

Community Outcomes Meeting (COM)

Date: Tuesday, 23 Jan 2023

Present

<p>Tracy Brabin – Mayor of West Yorkshire Alison Lowe – Deputy Mayor for Policing and Crime (DMPC) Liz Hunter – Director WYCA Julie Reid – Head of Policing and Crime, WYCA</p>	<p>John Robins – Chief Constable (CC) West Yorkshire Police (WYP) Damien Miller – ACC, WYP Pat Twiggs– ACC, WYP Supt Nicola Brown - WYP</p>
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Also present

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

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

1. Welcome, introductions and apologies.

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

2. Notes of the previous meeting on 18 October and Matters arising.

The notes of the previous meeting were accepted as a correct record.

3. Mayors Announcements:

a) Precept - Consultation for the proposal for the Council Tax police precept ran between 16 December 2022 to 16 of January 2023. Residents were invited to respond to the proposal of a 6.78% increase, corresponding to 29 pence per week extra for a Band D property. The consultation was promoted extensively online through the Twitter and Facebook accounts, through the Combined Authority's 'Your Voice' consultation platform, and also circulated to partners to help reach a wider audience. This year engagement had also included a postal survey and face-to-face engagement through focus group events. By the close of the survey 1,700 residents had responded to the consultation, with the final results revealing:

- 69% of respondents supported the Mayor in seeking the funding required to help West Yorkshire Police keep our neighbourhoods and communities safe.
- 67% of respondents supported the proposal to increase the precept in 2023/24
- 50% of respondents were from Band A to C households, with Band D households the most frequent (22% of the total).

The Precept would be discussed with the Police and Crime Panel on Friday 3 Feb 2023.

- b) **David Carrick Case** - The Mayor referred to the David Carrick case and the appalling crimes he had committed whilst he was a serving officer within the Metropolitan Police Service. His case highlighted the absolute crucial importance of a robust vetting and a misconduct system, something the Mayor had discussed with the Chief Constable (CC) shortly after she had been appointed. Sadly the Case had an incredibly significant impact on trust and confidence in policing. Item 7 on the agenda related to Violence against women and girls (VAWG) where she wanted to address the concerns in more detail under that item.
- c) **Mayors Safer Communities Fund** - Applicants would be contacted later that afternoon (Grant round 3), 73 projects would share over half a million pounds (£506,097.82). The Mayor took the opportunity to formally thank everyone in WYP and the economic crime team who made the recovery of assets and therefore the fund possible.

4. Serious Organised crime (SOC) – to access the full reports click [here](#).

The Mayor spoke about the importance of Programme Precision and recognised how vital partnership working was to success and reducing harm. She asked for more information as to how the WYP response to SOC engaged with the early intervention and safeguarding agendas both internally and externally.

ACC Twiggs explained safeguarding sat at the heart of every intervention and consequently referrals and safeguarding issues were identified. By way of an example he spoke about Operation Themis in Kirklees which followed the tragic incident involving a young person who was killed as a result of gang activity. He explained the focus on urban street gangs and the partnership work which included elements of the district and central serious and organised crime resources working together alongside schools, third sector partners and the local authority to mitigate any ongoing risk.

More widely than that he added the serious and organised crime portfolio was responsible for the flagging process through which young people were identified as being at risk of criminal exploitation and following that referrals for pathways and support and diversion were identified at a local level. The process was currently under review to ensure it was fit for purpose and delivering across all five districts.

The Mayor commented she was pleased to note that the structure and investment in the response to the criminal use of firearms in West Yorkshire and that the actual discharge figures were the lowest they had been for six years, a considerable year on year decrease and an increase in the detection rate. She questioned whether this was sustainable.

ACC Twiggs said this was a fantastic achievement delivered by the wider West Yorkshire Police team (WYP). He explained West Yorkshire had a dedicated firearms investigation team, organised crime resources and Neighbourhood staff who all worked as one team which was why they had been so effective.

He commented the figures were just above those for last year but that was still outstanding in comparison to the most similar forces. The team approach had meant they could keep a lid on the discharges through organised crime and that was something that others were looking at and viewing West Yorkshire as a model of excellence.

