

September 2023

Report to Leeds City Council

Environment, Housing and Communities Scrutiny Board

Deputy Mayor for Policing & Crime - Update on the Police and Crime Plan 2021-24

1. Context setting:

- 1.1 Under the Police Reform and Social Responsibility Act 2011, the Mayor must produce a Police and Crime Plan which sets out the strategic policing and crime priorities for West Yorkshire, and how she plans to meet them.
- 1.2 The West Yorkshire Police and Crime Plan was published in March 2022. It sets out the Mayor's vision for a Fair, Just and Inclusive West Yorkshire.

2. Consulting on the Plan with partners and residents:

- 2.1 The Police and Crime Plan consultation was based on core principles to ensure everyone could share their views on what should be included. The consultation aimed to:
 - *Raise awareness of the Mayor/Deputy Mayor's work on policing, crime, and community safety.*
 - *Support understanding of the Mayor's pledges and draft priorities/themes.*
 - *Ensure the voice of women and girls is heard.*
 - *Ensure victims of crime and those harmed by crime are heard.*
 - *Ensure all our engagement is fully inclusive.*
- 2.2 The [Voice of West Yorkshire](#) document highlights and summarises the outcomes from the #Tell Tracy consultation on policing, crime and community safety priorities - covering our engagement and consultation across West Yorkshire from 1 September to 30 November 2021.

A range of engagement methods were used including an online survey, face to face conversations, community and partnership visits and focus groups. The variety of engagement methods allowed officers to meet and speak to people from a number of different communities.

2.3 Key West Yorkshire consultation statistics:

- Public Survey: 2,390 responses
- Partner consultation: 32 responses
- Face-to-face engagement with over 930 people

In terms of the public survey, responses were received from each district in West Yorkshire in the below distribution:

Residents' Home District	Count	% Share
Bradford	489	20.7%
Calderdale	216	9.1%
Kirklees	433	18.3%
Leeds	868	36.8%
Wakefield	355	15.0%
Grand Total	2361	100.0%

- 7% of respondents to the survey described themselves as belonging to a Black or Minority Ethnic group, with people of Asian background the largest non-white group at 3% (comprised predominantly of people with Indian or Pakistani ethnicity).
- 87% of respondents described themselves as White.
- 4% of White respondents described belonging to a group other than 'White British' – this included Irish and European nationalities.
- 27% of our respondents to the consultation described themselves as having a disability or health condition.

The three main areas of focus in the responses to the public survey were:

- Child sexual abuse and exploitation – 79% identifying this as a priority
- Neighbourhood crime and anti-social behaviour – 73% identified this as a priority
- Rape and sexual offences - 69% identified this as a priority

In the partner consultation there was strong support for all four priorities with over 90% of partners strongly agreeing/agreeing to the four priorities in the Plan.

3. Police and Crime Plan Priorities:

- 3.1 The four priorities have been chosen after this extensive consultation with the public and partner organisations and analysis of risk and community safety need across West Yorkshire which is published as the Summary Needs Assessment <https://www.westyorks-ca.gov.uk/media/8212/na-summary-document.pdf>.

The delivery of these priorities will be the Mayor's focus over the next three years. The priorities are:

- Supporting Victims and Witnesses and Improving Criminal Justice Outcomes
- Keeping People Safe and Building Resilience
- Safer Places and Thriving Communities
- Responding to Multiple and Complex Need

- 3.2 Throughout the consultation there has been a realistic view ahead of the challenges to be addressed across crime and anti-social behaviour. Communities have recognised the complexity of modern policing and the challenges faced by the Police and Criminal Justice partners.

- 3.3 There is recognition that the new Police and Crime Plan is ambitious and wide reaching but that it needs to be to meet the collective response of what both our communities and partners have said matters to them and should be included in the new Plan.
- 3.4 Partners and communities have also welcomed the cross-cutting themes of Safety of Women and Girls, Equality, Diversity and Inclusion, and early intervention and prevention.
- 3.5 The West Yorkshire Violence Reduction Partnership (VRP) also support the priorities of the Police and Crime Plan through the delivery of the VRP Response Strategy. Generating societal change through a public health approach to policing and community that supports early intervention and prevention services is a cross cutting theme of this ambitious Plan and befits the devolved funding and powers that were granted to West Yorkshire in May 2021.

