police Patrols / visits to the location meant any incidents were dealt with quickly and managed robustly. Positive interventions have now dramatically reduced the number of reports of domestic assaults, ASB, and drug related offences

Lessons Learnt – Due to the residents being largely Eastern European language barriers initially prevented effective engagement. The use of an officer with the appropriate language skills or a professional interpreter would have led to problems being resolved quicker. The Neighbourhood Team now has a PC who speaks several Eastern European languages and who is now working with the residents to ensure any concerns they have are communicated and dealt with quickly and effectively.

Irrespective of which department WYP staff work within, problem solving skills and processes are a critical part of daily life. A Problem-Solving online teaching package (iLearn) has been created to

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support this. By developing and refining skills through training, practice and learning it provides staff with the ability to problem solve more effectively, reduce demand, and be cost effective. It is a relatable resource that gives staff the understanding to be able to effectively apply a problem-solving methodology to their individual areas of business. WYP recognises that problem solving is not just the responsibility of the Neighbourhood Teams, everyone must be a problem solver. Completion is mandatory for all front-line district staff. The iLearn has already had 2,397, views which is excellent.

5. Community Engagement

The Neighbourhood Teams have continued to update and engage with communities and Partners using virtual engagement tools such as Facebook Live, Skype, Zoom, and Microsoft Teams. This has enabled them to focus on what matters to communities and work in consultation to set local priorities.

WY Community Alert has been used effectively during the pandemic and sign ups have continued to increase. This has enabled our communities to be kept updated on news, appeals and local crime information and prevention.

Month	July 2021	August 2021	Sept. 2021	Oct. 2021	Nov. 2021
Users	21,121	23,126	24,022	24,059	24,473

Wakefield District are using the WY Community Alert software as part of Operation Moss Glen which began in July 2021. Their ambition is that a member of the Neighbourhood Team will call at every household in the Wakefield Rural Wards and conduct a survey with the residents. This will help them better understand their diverse and emerging communities, the concerns they have, and the issues impacting their homes and families. The Neighbourhood Teams will then work with partners and residents to tackle the issues highlighted.

When the Operation began on the 27/07/21 there were 4,001 people registered on WY Community Alert in Wakefield District. Following the email distribution of the Survey and door to door canvassing, by the 06/01/22 there were:

- **6,663** (+2,662) users registered on WY Community Alert
- **7,170** residents who had completed the Survey
- **29,625** doorstep interactions that have taken place
- **2,409** addresses have been marked as 'not in' and will be re-visited
- **15,793** cards have been put through residential letterboxes
- **17** bespoke Community Alert messages that have been sent out by the NPT in relation to Op Moss Glen ('You Said, We Did')

WYP currently have 34 Facebook pages, 348 Twitter accounts and 5 Instagram accounts, all are effective tools that form part of our communication strategy.

The Independent Scrutiny and Advisory Group for Race Inequalities and Legacy of Historical Injustices in Policing (ISaAG) was established in January 2021. WYP are committed to tackling the wrongs of racism, bias, and discrimination wherever they are found in Policing. It is also vital for us to understand

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the legacy of historical injustices within Policing and how this resonates in contemporary society. Over 55 diverse community members and professionals have signed up and 2021 was an important year where members have had the opportunity to get to know each other in a virtual online setting to make an informed decision about their Chairperson vote. The Chair has now been elected.

The ISaAG has many purposes:

- To generate discussion and debate that will influence decision making which focusses on how we design and deliver our policing services and how we become more inclusive as an employer
- Members will explore in detail “What Equality Is” in terms of policing
- Members will bring a wider voice of the communities we serve, including the voice of young people through equitable and respectful dialogue
- Members will help us understand and embrace people’s culture and celebrations, understand what is important to different communities, and work collaboratively to reduce mistrust of the police
- Members will bring their expertise and lived experience to develop new initiatives

The newly elected Chair will meet with Supt. Richard Close and our Principle Force Engagement Officer, Beverley Adams, to reflect on the past year, plan the year ahead. They will develop a joint delivery action plan which will consist of workstreams focusing on key priorities identified by ISaAG members with joint direction from the Chair and WYP.

6. Targeted Activity

Neighbourhood officers are assigned to specific geographical areas, which enables them to build up relationships with residents. This type of policing encourages communities to take greater responsibility for crime and anti-social behaviour within their neighbourhoods. By being more accessible, Neighbourhood officers can gather intelligence to effectively tackle offenders and criminality.

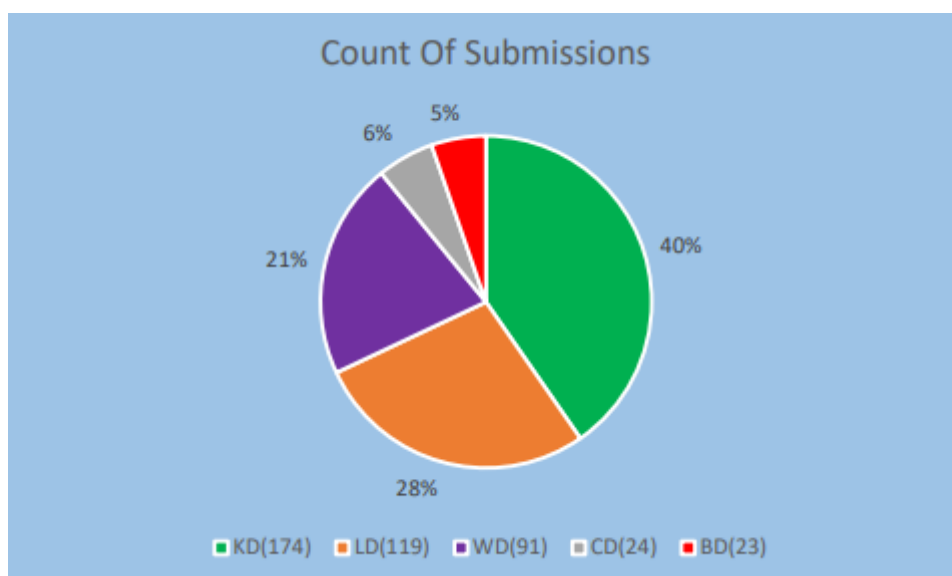
Intelligence gathered means the Force can provide the Neighbourhood Teams with analytical reports enabling them to prioritise problems and direct their resources effectively.

During the period 1st January 2021 – 31st December 2021 the Neighbourhood Teams submitted 42,878 pieces of intelligence against subjects including ASB, burglary, community issues and drugs. Over half of the average of total submissions (54.0%) across the Force were graded as being ‘actionable’ or ‘developmental’. This demonstrates that the way our officers are behaving and engaging has a positive effect within our communities increasing trust and confidence and people are passing them information about what is happening within their communities (full details are shown in **Appendix C**).