In response to a question from the Mayor about disrupting criminal drug supply networks, ACC Twiggs explained WYP worked closely with the violence reduction unit which involved a range of partners and added collectively everyone was focused on minimising the amount of violence associated with guns in particular and their links to serious organised crime and disrupting the drug gangs.

He added WY focused on the holistic problems so rather than just going after the drugs or guns they looked at the harm caused by the organised crime groups who used weapons and guns to enforce their will on the community, so it was a combination of many things. WYP targeted the problem and that resulted in drug seizures, weapons, and also illicit finance.

The Mayor said the public would want to know where the guns were coming from. ACC Twiggs said it was a mixture which included stolen weapons, converted blank firearms that came from abroad and guns that were around because of ongoing conflicts in other countries.

The DMPC also asked for reassurance around WYP in relation to those who could legally hold guns and the work of the firearms licencing department.

ACC Twiggs explained WY had a very experienced firearms licencing department, and as a strategic firearms commander he was aware that at the slightest hint of a concern about an individual then as a precaution WYP would remove their licence until that concern was explored whether that was a mental health issue or criminality.

The DMPC said that consultation was underway on licensing and that a cause for concern was that the cost of the licence was so much less than the cost of administering the licence.

The Mayor commented she was pleased to see the efforts made with regards to training and awareness that WYP make across West Yorkshire and with partners and was grateful to the contribution from the Modern Slavery and Human Trafficking team and districts at the West Yorkshire Anti-Slavery Partnership chaired by the DMPC.

She said with her influence over housing, transport, education, business as well as community safety, was there anything more we could do to assist further in engaging partners and communities.

ACC Twiggs stated that WYP had good links with partners which was evident through current engagement and meeting structures. However the Mayor could potentially help increase interaction with the Partnership Intelligence Portal (PIP) submissions via the online intelligence tool. He said modern slavery was a hidden crime and WYP relied on that intelligence to safeguard people. The PIP was a great partnership tool but take-up across the districts was mixed. He welcomed support from both the Mayor and DMPC in promoting its use including via the newly established drugs partnership boards.

With regard to cyber-crime the Mayor said it was ever growing and it would be helpful to have more information on how WYP were responding to the trends.

ACC Twiggs said WYP had a dedicated cyber-crime unit, they worked very closely with the regional organised crime cyber unit and the national team to deliver a comprehensive cyber response across; Pursue, Protect, Prepare and Prevent which followed the functions under the national serious organised crime strategy. The teams were also responsible for major cyber incidents across the force and undertook complex digital investigations.

In terms of local crime prevention the key aspect was working to identify and divert young people who were vulnerable to make sure they did not go down a path of cyber-crime. They also looked at who committed crime and worked closely with businesses and organisations to help them develop effective instant response plans so they knew what to do in the event of a cyberattack and how to help themselves and test their response to those types of simulated attacks. He also spoke about the work of specialists within the team and gave as an example knowledge and experience of the dark web and use of cryptocurrency.

He added WYP Cybercrime team had been nominated for an award at the national cyber-crime awards for Operation Jamesgill which was a positive intervention with a young neurodiverse person who had been diverted away from cyber-crime and was now working to stop cyber-attacks.

The CC spoke about the pressures of retaining well trained staff to work on cyber as the private sector paid more.

The DMPC commented that the reason why Op Jamesgill was such a success was down to the excellent neurodiversity training that WYP officers received, she added that she get a lot of people who had asked her to provide their reflections on police encounters with those with neurodiverse conditions, she added she was pleased this had been fed back into the national preventive measures which had highlighted the vulnerability of young people with neurodiverse conditions.

In response to a question about action fraud ACC Twigg said the national arrangements outside of WYP control could be better and added that it felt like a long drawn out process, inefficient for both WYP and the victims.

The DMPC referred to some recent casework where someone could not get through the action fraud referral process to West Yorkshire Police, they had the contact name and number of the person who had defrauded them online but could not get any action because actual fraud were not forwarding the detail for WYP to investigate.