4. Mayoral and Local Authority Priority Alignment:

- 4.1 The Mayor and Deputy Mayor for Policing and Crime will continue to work in partnership with community safety partners to deliver the outcomes detailed within the Police and Crime Plan and local District strategies.
- 4.2 The community safety priorities for Leeds align with the priorities within the Police and Crime Plan 2021-24
- 4.3 This brings great opportunities to working collectively to deliver partnership outcomes over the lifetime of the plan. Through combining focus and resource, the partnership can work to improve outcomes for the residents of Leeds.

5. Funding to delivery on the Plan:

- 5.1 To achieve the priorities and outcomes in the Police and Crime Plan, the Mayor commissions a number of different providers to help with the delivery of services, which will benefit the communities of West Yorkshire, reduce crime, and help victims to cope and recover from the harm they have suffered.
- 5.2 The Policing and Crime team at the West Yorkshire Combined Authority work in partnership with Leeds City Council and wider partners to pursue government funding rounds that relate to our shared objectives in the Police and Crime Plan and the Safer, Stronger Communities City Plan 2021-24. We will also continue to integrate the policing and crime agenda into the wider working of the Combined Authority in order for us to influence spend to policing and community safety shared objectives.

- 5.3 The Policing and Crime Contracts and Commissioning Team hosted a number of co-design events in 2022 to inform the commissioning strategy in line with the new Police and Crime Plan 2021-24.
- 5.4 In the summer and autumn of 2022, we hosted a number of meetings and events where partners, current providers, and other interested groups came together to co-design the new commissioning strategy. We held five events in community-based venues, one in each district, a West Yorkshire wide online meeting, an internal staff event and an online survey. Over 100 people from 60 different organisations have had their say on the co-design of our strategy.
- 5.5 The Mayor's [Commissioning Strategy](#) covers the approach and activity to commission safe, just and inclusive community-based services and activities for West Yorkshire. The approach and principles are underpinned by the governance and monitoring arrangements in place for commissioning.
- 5.6 There is considerable challenge but also opportunity in accessing funding to deliver on the greater ambitions of the Police and Crime Plan. In addition to the real-term reduction of around £140m (30%) of government grant funding to West Yorkshire Police between 2010 and 2020, there is further challenge in that funding streams received from central government are targeted to specific grant or contract themes, such as the Ministry of Justice victims funding or the Safer Streets Fund. This means that the availability of funds for additional community safety activity can sometimes be limited due to the nature of central government funding rounds.
- 5.7 However, there are increasing opportunities for influencing wider funding, through the increasing integration of shared policing and crimes outcomes into Combined Authority funding streams, such as regeneration and adult skills. An example of these opportunities include the UK Shared Prosperity Fund, which will see funding from central government passed to the Combined Authority and Local Authorities to support outcomes focusing on the theme of 'Communities and Place'.
- 5.8 The Mayor's Safer Communities Fund allows voluntary, community groups, charities and partners to apply for funding of up to £8K to support innovative projects that address at least one of the cross-cutting themes and one of the priorities of the Police and Crime Plan.
- 5.9 The Mayor has run three grant rounds under the Police and Crime Plan with Grant Round 4 being awarded in September 2023.
- 5.10 Figures to date: Over £1,040,385 has been awarded to 173 projects across West Yorkshire as follows:

- GR1 - 39 projects, £208,254.93, 12,111,
- GR2 - 61 projects, £326,032,84, 11,754 and
- GR3 - 73 projects, £506,097.82, 35,503.

District	No of Projects	Total Spend
Leeds	39	£243,761.40
Multi-District	5	£29,721.20
Across West Yorkshire	7	£45,599.26

- 5.11 For Leeds District the most common themes for projects are Early Intervention and Prevention with the top areas for projects are those which support Mental Health, tackle and prevent Domestic Abuse, Neighbourhood Crime, Anti -Social Behaviour and finally those which support Community Cohesion.
- 5.12 Details of all the projects running across Leeds District can be found here : [Mayor's Safer Communities Fund - West Yorkshire Combined Authority \(westyorks-ca.gov.uk\)](https://www.westyorks-ca.gov.uk/mayors-safer-communities-fund)

6. Examples of delivery on the Plan and Mayoral Pledges so far:

- 6.1 The election of Tracy Brabin as Mayor in May 2021, together with the integration of the Police and Crime Commissioner functions into the Mayor's remit, and the wider Combined Authority has brought significant opportunities for West Yorkshire on the community safety landscape.
- 6.2 Below are examples of significant achievements that deliver on the Police and Crime Plan 2021-24 to date.
- 6.3 Priority 1 – Supporting Victims and Witnesses and Improving Criminal Justice Outcomes**

6.3.1 Local Criminal Justice Board:

- 6.3.2 Following the LCJB Executive planning day on the 23rd of March this year, work has continued at pace to deliver a structure designed to meet the priorities agreed by the partnership. The addition of a West Yorkshire Reducing Reoffending Partnership Board, an Equality, Diversity and Inclusion Advisory Group and a task and finish governance group have been forms to provide a laser partnership focus on the key priorities for 2023/24, drawn from the Police and Crime Plan.