Partners such as Local Authorities, Health, Housing, charities, and businesses also feed through vital intelligence via the Partnership Intelligence Portal (PIP). The most intelligence submitted is in relation to Drugs, Public Protection, General Information and ASB.

Between 1st July 2021 – 30th September 2021 Partners submitted 431 pieces of intelligence of which 191 had further action taken which demonstrates the continued value and importance of the Portal (**Appendix D**).

The below table shows the breakdown of Partner submissions per District.



There are currently 3,422 Neighbourhood Watch Schemes (NHW) across West Yorkshire with 97,108 members. This includes 14,772 people who are members of NHW Schemes run solely online via WhatsApp. More people are setting up schemes online using platforms such as WhatsApp meaning a single scheme can cover a larger area or whole housing estate. They are easy to access once permission is granted by the administrator and important messages can be sent out quickly to a lot of people.

National NHW already have mapping technology for all their registered members. The Force Crime Prevention Officer (CPO) is consulting with our schemes to see if they feel it is right for them to align to National. If not, then the Force CPO will look at populating NHW on our own mapping technology. The ambition is that every officer in every District can see where NHWs exist on their Beat, or near a call for service that they may be attending. This is important for problem solving difficult areas, as well as information gathering and targeting support from a group of people who volunteer their time to help the Police in preventing crime from occurring.

A series of training inputs have been given to the Neighbourhood Teams around the Force to promote the benefits of cohesive NHW and NPT working. There has also been a Bitesize Symposium directed at NPT Inspectors and Sergeants demonstrating the benefits of working with NHW. All new PCSO recruits are also given an insight into the origins of NHW and how impactful it can be within communities.

Fraud training has now been given to the Force NHW Co-ordinators and they are now delivering the training to the NHW Volunteers.

7. National Neighbourhood Policing Week of Action 2022

WYP supported the first national Neighbourhood Policing Week of Action 17th – 23rd January 2022. This was developed to recognise and celebrate the vital work all our NPT Officers, PCSO's and Volunteers perform. There were internal webinars, podcasts, videos, and online provisions available for staff to access. Corporate Communications promoted the great work of our Teams both internally and externally and all Districts worked with Partners to support the week of action.

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Work included targeting offenders, fly tipping, the execution of search warrants, road safety operations, licensing visits, crime prevention advice, walkabouts, engagement stalls and schools' inputs.

An example of one of the school inputs given was at Huddersfield Fire Station where NPT Officers spoke to school children about what constitutes ASB, who they can speak to in the case of an emergency / non-emergency, the role of a PCSO and how the Police can help them. They also took part in a practical exercise involving a distracted driver who had hit a pedestrian. A mini scene had been established and they looked at skid marks and how to work out speed and braking distances.

Results from our week of action included:

- 111 Partnership, engagement, and reassurance visits
- 91 Local Priority events and operations
- 9 Knife sweeps
- Over 60 arrests, summons, out of court disposals and conditional cautions
- 17 warrants executed
- 51 abuse of the road operations
- 216 tickets and tors issued
- Trojan bus operation in Leeds and Kirklees
- Central and Local external content on Facebook, Twitter, Instagram and Community Alert with thousands of public interactions, positive feedback, and increased awareness of our NPTs

8. Early Intervention and Prevention

Early intervention and prevention have been a high priority for Neighbourhood Policing since its relaunch in March 2018. We continue to develop new ways of working in partnership with schools, youth groups, and local authorities.

We communicate regularly with our education establishments via a Schools Engagement Newsletter which is distributed to over 1,200 schools. This details new resources, free inputs and training and any regional safeguarding risks which schools should be aware of.

There are over 800 Primary Schools across West Yorkshire and each of these has a PCSO who visits the school at least once per term. The PCSO can deliver educational inputs on a range of different topics including bullying, road safety and Child Criminal Exploitation and Abuse (CSEA) from our package of resources in the Police 'Schools Toolkit'. Our PCSOs are also able to tell schools more about our new Police education programme, Pol-Ed.

Pol-Ed is a complete programme of lessons (160 in total) which supports delivery of the PSHE (Personal, Social, Health and Economic) curriculum in schools. It is available free to all educational establishments within West Yorkshire and is instrumental in educating students aged 5–18 years on the law, crime prevention and resilience. The aim of Pol-Ed is to build positive relationships between the Police and young people, to foster trust and create an environment where young people feel better equipped to report crime, but also where, through the comprehensive and in-depth lessons, they are less likely to become victims or perpetrators of crime in the long term. Since going live at the start of this academic year, (Sept 2021) we have got over 400 schools registered to use Pol-Ed, and many schools are already Tweeting about their use of lessons using the hashtag #PolEd and copying in our Twitter account @WYP_PolEd.

Over the past 12 months, we have developed a new programme of educational inputs called 'Intervention 22'. These inputs are delivered to a young person who has had a low-level involvement

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in a risky behaviour and has been spoken to by a police officer. In the past, incidents like this were given, 'No Further Action', however, we felt this left the young person vulnerable to possible similar issues as they were not being given any education around the law or possible consequences relating to what they had done. The Intervention 22 inputs cover the topics of Sexual Harassment, Anti-Social Behaviour, Domestic Violence and Going Missing, Cyber Crime, Hate Crime, Drugs, Risks of the Road and Consequences of Crime. Intervention 22 not only educates the young person but also offers support and can link into other services if the young person needs further help.

Diversity, equality, and inclusion are integral to our inputs for schools, colleges, and universities. We use images which are carefully selected to include a diverse range of people both in our corporate images of Police Officers and in the photographs that are used within the presentations. Pol-Ed also uses similar diverse characters.

West Yorkshire Police have recently linked with the Violence Reduction Unit and Op Jemlock to support their current display entitled, 'At the Sharp End' by creating an educational resource for schools. The display, based at the Royal Armouries, Leeds, but set to tour West Yorkshire during the summer, focusses on both operational policing and youth interventions to reduce violence amongst young people. The educational resource will be available on the Royal Armouries website and will be sent to schools directly. It encourages children to understand the complex nature of violence and how it is supported by social media, environment, and peer pressure, and to consider the opposite of violence in order to recognise how solutions and more positive lifestyles can be shaped.

Our WYP Education Liaison Officer is currently on a 2 day per week secondment into the Violence Reduction Unit (VRU) as the Education Lead. Within this role she has led on a pilot initiative at a Wakefield secondary school to reduce exclusions and increase attendance. Being in full time education is a well-documented protective factor against criminality and exploitation. She also sits on the two new SAFE ('Support, Attend, Fulfil, Exceed') Taskforce strategic groups in Leeds and Bradford aimed at delivering targeted interventions to secondary aged children to reduce truancy, improve behaviours, and reduce the risk of individuals failing to enter education, employment or training (NEET). Her dual roles very neatly link into and support each other and ultimately lead to a more informed overview of the children and young people portfolio which has the overarching aim of keeping our young people safe, protected, and informed.