Actions:

- **It was agreed that this concern would be fed back into the consultation.**
- **Discuss PIP promotion outside of COM**
- **Look further into action fraud process**

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

The Mayor began by stating she was pleased with the recruitment within WYCA of two vision zero staff. She then asked for an update on the WY Road Policing Strategy which had run from 2019-22 with regards to its challenges and successes.

Supt Nicola Brown spoke about the impact of covid on road safety data and went on to refer to Killed and Serious Injury data (KSI) which showed positive reductions in pedal cycles and positive digital innovations.

The roads policing team worked in partnership and had seen successes around campaigns which included the Christmas drink/drive campaign and rolling themes which ran every year, the team also worked hard from both a proactive and reactive perspective and were the second highest performing force to the MET. The Dashcam portal had also been a success with submission which included dangerous driving. Of the 4,900 submissions to the dashcam portal, 75% had resulted in action against the individual.

The Mayor said she understood level of trauma for roads safety staff and added she had funded physical cycle barriers to reduce injury.

She went on to ask about the themes that could be drawn from the collision data. Supt Brown stated passengers in vehicles and pedestrians continued to be the most at risk. The DMPC commented there had been 62 fatal collisions which was now a substantial figure. The Mayor also referred to the importance of education and early intervention work and partnership working to support road safety.

In terms of speed enforcement technology, the Mayor said it would generate better behaviours over longer distances, rather than a moment in time such as a static camera sight. She asked Sup Brown to talk more about its use in West Yorkshire and trials on different types of roads.

Supt Brown said that average speed enforcement was already in use on the M62 and M621 motorways and there would be some further enforcement in this financial

year. In terms of urban roads the partnership said they were looking at that in more detail.

The CC said there was a real opportunity for WY as other areas in the country already have multiple average speed cameras. He added he was really pleased to see Leeds local authority starting to integrate it and added the solution was in the local authority infrastructure.

The Mayor said she had noted that the WYP ANPR (Automatic Number plate recognition) system Cleartone, would be run in tandem alongside the new National system, which had less operational capability. She questioned if it was sustainable.

ACC Miller stated there had been 955 arrests with ANPR which was sustainable. West Yorkshire had made their position known. The CC said the WY system was better, had more ANPR cameras and were the only force with 24 hour capability that was monitoring at tracking. WYP did not want to step back from their progress to date which impacted on road safety and was integral to SOC.

Action:

- **Look at what more can be done to support infrastructure through Vision Zero**
- **Look at further enforcement in locations the public report/request**

6. Drugs and Alcohol – to access the full report click [here](#).

The Mayor began by asking about the term “entrenched users’ and the interventions they engaged with.

ACC Miller explained that there were 16,000 entrenched users currently in treatment services due to drug or alcohol use. Entrenched users were those who had been arrested for drugs, tested and then placed on the programme and that at this moment in time WYP were aware that there would be more people within communities who were using drugs and alcohol, but their level of that use had not yet brought them into contact with the criminal justice system.

The Mayor asked for an indication of how many persons were arrested for ‘trigger’ offences and what percentage were subsequently given a drugs test.

ACC Miller explained WYP were not able to provide that data at the current time as they did not have the system in place. He added, when people were arrested it could be for several offences, one of them may or may not be the trigger event and at the moment he could not drawdown that data and cross reference it against those that had been tested. He accepted there was a need to look for a fix as that data could correlate how successful the WYP interventions were to those they had arrested.

The Mayor also asked about the impact of “Inspector Authority” tests on the ‘targeting of those whose offending is genuinely driven by drug use’ and how things had changed as a result. She also asked for the number of Inspector Authority tests for the same period in 2021 for comparison.

ACC Miller explained that WYP had asked Inspectors based within custody to use testing in a more effective manner and they had started recording that data from September 2020. Looking at September 2021 to December 2021 and then the period from 2022 he was able to share comparable data. The 2021 data for a three month period saw the total and inspectors authorities that were tested was 402, and when you look for the same period for 2022 that had increased to 656. That was an extra 254 tests and increase of 39% in the use of inspectors authorities. He added he thought they would see that the portion within the usual Inspectors Authorities but that they must ensure it was fully used as it could put people on programmes which would hopefully turn them away from their drug abuse.