**Slides containing the structure and priorities are attached to this report.

- 6.3.3 Governance:** The LCJB structure is now mapped across to West Yorkshire Police's Criminal Justice performance meeting structure. This creates a linear mechanism for

identifying gaps or pinch points in the delivery of the Police and Crime Plan Criminal Justice performance measures for policing and with the partnership data available allows for timebound and measurable problem-solving activity within the LCJB

6.3.4 West Yorkshire Reducing Reoffending Partnership Board: This is the current iteration of the board convened by the Mayor and chaired initially by the Criminal Justice Policy Manager. The intention of this board is to add value to existing Reducing Reoffending Partnerships within districts and their work with Criminal Justice partners including Youth Justice across these areas of focus.

- Accommodation
- Employability, Training and Skills
- Drugs and Alcohol dependency
- Womens' whole system approaches

The first meeting of this board is on the 20th September 2023. It will meet monthly until the new year and thereafter bi-monthly or quarterly (To be confirmed).

The West Yorkshire meeting will develop a West Yorkshire Reducing Reoffending Strategy, that will share some key priorities with the Yorkshire and the Humber Rehabilitation Partnership Board, derived from His Majesty's Prison and Probation service resettlement targets. There are key strategic benefits to sharing priorities, particularly in terms of the PCC part 2 review on the duty to collaborate and a similar duty under the Victims and Prisoners Bill currently progressing through Parliament and the Lords.

6.3.5 Equality, Diversity and Inclusion Advisory Group: The LCJB development will include a new EDI advisory group, drawn from our rich West Yorkshire Community, Voluntary and Social Enterprises. The group will be a critical friend of the LCJB, advising agencies on policy and practice in the EDI space. The ambition is for this group to be convened during Q4 2023/24 by the CJ Policy Manager.

6.3.6 CSP membership of the LCJB Executive: The Deputy Mayor is keen to ensure that Local Authorities and Community Safety Partnerships feel that they are partners in the LCJB strategic planning process.

6.3.7 Children and Young People (CYP) PACE Beds and Custody Detention Scrutiny:

6.3.7.1 In September 2022, the DMPC convened a meeting of representatives from the five local authorities and West Yorkshire Police regarding the placements of CYP in police custody, being remanded to court, post charge, were being placed in the care of the local authority, rather than remaining in police custody. There is a legal duty placed on policing to request, and a legal duty on local authorities to provide this care, known as a PACE Bed. At pace, policies, procedures and information sharing agreements were negotiated, later ratified and signed off by the five directors of Children's Services. His Majesty's Inspector of Prisons conducted a Remand Thematic

inspection in May 2023 and revealed that West Yorkshire was second in England and Wales in terms of compliance. Our use of PACE beds and the regional arrangements that support this were highlighted as good practice.

- 6.3.7.2 Particular thanks to the former Operations Manager at Leeds Youth Justice Service who worked with colleagues across West Yorkshire and with WYP custody services to make sure West Yorkshire is compliant and more importantly doing the right thing by Children and Young People.
- 6.3.7.3 This police/local authority partnership has now been expanded into a specific CYP Professionals Custody Scrutiny Detention panel that will review and scrutinise PACE bed provision, strip search events and thematic areas of interest.

6.4 **Priority 2 – Keeping People Safe and Building Resilience (including the Mayoral pledge of having women and girls at the heart of the Police and Crime Plan)**

- 6.4.1 Setting out the priorities and principles for our new strategy for women and girls' safety through a series of 'co-design' events. This also includes appointing a Policy Manager, to ensure delivery on the Mayoral Pledge of having women and girls at the heart of the Police and Crime Plan
- 6.4.2 **Safe Spaces:** The Mayor has adapted the learning from the Safety in Parks Research (funded by the West Yorkshire Combined Authority), and shared best practice to parks managers, landscape architects, and other public realm design professionals across the UK

The research, led by Dr. Anna Barker and Professor George Holmes at the University of Leeds, is a good example of how the Mayor has delivered a multi-dimensional approach to achieve a greater understanding of how to innovate and aid the safety of women and girls in public.