9. Conclusion

The Neighbourhood Model is embedded, regarded as business as usual and the effectiveness of Neighbourhood Policing has been endorsed by the findings of HMICFRS. There are several areas of ongoing work, good practice and performance highlighted within this report, which continues to demonstrate the true value of the Neighbourhoods model. To keep West Yorkshire safe and feeling safe, the Force is committed to using resources and skills effectively and working in collaboration with Partners to reduce crime, protect vulnerable people and reassure the public.

Appendix A**Neighbourhood Officers Deployment Log Audit Results**

December 2021 Audit		
	Inapp. Deployment	Inapp. Deployment
	PC	PCSO
BD		
Keighley	4%	0%
East	0%	0%
West	10%	0%
City	4%	0%
South	24%	0%
Shipley	0%	0%
Average	7%	0%
CD		
Halifax	15%	6%
The Valleys	25%	0%
Average	20%	3%
KD		
Batley & Spen	0%	0%
Huddersfield	0%	0%
Dewsbury	13%	8%
Rural	25%	0%
Average	10%	2%
LD		
East	0%	0%
North East	0%	0%
West	0%	0%
North West	12%	0%
South	0%	0%
City	0%	0%
Average	2%	0%
WD		
North West, South	19%	0%
East	10%	0%
City	0%	0%
Average	10%	0%

Appendix B

District Summary - Covid-Related Incident Attendance by NPT Resources

A covid-related incident is defined as one with a Coronavirus Incode, Dispcode, or Qualifier.

Incident figures do not include duplicate incidents.

Comparative time periods, for the purposes of this analysis, are 23/03/21 - 30/06/21 and 23/09/21 - 30/12/21 inclusive.

Incidents may be attended by more than one resource type, but if at least one NPT resource has attended, this is counted in the column headed 'Attended by NPT Resource'.

NPT resources include both Police and PCSOs, according to CARM Strength data for each month (as used in Team Performance packs).

District	23/03 - 30/06 - 2021					23/09 - 30/12 - 2021					Difference - +/-				
	Total Covid Related Incidents	Total Covid Related Incidents Attended	Total Attended %	Attended by NPT Resource	% of Total Attended - Attended by NPT Resource	Total Covid Related Incidents	Total Covid Related Incidents Attended	Total Attended %	Attended by NPT Resource	% of Total Attended - Attended by NPT Resource	Total Covid Related Incidents	Total Covid Related Incidents Attended	Total Attended %	Attended by NPT Resource	% of Total Attended - Attended by NPT Resource
Bradford	1599	1122	70.2%	459	40.9%	56	20	35.7%	5	25.0%	-1543	-1102	-34.5%	-454	-15.9%
Calderdale	522	362	69.3%	228	63.0%	21	5	23.8%	4	80.0%	-501	-357	-45.5%	-224	17.0%
Kirklees	1066	744	69.8%	477	64.1%	40	12	30.0%	6	50.0%	-1026	-732	-39.8%	-471	-14.1%
Leeds	2527	1830	72.4%	585	32.0%	60	34	56.7%	24	70.6%	-2467	-1796	-15.8%	-561	38.6%
Wakefield	807	628	77.8%	265	42.2%	30	15	50.0%	10	66.7%	-777	-613	-27.8%	-255	24.5%
Other (OF/MW/QA/Not Rec)	13	5	38.5%	2	40.0%	1	0	0.0%	0	-	-12	-5	-38.5%	-2	-
WY - Total	6534	4691	71.8%	2016	43.0%	208	86	41.3%	49	57.0%	-6326	-4605	-30.4%	-1967	14.0%

Appendix C

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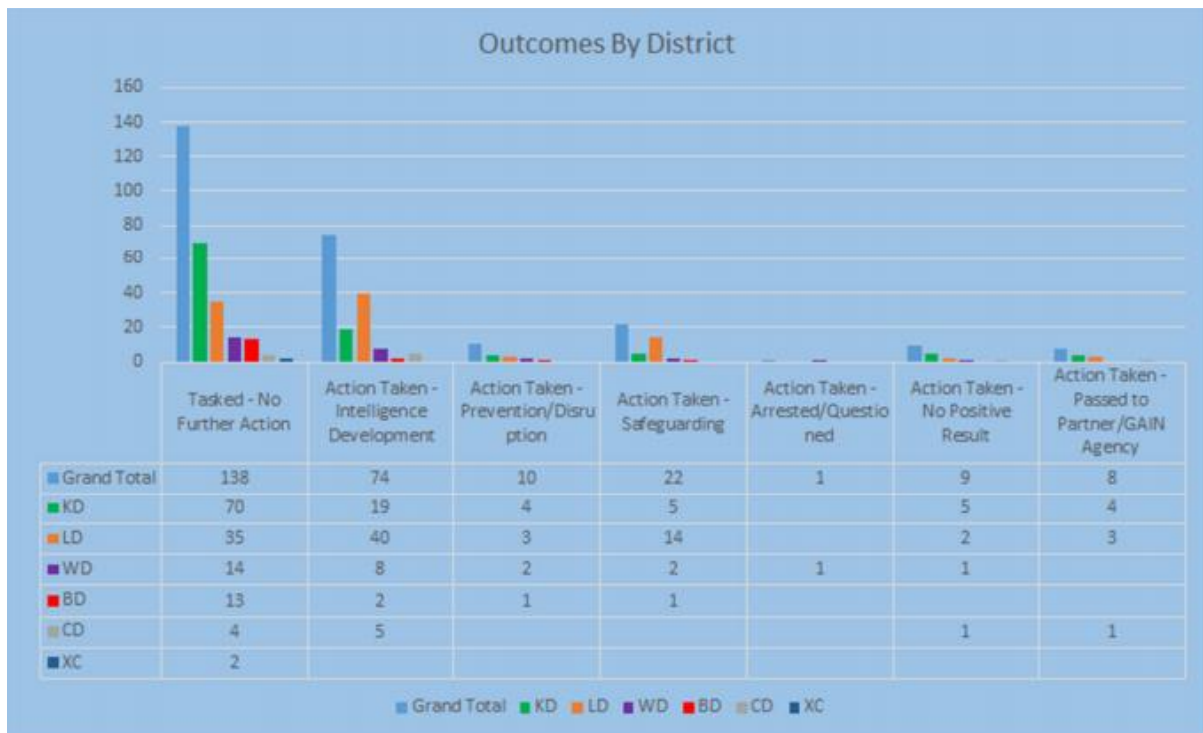
Intelligence submissions by NPT Officers (incl. PCSOs), 1st January 2021 - 31st December 2021