The Mayor asked for examples of hypothetical individuals that would be tested for Class A trigger with Inspector Authority.

ACC Miller explained if someone came in for a non-trigger offence and they believed that they were under the influence of drugs, it did not matter what offence they had been arrested for, the inspector would be able to sign up for that individual to take a drug test. Likewise, for example, if there was someone who had been fighting and the inspector felt that they were under the influence or felt that that crime had been committed because of drugs then the test could also take place.

The Mayor asked for an explanation for the public of the criteria to perform tests for individuals for drugs. ACC Miller explained this was when offenders aged 18 or older tested for a Class A drug as result of being arrested for trigger offences. An inspector could authorise a test of a person over 18 who had been arrested or charged with an offence providing the inspector had reasonable grounds to suspect that the person had used a Class A drug and that had contributed to the arrest.

The Mayor asked for an explanation on the impact of the move to the new national Refresh Model for Integrated Offender Management (IOM) in December 2021 which had enabled the focus on Neighbourhood Crime and reduced acquisitive re-offending.

ACC Miller explained that under the old integrated Offender Management (IOM) model the cohort of offenders that we were managed increased, so not only did WYP look at the acquisitive crime offenders which was the start of the integrated programme but over a number of years they also decided to include those 'risk of harm' offenders as well, so not only domestic abuse but all violent offenders.

Because those cohorts became so big and the number of individuals who WYP were managing had increased, they had to increase staffing into the new model and so created a dedicated domestic abuse offender management team within each district. As well as looking after the domestic abuse offenders themselves, they had also taken over the responsibility of the 'risk of harm' category. The original integrated Offender Management team was purely focused on neighbourhood crime offenders. The approach meant that they worked more closely with partners to target those individuals who had caused the most harm to communities. They had managed to create an increase of the cohorts but they were manageable.

Offender management teams could work with offenders themselves and divert away from committing crimes but also if individuals continued to commit crime then WYP could catch and bring them in a much earlier. So, it protected victims, reduced crime, diverted people away so they were not reoffending in the first place or would bring them to justice. In response to a further question from the DMPC he confirmed registered sex offenders were not part of IOM.

The Mayor commented that whilst she knew there was a separate paper on Serious Organised Crime (SOC) and that Programme Precision detailed the WYP SOC drugs response, she asked about the current force position, impact on communities and work underway to tackle this through migration to the UK.

ACC Miller explained the supply of illegal drugs into West Yorkshire was a significant crime set for WYP to deal with and was certainly a major factor within the organised crime threat. As of 13 January 2023, there were 104 mapped serious organised crime groups or threats identified by WYP, which includes organised crime groups, urban street gangs, individuals, thematic threats and locations. He explained over two thirds of those groups were a primary threat and the final third were a secondary threat and had connections to drugs. This was constantly changing with new information, intelligence and mapping of the threat was ongoing work at both force and district level who worked in partnership to tackle serious organised crime threats. He added that each area were working in partnership to stop the threat from occurring in the first place and that obviously impacted immigration for UK.

The illegal drugs trade was not something that could be easily quantified but there was a lot of information that was known about recent migration, the influence that individuals had and how much they were responsible for illegal drug supply.

In response to a question about working with the post office, ACC Miller explained that WYP had a really good working relationship with them and that information was exchanged both locally and at a national level as well through the National Crime Agency.

The Mayor said that in Sept 2021 the DMPC had raised issues with the drug testing in districts which were very low in Leeds compared with the other districts and was not in proportion with it's cell throughput. She noted the current percentage tested figures ranged from 16.5% to 22.3% and asked why WYP were not testing more people based on the numbers coming into custody.