- 6.4.3 The Mayor also launched a safer travel campaign in 2022 featuring a **Bus Safety Feedback Tool** which was available to passengers through the MCard app and website. The tool allowed passengers to feedback on where they felt unsafe on the bus network, and what factors influenced people's sense of safety. The data collected through the tool will inform the work of the Mayor's Safer Travel Team, who are currently recruiting PCSOs to be based across key West Yorkshire transport hubs.
- 6.4.4 **Behaviour Change:** The Mayor has commissioned Storycatchers to create a series of videos to address male behaviour change in line with the Safety of Women and Girls Strategy. The content has been designed with an aim to tackle damaging behaviours displayed by some young men and boys, provoke peer-to-peer conversations with the target age range between 14 and 21 years. The Combined Authority's Police and Crime Team are leading the project. Filming took place with cast in West Yorkshire in August, with the completed content launch scheduled for

release in September.

6.4.5 Launch of the Stalking Advocacy service: The close of 2022 saw Victim Support launch a new service to support the victims of stalking. The Independent Stalking Advocacy service was funded with over £450,000 from the Mayor and aims to help victims through the criminal justice system if they choose to report to the police. The service meets an important gap in victim care and has received a significant number of referrals.

6.4.6 Planning for Additional Resources: The momentum behind our work on the safety of women and girls has called for a review of the resources available to deliver our ambitions. Proposals are currently being formulated for a Safety of Women and Girls 'taskforce', a collaboration between the Mayor's Policing and Crime Team, the Violence Reduction Partnership, and West Yorkshire Police. The taskforce will deliver the Mayor's pledge to improve the safety of women and girls and support the delivery of the national Strategic Policing Requirement relating to the safety of women and girls.

The additional resource will also provide the structure to embed the 'Operation Soteria' national operating model to improve the investigation and prosecution of rape cases.

6.4.7 Over £4.4m investment in additional Independent Domestic Violence Advocate (IDVA) and Independent Sexual Violence Advocate (ISVA) posts to support victims of domestic and sexual violence. These roles are for both adults and children and specialist roles for victims with protected characteristics funded to March 2025.

6.4.8 Investing over £13 million of Ministry of Justice funding in vital victims services across West Yorkshire between 2022 to 2025. Of this £5.5m is allocated to district-based services (over £1.5m to Leeds) and £7.5m to West Yorkshire wide services.

6.4.10 The Mayor is investing £565k in the continued delivery of a West Yorkshire wide standard risk domestic abuse perpetrator programme

6.4.11 In November 2022, the Mayor and Deputy Mayor held their second annual VCSE (Voluntary, Community and Social Enterprise) conference. The event was held in Calderdale and brought together over 110 colleagues from a wide range of partners across the VCSE and public sectors. The theme of the event was the Safety of Women and Girls, which included the impact of the cost of living crisis. The event also saw the launch of the Mayor's Safety of Women and Girls Strategy and included keynote speakers who shared their work in relation to the strategy along with those with lived experience. The event also showcased the support the wider sector provided to women and girls

6.5 Priority 3 – Safer Places and Thriving Communities including the Mayoral Pledge to increase officers (and staff) by 750.

- 6.5.1 Working to eliminate serious casualties on our roads through the pan-West Yorkshire Vision Zero Board, chaired by the Deputy Mayor for Policing and Crime, supported by a Policy Manager and a Policy Assistant. Bids for CRSTS funding to support infrastructure programmes and data analysis activities are underway (for £5.65m and £330k respectively), and a WYCA-led trial of ‘near-miss’ AI technology for informing interventions is in planning stages. A new Data Group and Communications Group have been set up as part of the West Yorkshire Safe Roads Partnership to further the understanding of collisions in the region and better communicate partnership working to the public. An online survey is being undertaken to support the development of the Vision Zero Strategy, and questions on road safety have also been included in the Consultation and Engagement Team’s summer surveys.
- 6.5.2 The Violence Reduction Partnership continue to work in partnership with Health, Local Authority, Education, Criminal Justice and the Voluntary, Community and Social Enterprise Sector to deliver a suite of interventions to drive down violence and support young people into better lifestyle choices. See the Violence Reduction Partnership website for more information and attached is the current initiatives taking place (see Appendix B)
- 6.5.3 **ASB Immediate Justice pilot additional funding**
- The Mayor has secured over £1m for 2023/24 to support reparative ASB activity in West Yorkshire under the Immediate Justice Pilot. The funding is provided by the Department for Levelling Up, Housing and Communities, to support the Government’s recently published ASB Action Plan.
 - West Yorkshire is one of ten ASB Immediate Justice Pilot sites to deliver reparative and restorative services and activity.
 - Across West Yorkshire the ASB pilot will embed the principles of trauma informed practice and culture to improve outcomes for all.
 - Public consultation took place in June 2023 to ensure the types of services and activity undertaken are informed by communities
 - A newly established partnership steering group is supporting the service design, modelling, and approaches for both adults and young people. Leeds have representatives on this steering group and have contributed and benefitted from this work
- 6.5.4 £5m is passported to Community Safety Partnerships for 2023-24 to support the delivery of the plan. Of this the Leeds Community Safety Executive Board is allocated a total of £1,382,655.