District	NPT	Total intelligence submissions	% graded Actionable or Developmental	Subject breakdown					
				Anti-social behaviour	Burglary	Community	Drugs	General information	Police encounter
BD	BD NPT Bradford East	2,867	59.2%	13.2%	1.6%	5.5%	46.6%	43.4%	13.2%
	BD NPT Bradford South	2,501	49.7%	20.8%	1.2%	8.2%	36.7%	44.9%	10.7%
	BD NPT Bradford West	3,050	55.2%	15.8%	1.0%	5.1%	44.2%	39.5%	14.2%
	BD NPT City	1,036	38.9%	33.6%	0.2%	5.3%	26.5%	40.3%	20.6%
	BD NPT Keighley	1,793	56.1%	16.5%	2.4%	5.5%	34.2%	41.9%	10.9%
	BD NPT Shipley	1,718	48.5%	17.6%	2.1%	7.7%	33.8%	42.8%	16.2%
CD	CD NPT Halifax	1,478	49.7%	14.3%	0.9%	4.5%	36.4%	42.6%	12.9%
	CD NPT Valley	1,085	60.1%	15.3%	0.3%	9.2%	35.8%	37.0%	8.5%
KD	KD NPT Batley & Spen	427	65.8%	8.7%	3.0%	13.3%	23.7%	37.9%	10.5%
	KD NPT Dewsbury	610	54.6%	10.0%	1.3%	8.5%	30.8%	44.3%	12.5%
	KD NPT Huddersfield	1,435	54.8%	12.5%	0.8%	12.4%	30.7%	53.2%	8.7%
	KD NPT Rural	441	53.1%	9.3%	2.3%	12.0%	32.9%	41.0%	20.4%
LD	LD NPT East (Inner)	1,854	49.1%	15.0%	0.4%	4.5%	37.3%	50.7%	13.3%
	LD NPT East (Outer)	1,450	50.8%	19.0%	0.9%	7.6%	21.2%	48.7%	11.0%
	LD NPT North East (Inner)	1,928	47.6%	14.1%	0.4%	11.4%	28.5%	55.3%	6.6%
	LD NPT North East (Outer)	843	42.9%	13.2%	0.8%	13.0%	21.0%	57.5%	11.5%
	LD NPT North West (Inner)	1,264	41.9%	16.7%	0.5%	5.6%	29.6%	49.4%	14.6%
	LD NPT North West (Outer)	1,438	49.7%	12.7%	0.5%	12.0%	40.9%	49.7%	8.7%
	LD NPT South (City)	964	33.2%	16.1%	0.6%	3.5%	10.5%	55.1%	18.5%
	LD NPT South (Inner)	2,899	45.9%	12.1%	0.3%	6.2%	32.5%	47.7%	15.1%
	LD NPT South (Outer)	1,507	55.0%	21.6%	1.1%	10.4%	27.5%	39.4%	10.5%
	LD NPT West (Inner)	3,357	42.4%	9.6%	1.3%	4.9%	30.1%	55.0%	12.8%
	LD NPT West (Outer)	1,704	30.6%	8.3%	0.6%	5.7%	21.5%	63.0%	12.8%
	WD NPT City and North West	2,494	60.4%	15.9%	0.4%	7.4%	51.0%	32.7%	7.3%
WD	WD NPT East and South East	1,134	67.1%	11.1%	0.6%	6.9%	49.6%	27.4%	8.2%
	WD NPT North East and Rural	1,601	65.1%	17.6%	0.9%	8.3%	47.1%	32.2%	8.2%
NPT Total		42,878	54.0%	15.1%	1.0%	7.2%	34.9%	45.5%	12.0%
NPT Average		1,649	51.1%	15.0%	1.0%	7.9%	33.1%	45.1%	12.2%

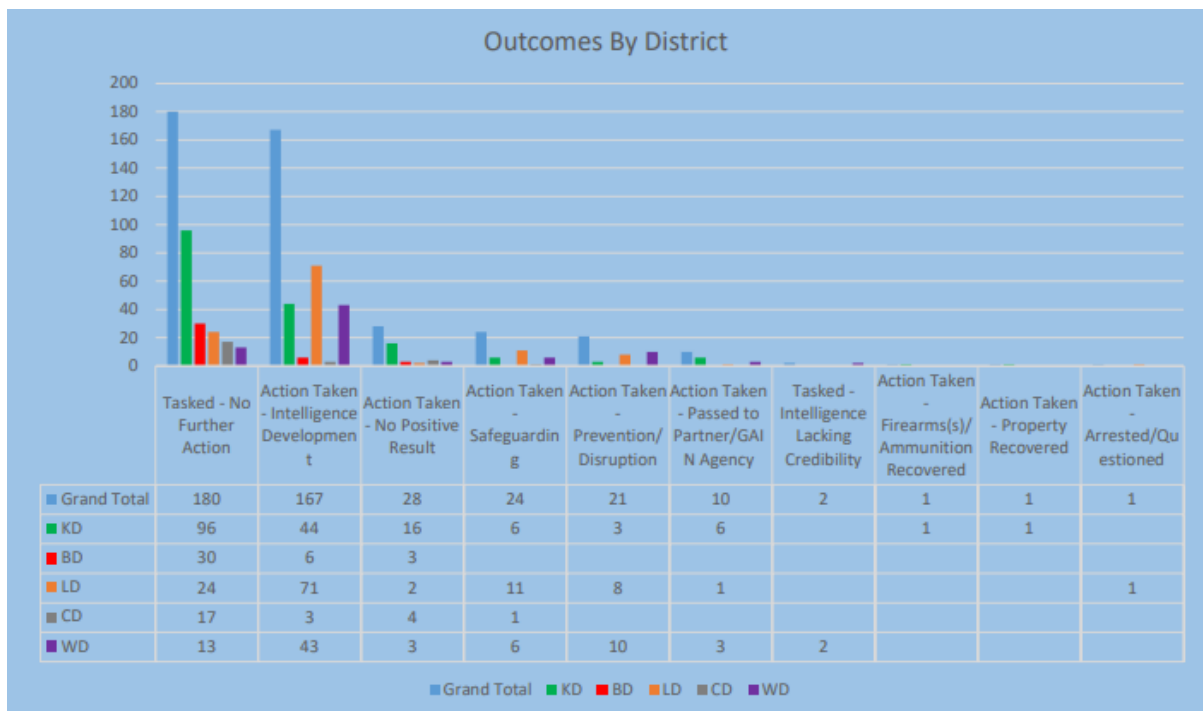
Note

% graded Actionable or Developmental: i.e. "usable" submissions which could be actioned/developed further.
Subject breakdown: Proportions will not add up to 100% as a) not all subjects are shown, and b) submissions may relate to more than one subject (e.g. one submission relating to both ASB and Drugs would be counted towards both the "ASB" total and the "Drugs" total).