ACC Miller welcomed the improved data from Leeds since it had been discussed with the DMPC. In terms of all the districts WYP would not achieve 100% because of the criteria discussed. He went on to say that from September to December 2021 compared with 2022 tests had increased by over 34%. He added WYP had made massive strides but agreed there was still room for improvement. He added WYP needed to push Inspectors Authority above and beyond what they would normally do for the trigger offences and that there was a further opportunity to increase it. However, it was invasive and WYP could only test within the law.

The DMPC said she was looking for reassurance that the tests were being applied rigorously and she asked how WY compared with other forces. The CC said they

needed to look further at the data. She also added that WYP's own data stated that on average 50% or more of those people tested were positive for drugs which meant potential harm to the public. She said it was really important WYP maximised at the two eligibility criteria and that they were confident that they were equal to our most similar forces in terms of the number of tests.

Finally, the Mayor referred to previous conversations and asked about individual officers carrying naloxone nasal spray.

ACC Miller stated a report had come to the chief officer team and that was being supported for a roll out across West Yorkshire. They were trying to source additional funding for its purchase and were working with the Association of Directors of Public Health.

Action:

- **WYP to look at drawing Trigger data.**
- **WYP to look at ensuring figures are up to date on drug testing from each force to ensure forces are applying tests similarly.**

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

The Mayor welcomed that West Yorkshire were one of three forces which were highlighted as a national exemplar in relation to their treatment of women and girls.

She commented on the earlier announcements in relation to the Carrick case, she explained she wanted to talk about the progress of the Violence Against Women and Girls strategy and what had happened since it launched, she was especially interested in what reassurances WYP could share.

She began by asking about the HMICFRS report into vetting, misconduct, and misogyny and what reassurances could be offered to people in West Yorkshire in terms of WYP's current arrangements.

ACC Miller spoke about the work of the WYP Professional Standards Department (PSD) who led the force strategic plans in relations to VAWG and HMICFRS recommendations with regards to vetting, misconduct, and misogyny. The Senior Leadership Team conducted regular reviews and were held accountable through the workplace behaviours board chaired by ACC Kate Riley, in relation to that and within the plans were a significant number of strategic and tactical actions. This included the introduction of mandatory workplace culture and behaviour 'I Learn' (WYP online training platform). The district/department was held accountable for completion rates and included sexual, misogynistic behaviour, the introduction of sexual harassment policy which incorporated the national strategy. Thee introduction of welfare support for officers and staff which included referrals to Independent Sexual Violence Adviser (ISVA) and Independent Domestic Violence Adviser services (IDVA) and the counter corruption unit would undertake operations to identify and monitor officers and staff flagged as a potential risk of sexual and misogynistic impropriety.

The unit was also undertaking Police National Computer (PNC) checks for all officers and staff within the force negotiated prior to the recent National Police Chiefs Council request for Police National Database (PND) checks and the force vetting unit was aware of the VAWG agenda. Once rejected WYP would use national decision making model and complete full rationale whatever the decision may be.

In terms of new entrants the Mayor asked for assurances that all appropriate steps, suitable checks and vetting were carried out.

ACC explained they were required to undertake vetting to the level for the post, there was a wide variety of checks that were done on multiple systems to obtain a complete picture of the person individual who was either applying for a new job externally or internally was moving into a different role. Those checks would also include social media profiles looking for any adverse behaviour on their posts. Access cards or computer log on would not be issued without current vetting clearance which would mean no access to any WYP system until the vetting had taken place. The Mayor questioned if officers or staff would still be working with the public.

ACC Miller said if they were a new entrant they would not have access to any other systems and would not be working with the public at that moment in time because they were not vetted. He spoke about vetting procedures in detail and the HMICFRS inspection which rated them as 'good'. WYP were fully compliant with vetting at APP (Authorised Professional Practise) and the unit had increased the staffing in line with the police uplift programme. A review had also been conducted of all staff to ensure they were vetted to the correct level.