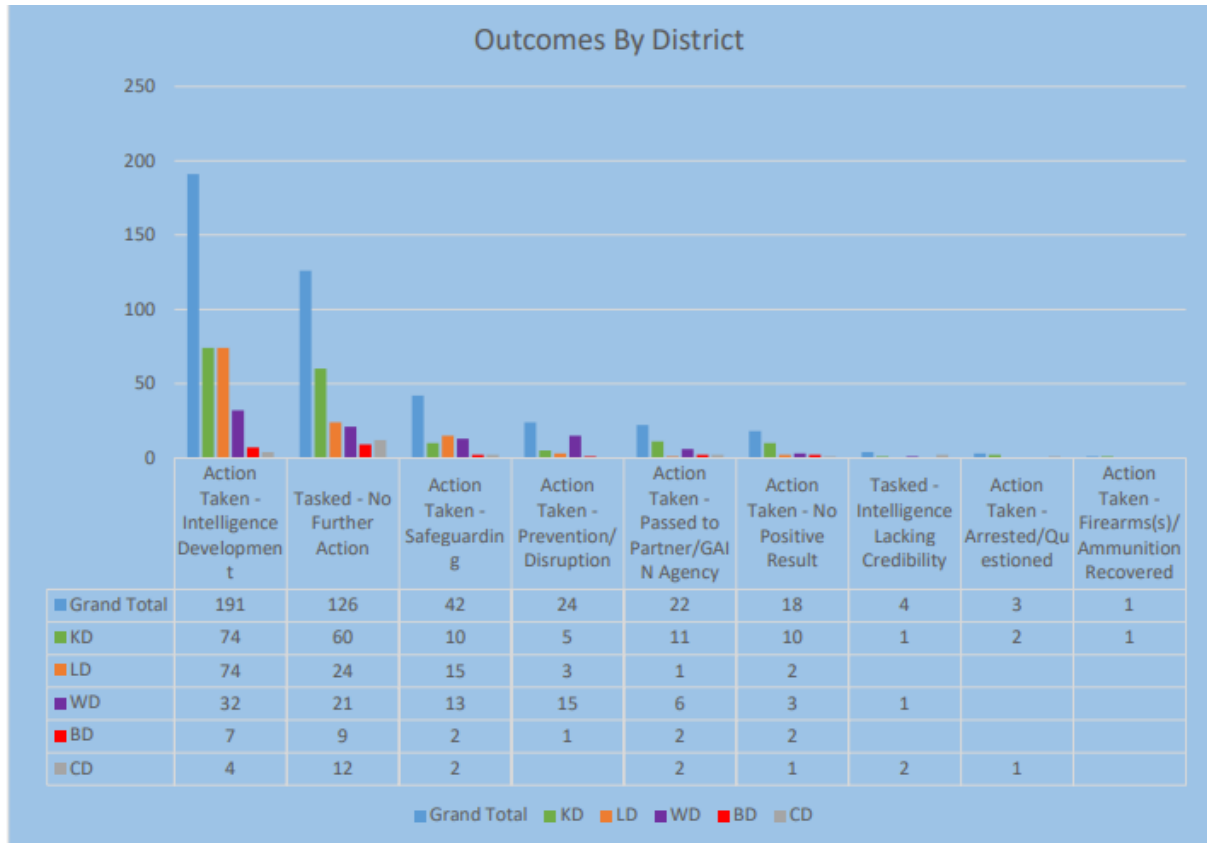
Appendix DPartnership Intelligence Portal submissions**1st January 2021 – 31st March 2021**



1st April 2021 – 30th June 2021



1st July 2021 – 30th September 2021





Chief Officer Team COM Exception Report

Title: Safeguarding - Stalking
Report Author: DCI Allan Raw
COT Sponsor: ACC Osman Khan
Date: 14 February 2022

Summary & Context

The submitted paper seeks to report on a number of questions highlighted by the Mayor's Office concerning the area of stalking, as part of the recent exception reporting on the Community Outcomes Meeting. The questions, as posed (in red below), have been answered in three sections -

1. The differentiation between recorded DA and non-DA stalking
2. The handling of stalking and support/protection of victims
3. Stalking hotspots and online offending

In previous COM reports the position of stalking has been updated upon, but it was addressed specifically and in far more detail in the October 2021 Bilateral Meeting. Most of the issues discussed in that meeting are addressed in the below answers, and so present the current position in January/February 2022.

As a consequence of the October 2021 Bilateral Meeting, and of other requests for information and understanding of the Force's approach to stalking, SCGU were asked to prepare the following –

- Stalking reports for each of the five districts to be presented at the December 2021 Local Accountability Meetings (each included a 15-case dip sample audit for each district).
- A review of the handling of Stalking Protection Orders and the early identification of any hindrance factors.
- The commissioning of a bespoke Stalking Problem Profile with the Force Threat Desk.
- A review of the Force's approach to stalking, including consulting with other Force areas on their approach models and the completion of a Stalking Options Paper for the Chief Officer Team

The Stalking Options Paper, on the basis of review and consultation with other Forces, offers a number of options from the 'as is' position to dedicated stalking units. The paper is completed in final draft form and is in the final stages of consultation with districts prior to being presented by DCI Allan Raw, the Force and NE Regional stalking lead, to the Chief Officer Team on 1 March 2022.

The aim of the paper is to draw together the review details (and much of what is detailed below) into working options that will determine the capacity and capability of developing and enhancing the Force's overall response to stalking, alongside other competing priorities.

In recognition of the increasing focus on stalking (as part of the wider approach to VAWG) West Yorkshire have taken on the role as North East Regional lead for Stalking & Harassment, which will assist West Yorkshire in understanding ongoing best practice and provide an impetus to improve standards across the region.

1. The differentiation between recorded DA and non-DA stalking

'Numbers and types of offences inc how many are domestic related or not - mindful the new legislation brings in all those that are related to domestic offences, but also need to understand the recording of stalking for non-domestic offences.'

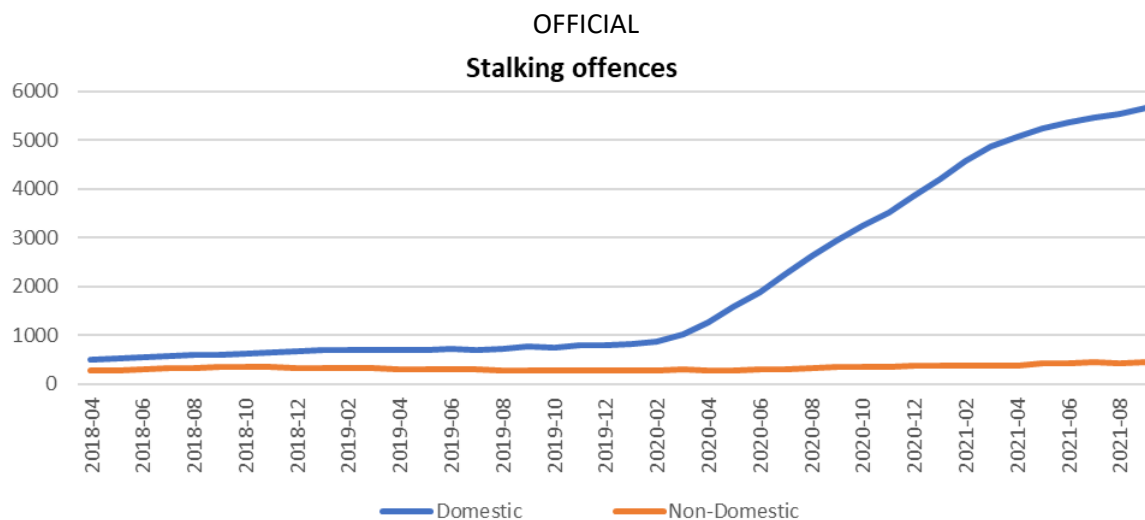
Stalking Problem Profile

In November 2021, West Yorkshire Police commissioned the Force Threat Desk to create a bespoke Stalking Problem Profile (SPP). This was completed at the end of January 2022 and is undergoing final proofing review and amendments. Its data sets are however completed. They run over the 12-month period of 01/10/2020 to 30/09/2021.

The Force has previously captured stalking and harassment within the broader Domestic Abuse Problem Profile but this presented issues in isolating stalking data and distinguishing between DA and non-DA stalking. It aims to provide a solid foundation on which to build a better understanding of the metrics surrounding stalking crimes and outcomes, and those around victim, suspect and other contextual factors, like the location of offending.

Key Stalking Crime Metrics

The metrics are of immediate use to SCGU, presenting a much clearer picture of stalking across the Force and are presented below to address the questions raised.



Stalking offences – 12 month rolling average (1 April 2018 – 30 September 2020)

From March 2020 to March 2021 the Force saw a 370% increase in stalking, with 12 month rolling average increasing from 1311 to 4818. By September 2021 this stood at 6129 and now stands at 6,620. The escalation, whilst coinciding with the start of COVID, is predominantly due to the national changes around the recording of intimate partner (current or former) harassment which is now in all circumstances recorded as s.2A stalking and not s.2 harassment. It is therefore not possible to differentiate between what would previously have been a DA intimate partner s.2 harassment and s.2A stalking. Non-DA stalking has increased but at much more gradual and consistent rate. Non-DA harassment and DA harassment that does not involve intimate partners are still recorded as harassment and are not included in this SPP.

Stalking	BD	CD	KD	LD	WD	Force
12m to September 2021	1571	565	1019	2088	886	6129
Domestic	1434	528	948	1926	833	5669
Non-Domestic	137	37	71	162	53	460
12m to September 2020	797	337	554	1121	477	3286
Domestic	694	304	499	1010	439	2946
Non-Domestic	103	33	55	111	38	340
Change	+97.1%	+67.7%	+83.9%	+86.3%	+85.7%	+86.5%
Domestic	+106.6%	+73.7%	+90.0%	+90.7%	+89.7%	+92.4%
Non-Domestic	+33.0%	+12.1%	+29.1%	+45.9%	+39.5%	+35.3%

Changes in Stalking offences (1 October 2019 – 30 September 2021)

SCGU found that the arrest rate for DA stalking was around 21% whereas for non-DA stalking it was 14%. This difference is likely to be a factor of the suspect in a DA stalking case having committed other DA offences which increases the likelihood of arrest and the fact that non-DA stalking will have a higher rate of 'suspect not identified'.

Of concern however was the low completion rate of non-DA stalking DASH forms. The current DASH form asks questions regarding stalking and harassment and any positive answers in this section must result in the recording of a stalking crime. The Force has worked hard to excel in its recording of 'behavioural crimes' and its current 'outstanding' rating for Crime Data Integrity from HMICFRS reflects this. Whilst non-DA stalking crimes are being recorded over

80% do not have a corresponding DASH form which is not in keeping with Force Policy and impacts on the cumulative assessment of risk.

2. The handling of stalking and support/protection of victims

‘How WYP tackle stalking reports, how victims are supported inc Stalking Protection orders and support for repeat/vulnerable victims.’

Handling of Reports of Stalking

In November and December 2021 SCGU undertook an audit and review of each of the five Force districts handling of stalking crimes and audited a number of DA and non-DA stalking crimes.

Strategically, stalking sits within the DA Tactical Plan, with the SCGU DCI (Adult) taking responsibility for the plan, and districts having responsibility for operational delivery and reporting back to the Tactical Delivery Group on their progress against actions set in the plan. Operational delivery covers the attendance, recording, primary investigation, secondary (specialist) investigation and support/intervention of stalking reports, including pre-charge and post-charge work arising from investigations.

All DA stalking case are, alongside all other DA crimes, initially be assessed by the districts’ DA/Adult Safeguarding team supervisors for risk and allocated accordingly. This is a subjective professional assessment of risk. At present the majority of DA stalking crimes are then allocated to the DA teams but the majority of non-DA stalking cases are allocated to patrol or District Investigation Teams, with a small number of high-risk cases being investigated by the CID or Safeguarding teams.

As part of the Force’s Safeguarding Review an Allocation Scoring Matrix has been created for all crimes. Whilst most cases of DA stalking will be allocated to the district safeguarding teams, non-DA stalking is allocated proportionately more to district uniformed investigation teams. Concerns have been raised on the SCGU audit about the assessment of cumulative risk in this process and the potential for apparently low risk incidents considered in isolation to be a small part of a much higher risk pattern of behaviour, especially for non-DA stalking. Concerns were also raised around the absence of a DASH form in the majority of non-DA stalking cases, which meant that overall risk could not properly be assessed. All districts showed examples of good practice with DA stalking, but this was less so with non-DA stalking where the investigation of lower risk cases, was often handled outside of the safeguarding teams.

Recommendations were made based on the audits and presented to the districts for consideration and in particular for them to ensure that appropriately trained staff dealt with their stalking cases and gave consideration to cumulative risk, especially with non-DA stalking.

Support for Victims

West Yorkshire Police does not routinely engage the services of Independent Stalking Advocacy Caseworkers (ISACs) in the same way it does IDVAs or ISVAs. The latter are both well established. Stalking organisations report that West Yorkshire as a geographic area does not have any ISACs and referral of victims to them from West Yorkshire Police is low.