The CC reiterated that WYP complied with all the national standards expected of them and they did more than that in terms of looking into social media accounts, he was really confident in how robust WYP were. He added every single employee across policing across the UK were being checked in the next three months and others with enhanced vetting levels were also checked every 3,5 and 7 years or every 12 months dependent on their role. Anyone who was suspected with anything to do with sexual offences, harassment, indecency and dishonesty in any shape or form would be placed on restricted duties with no public contact and no engagement victims and witnesses. He was driven to ensure criminals were not part of WYP and he encouraged everyone to have confidence to report to WYP.

In regards to complaints/allegations the Mayor asked how these were dealt with by WYP which included the work of PSD especially when it came to making decisions about disciplinary processes.

ACC Miller explained that any complaint whether internal or external would come through to the professional standards department, if it was about a police officer or a member of staff within the organisation that came through to a team of four individuals with the appropriate authorities. They provided a level of consistency to the decision-making process with regards to allegations that were being made and then to provide an extra level of reassurance and scrutiny some of those decisions

also went to the independent scrutiny panel to ensure the decision making and the rationale behind it had been checked independently.

The Mayor said that from the outset she had been keen to ensure that WYP did not have officers and staff with allegations of sexual violence or inappropriate behaviour, she asked what assurances could be given to the public about the numbers of officers with outstanding allegations against them and she also asked how the officers were dealt with.

ACC Miller explained allegations by using an example of a recent case where a West Yorkshire officer was dismissed after allegations of slapping female officers' bottoms were made. Significant effort had been made to create a call out culture, which included a training pilot, listening to calls and the introduction of Crimestoppers for anonymous reporting lines. There had been a significant increase in reported alleged sexual behaviour and professional standards had the following investigations ongoing, the total for all investigations for sexual misconduct was 30, 19 of which were currently suspended, 11 individuals restricted, and the total investigated for domestic abuse currently stood at 20, 7 suspended and 11 restricted with 2 not meeting the required threshold. All criminal discipline allegations against police officers and police staff were investigated by officers within PSD with the right skills and expertise.

The CC added that in his experience policing was not how it was being portrayed, he added it was a decent, hardworking and inclusive environment and he welcomed the increased scrutiny and challenge. In response to a further question on scrutiny he explained the college of policing set the standards, and HMICFRS inspected against those standards.

Finally, the Mayor said the actions of the Metropolitan Police had a huge impact on people coming forward to report crime here in West Yorkshire, she asked the Chief Constable what he would like to say to people in West Yorkshire.

The CC said that Policing in the United Kingdom had one of the strongest reputations in terms of its sense of decency. In terms of West Yorkshire, people must have faith, trust and confidence that policing would look after them and they could report whatever they needed to. The work WYP had done in terms of crime and tackling sexual offences, and violence against women and girls, was a good indication that they would listen and respond, and they would support people through that process. Working in WYP was a marvellous, challenging and sometimes difficult and he encouraged anyone with any concerns related to police officers to please come forward. He added we needed to protect society from them.

The Mayor said both she and DMPC would continue to encourage women to come forward and report and she thanked the CC for his comments.

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

The Mayor spoke about the increase of Indecent Images of children and Youth Produced Imagery outlined in the report, which she added was very concerning. She

explained she supported the POL-ED programme and asked WYP to expand on what more could be done to better support parents and carers on how to keep children safe online and also asked what feedback are they receiving from schools regarding young people, their access to online pornography and the impact this is having on their behaviour.

ACC Miller said that the POL-ED website had a wealth of information that could help parents and children. With regard to online safety access to pornography there was a role for internet providers but there was some good guidance and protections around restricted online access searches. The force education lead Sarah Whitehead was working with schools in relation to children at school accessing pornography on the mobile devices, feedback indicated this negative behaviour, the imagery and indecent images were impacted girls in the class room as well as in everyday life.

POL-ED was a fantastic programme, he encourages all schools to take up the free access to the education and information it provided. 60% of schools had now signed up.

In response to a question about the Tactical Delivery Group which underpinned the CSEA and Neglect plan ACC Miller confirmed at this point in time, this was an internal meeting.