That support for victims of stalking routinely currently comes through either district police DA Coordinators for lower risk DA stalking cases or through IDVAs for higher risk cases engaged in MARAC. In many cases there will be other DA criminality and so stalking may not be focussed upon as the primary risk. Non-DA stalking on the other hand is likely to be passed to victim support, but in both DA and non-DA cases referrals to specialist stalking support by police is likely to be indirect. A lack of general safeguarding support is likely to be higher amongst non-DA victims. This is not an acceptable position to be in.

SCGU have identified the need to have established and clear referral pathways for victims of DA and non-DA stalking to stalking advocacy support, like the National Stalking Helpline/Suzy Lamplugh Trust and Paladin.

Stalking Protection Orders

SPOs remain an area of development. West Yorkshire Police's overall use of SPOs, since their inception in January 2020 (under the Stalking Protection Act 2019), has been very low. Whilst the Force is not alone nationally in its low uptake of the orders, national reviews have identified a number of forces as leading the way in obtaining such orders. SCGU have spoken to both Sussex and Cheshire Police who have higher levels of SPOs, and both have dedicated – although very different - stalking units, which contribute to those higher figures.

SPOs are not like Domestic Violence Protection Orders. The processes for obtaining them are markedly different both for police and courts alike, as is the management of any breach of order. Legal Services within the Force must be engaged throughout the whole process of a SPO application, which requires a far higher degree of evidence than a DVPO would. They routinely take between 3-6 months to obtain, so should not be seen as a 'quick fix' and should not be seen as the first line of safeguarding a victim. It was never initially envisaged that large numbers would be obtained, but West Yorkshire Police's numbers are disproportionately low.

Whilst an input on SPOs is provided in the recently developed Safeguarding Supervisors' Course (48 officers have been trained in 2020 and 2021) this has not translated into an increase in SPO enquiries from the over 6,600 stalking offences recorded per year. SPOs are not part of the CoP S&H iLearn and so an opportunity to develop wider knowledge around them is missed (*see Training section of the report*). The reasons for not obtaining SPOs nationally appears to be lack of knowledge, a perception of complexity, and concern over the amount of work involved versus an officer's time available to make the application. This is reflected in West Yorkshire Police.

It is however accepted that SPOs are a valuable and underused option in certain cases of stalking, and so SCGU has worked with Legal Services to try to clarify the process for safeguarding investigators. The procedure has now been amended to ensure that officers who think that SPOs may be an option in a case, can liaise with Legal Services in the first instance. The case viability can then be discussed, and the formal application commenced if positive. This information has been refreshed on the SCGU Intranet page and disseminated on the Force's DA DI 6-weekly meeting. Whilst the Force still has only 3 SPOs in place, there has been a marked increase over the last few months in enquiries to Legal Services who are maintaining records of applications being made.

This is a positive step as obtaining that legal advice prior to submission saves on time and resources submitting an application that would not be supported. It also allows the officer to be clear with the victim and manage their expectations as to what can be achieved in their case.

Offender Management

SCGU will shortly take strategic responsibility for the Domestic Abuse Offender Management Cohort, which will have dedicated offender managers within each district managing the highest risk DA offenders. As part of this they will take responsibility for the management of SPOs and any high-risk stalking offenders (within agreed criteria).

SCGU are very clear about the lack of routine and consistent support for victims both from advocacy and protective orders. Work is required to develop clear referral pathways to support organisations and to improve and police SPOs.

Training

As part of the SCGU review of the approach to stalking, the current training has been examined. Student Officers receive an initial training input in Stalking and Harassment and existing officers must complete the mandated College of Policing S&H iLearn. In January 2022 SCGU have agreed with L&OD that the latest version from 2019 must be completed by officers who may have completed previous versions of the iLearn (which first introduced as mandatory in 2013). This ensures that basic awareness of S&H of all Police Officers, Special Constables and PCSOs is as up to date as the CoP product.

SCGU also identified gaps in specialist stalking training and is currently in negotiation with several stalking advocacy charities to arrange training for early Spring 2022. This will cover both frontline stalking awareness training to district nominated champions on patrol teams and more focused training aimed at nominated specialist investigators (constables and sergeants alike) within district Safeguarding and Domestic Abuse teams. It initially aims to train 84 officers across the five districts.

The aim of this training is to increase overall awareness of stalking on the frontline as well as upskilling those who have primacy for the investigations, by having specially trained officers who are able to share their knowledge with colleagues and improve investigative, support and protection standards across the Force.

3. Stalking hotspots and online offending

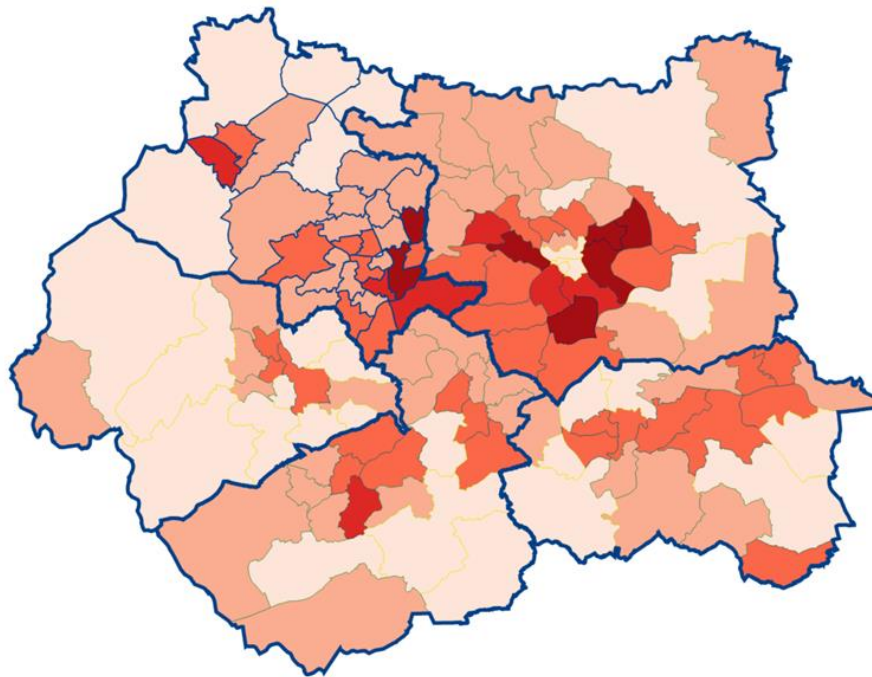
‘Do the hotspot areas for harassment line up with the hotspots for stalking or are they in completely different areas? Online offences and how they are classified/recoded – age/sex and ethnicity data for victims and perpetrators if we have it and offender outcome rates.’

Stalking Problem Profile

The new SPP includes a review of data relating to location (geospatial ward-based data) in relation to DA and non-DA stalking. As the new SPP has focussed on stalking, as opposed to the remaining types of harassment, it cannot be determined whether stalking and harassment hotspots correspond. In terms of the location of stalking offence hotspots when compared against DA offence hotspots (using the Force’s latest DA Problem Profile) the correspondence

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is noticeable. The same areas are hotspots for both. This is not perhaps surprising given the proportion of stalking offences recorded that are DA.



Stalking Offences per ward in West Yorkshire (colour coded per incident volume, red=high, pink=low)
(1 October 2020 – 30 September 2021)

Caution does however have to be exercised with this data. The hotspots correspond with lower socioeconomic areas. When the profile of suspects and victims is considered, the largest group are found to be 20-29-year olds, who are generally less well-established economically due to their age, and so hotspots may be a function of these areas having lower housing costs. In addition to this stalking that has been committed using technology is recorded from the place where a suspect lives, in the absence of any other evidence, and so again the hotspots may reflect the locations suspects live. Further work needs to be undertaken to understand the relationship between these factors, as it is unclear what application can be taken from the SPP at this time.

Outcomes

SCGU asked for the SPP to specifically separate DA and non-DA outcome rates, which below show that there were 5668 DA stalking cases compared to 460 non-DA stalking cases. Outcomes are recorded below but in percentage terms outcomes 1-8 for DA was 2.7% whereas for non-DA stalking it was 3.9%. This is likely to be a function of the fact that DA stalking includes what was previously DA harassment and therefore weaker in terms of meeting the evidential threshold for charge or other CJ outcomes. In keeping with DA generally, the outcome 16 percentage for stalking (where the victim does not support the investigation or prosecution) sits around 51%.

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Outcomes - Domestic	Districts					
	BD	CD	KD	LD	WD	Force
1: CHARGED	15	12	8	22	11	68
1: SUMMONSED/POSTAL REQUISITION	1	0	0	2	3	6
1A: ALTERNATE OFFENCE CHARGED	7	6	6	19	2	40
1A: ALTERNATE OFFENCE SUMMONSED/POSTAL REQUISITION	3	1	2	8	2	16
3: ADULT CAUTION	0	0	0	1	0	1
3: ADULT CONDITIONAL CAUTION	5	2	1	3	0	11
3A: ALTERNATE OFFENCE ADULT CAUTION	0	0	0	0	0	0
3A: ALTERNATE OFFENCE ADULT CONDITIONAL CAUTION	2	1	1	3	2	9
5: OFFENDER HAS DIED	1	1	0	0	0	2
8: COMMUNITY RESOLUTION	0	1	2	0	0	3
10: POLICE - FORMAL ACTION NOT IN PUBLIC INTEREST	1	1	1	0	0	3
12: NAMED SUSPECT TOO ILL TO PROSECUTE	1	0	0	1	1	3
13: NAMED SUSPECT BUT VICTIM/KEY WITNESS DECEASED OR TOO ILL	1	0	1	0	0	2
14: VICTIM DECLINES/UNABLE TO SUPPORT ACTION TO IDENTIFY OFFENDER	2	1	1	2	1	7
15: CPS - NAMED SUSPECT, VICTIM SUPPORTS BUT EVIDENTIAL DIFFICULTIES	38	18	12	60	13	141
15: POLICE - NAMED SUSPECT, VICTIM SUPPORTS BUT EVIDENTIAL DIFFICULTIES	332	131	236	478	229	1406
16: VICTIM DECLINES/WITHDRAWS SUPPORT - NAMED SUSPECT IDENTIFIED	762	273	481	988	402	2906
17: SUSPECT IDENTIFIED BUT PROSECUTION TIME LIMIT EXPIRED	2	1	5	8	2	18
18: INVESTIGATION COMPLETE NO SUSPECT IDENTIFIED	11	0	8	13	8	40
20: OTHER BODY/AGENCY HAS INVESTIGATION PRIMACY	0	0	1	1	0	2
21: POLICE - NAMED SUSPECT, INVESTIGATION NOT IN THE PUBLIC INTEREST	0	0	2	0	0	2
22: DIVERSIONARY, EDUCATIONAL OR INTERVENTION ACTIVITY NOT IN PUBLIC INTEREST TO TAKE FURTHER ACTION	0	0	2	2	0	4
(blank)	250	79	178	315	156	978
Totals	1434	528	948	1926	832	5668

Outcomes recorded in connection with DA Stalking Offences by district (1st October 2020 - 30th September 2021).

Outcome - Non Domestic	Districts					
	BD	CD	KD	LD	WD	Force
1: CHARGED	3	0	1	7	0	11
1: SUMMONSED/POSTAL REQUISITION	0	0	0	0	1	1
1A: ALTERNATE OFFENCE SUMMONSED/POSTAL REQUISITION	0	0	0	1	0	1
3: ADULT CONDITIONAL CAUTION	2	0	0	0	1	3
3A: ALTERNATE OFFENCE ADULT CAUTION	0	0	0	1	0	1
8: COMMUNITY RESOLUTION	0	0	0	0	1	1
12: NAMED SUSPECT TOO ILL TO PROSECUTE	0	0	0	1	0	1
14: VICTIM DECLINES/UNABLE TO SUPPORT ACTION TO IDENTIFY OFFENDER	3	3	1	0	0	7
15: CPS - NAMED SUSPECT, VICTIM SUPPORTS BUT EVIDENTIAL DIFFICULTIES	2	0	0	0	0	2
15: POLICE - NAMED SUSPECT, VICTIM SUPPORTS BUT EVIDENTIAL DIFFICULTIES	27	10	21	35	14	107
16: VICTIM DECLINES/WITHDRAWS SUPPORT - NAMED SUSPECT IDENTIFIED	43	8	24	51	19	145
17: SUSPECT IDENTIFIED BUT PROSECUTION TIME LIMIT EXPIRED	0	1	0	1	0	2
18: INVESTIGATION COMPLETE NO SUSPECT IDENTIFIED	35	4	13	41	9	102
21: POLICE - NAMED SUSPECT, INVESTIGATION NOT IN THE PUBLIC INTEREST	0	0	0	1	0	1
(blank)	22	11	11	23	8	75
Totals	137	37	71	162	53	460

Outcomes recorded in connection with DA Stalking Offences by district (1 October 2020 - 30 September 2021)

The SPP does include a section of cyber enabled offences. At present only 10% of stalking offences are flagged as 'cyber enabled'. Flagging generally, and cyber enabled flagging specifically, remains an area of development across the Force (in many crime types) and so the accuracy of this data is questioned. The SPP found that a number of DA stalking offences when checked had use of social media and technology in the MO but the cyber enabled flag was not active.

Whilst the demographic data in the SPP is sound, an assessment of the demographic breakdown of what is currently recorded as cyber enabled will present only a partial picture. Again, this is an area of development around data quality.

Allan Raw, Detective Chief Inspector
Safeguarding Central Governance Unit
February 2022