The Mayor referred to the toolkit that was being developed for a pilot by the Centre of Expertise for Child Abuse to assist officers and staff to identify and spot the signs of neglect and abuse in the home. She asked if this had the potential, in the future to be shared with other partners who may come into contact with children in the home.

ACC Miller said this could be shared in time, initially the expertise was intended as a tool to inform investigations and the Criminal Justice Act on how best to explore sexual abuse in the home and how to get the best evidence to achieve convictions. He added WYP had asked if the toolkit could be adapted in the future.

Speaking about the DASH tool, the Mayor asked if WYP would be adopting the College of Policing new Domestic Abuse Risk Assessment (DARA) tool and if so, was there a time scale and any potential problems with partners using a different tool.

WYP would be adopting DARA because as it was national best practise, they would continue to use DASH so they would be using both systems. Discussions were underway in relation to moving external partners to DARA and WYP would work with the College of policing to see if it could be resolved in the future.

The Mayor recognised that striking a balance between under-recording and under-reporting of vulnerable missing children and the premature or unnecessary reporting of children in care as missing was important, she added it was also important to ensure any children at risk of harm were safeguarded and that partners worked together to achieve this. She asked what was the safety net to ensure these things were in place and what were the timescales for the Children Missing from Care Framework pilot and evaluation.

ACC Miller explained that this was embedded in practise, all people reported which included children were dealt with by the tactical leads from the central safeguarding governance unit, officers also audited the work. Inspectors had also been trained to make sure that they were using it properly and the policy was very much to ensure that all those with parental responsibilities whether personal or professional, parents /guardians or carers and did not report children missing too early.

This was not intended to mask or ignore properties as risk which required police intervention.

The DMPC asked about the impact of the 65% cut in the national police grant.

ACC Miller said the grant had provided a number of resources to support investigations and that WYP had achieved some fantastic results and brought people to justice.

The CC added there would be consequences with rape being prioritised but they would continue to do their best with the money and resources available.

Action:

- **future paper about the impact of the cut in the National Police Grant.**

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

The Mayor said the section responding to the public talked about calls for service, she asked what work if any was underway to ensure WYP could manage the response and asked if was possible to push back some incidents to partners (where appropriate).

The WYP demand management unit had done lot of work to ensure that they we're only dealing with things they should, that had reduced demand. They were able to give a lot of advice to callers and either direct them to the relevant agency or website.

With regard to the impact on Officers and staff the Mayor asked about those who were facing financial pressures. She was especially interested in whether anything had flagged in the staff survey in terms of requests for additional support because of anxiety, stress or poor mental health and sickness/absence figures. She also asked if WYP were confident they had the right mechanisms in place to understand the scale of the issue. The Mayor stated she was aware people did not get paid enough within WYP for the job they did and spoke about reports of officers/staff needing to access foodbanks.

ACC Miller stated they had received 1,470 responses to the Health and well-being survey, in terms of themes other than pay they had asked what more they could do to support staff. Employees has asked for help to improve their financial resilience and some of the feedback included free parking, more agile working and also retirement planning information. There was nothing within the survey which had come back specifically for anxiety stress or depression. However, WYP did have the employee assistance programme, the chaplaincy service, trauma risk management

as well as financial health Internet pages. Discounts were also available via the blue light card. Free travel was also discussed for officers and staff.

The Mayor asked about plans to deal with any potential increase in child neglect.

So far WYP had not seen an increase, the statutory systems were in place and a partnership approach would be key, WYP would issue public protection notices which were now embedded within across the five districts and that brought that information together at partnership level.

The Mayor asked about the current strikes across West Yorkshire and asked how involved WYP been to date and what planning/preparation was in place if the strikes continues/increase in number.

Planning was in place and WYP received early notifications of any potential impact. The team were monitoring and recording every log that they dealt so they could actually look at the cost involved to WYP. A gold command system was in place to monitor activity through the day through and WYP had worked to ensure their activity did not have any negative impact.

Action:

- **Discuss options within WYCA to further support officers and staff.**

10. Future Agenda Items

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

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

11. Any Other Business

There were none.

12. Next Meeting

18 April 2023 at 1400