6.5.5 Building safer public places and delivering outreach and behaviour programmes through the Safer Streets and Safety of Women at Night funds. Investing over £800k in public space safety initiatives.

6.5.6 **Safer Streets Funding**

Since July 2020 West Yorkshire has successfully applied for and received over £2.8m in Safer Streets funding (SSF) from the Home Office Neighbourhood Crime Unit.

- **SSF1 (2020-2021)** – target hardening, closed-circuit television (CCTV), public spaces, street lighting, education, training and community engagement.
- **SSF2 (2021-2022)** – Automatic Number Plate Recognition (ANPR), CCTV, street lighting, crime prevention education and advice.
- **SSF3 (2021-2022)** – Safety of Women and Girls and use of parks and public spaces, training, awareness raising and campaigns, educational programmes and training.
- **SSF4 (2022-2024)** – Safety of Women and Girls, night-time economy and safety, street marshals, safe spaces, target hardening, forensic marking, pursuit bikes and training to tackling motorcycle crime and days of action.
- **SSF5** – The Home Office launched the Safer Streets Round 5 funding process on 6 July 2023. The funding will be directly awarded to the Mayor as opposed to an open competitive bidding process, however, we are required to submit funding proposals to confirm that they meet the requirements of the fund. The bidding requirement themes are: Neighbourhood Crime, Violence Against Women and Girls (VAWG) and ASB. Work is underway with partners to scope projects and write the West Yorkshire proposal by the closing date 29 August 2023

6.5.7 The Mayors pledge was to increase officer and staff numbers by 750 by the end of the term in office. She has received regular updates from West Yorkshire Police about this and was able to report that we had exceeded our target as part of the Police uplift programme. For more information on this please see <https://www.gov.uk/government/statistics/police-officer-uplift-final-position-as-at-march-2023/police-officer-uplift-final-position-as-at-march-2023>

6.6 **Priority 4 Responding to Multiple and Complex Needs**

6.6.1 A key component of the response to multiple and complex needs is the response to Mental Health within the communities of West Yorkshire. Ultimately, this is a health service responsibility, but the response to Mental Health crisis by police officers creates a significant burden on policing preventing them from performing their core functions in protecting the public from crime and disorder.

6.6.2 Right Care/Right Person (RCRP) is a Humberside Police response policy to mental health, negotiated with health and social care partners. This was identified as an

innovative practice by His Majesty's Inspectorate of Constabulary, Fire and Rescue Services (MHICFRS). The policy has been adopted by the National Police Chief's Council (NPCC) and the College of Policing with the result that each police force in England and Wales, including West Yorkshire Police is working towards the RCRP model.

6.6.3 The Deputy Mayor for Policing and Crime has convened a West Yorkshire Criminal Justice and Mental Health Forum. This forum is a place where issues relating to RCRP are dealt with at strategic level and promotes shared agreements where multiple services are involved.

Members include:

- The West Yorkshire Integrated Care Board.
- The NHS trusts active in West Yorkshire,
- Yorkshire Ambulance Service
- Mental Health Policing Lead
- Social Care
- Liaison and Diversion services

6.6.4 The aims of the meeting are to:

- Manage the impact of the Right Care/Right Person model across those partners with responder and resourcing responsibilities in West and South Yorkshire.
- Develop a Partnership communications strategy.
- Data: West Yorkshire is already 70% of the way there in terms of existing partnership agreed demand management policies.
- Data is being developed to understand gaps in provision, in particular around transfer from the acute care sector (A&E), and work is being progressed to improve understanding and communication between agencies in this space.
- Terms of Reference (TOR) are being developed which will include a widening of focus to include:
 - Suicide prevention,
 - Trauma informed practice
 - Neurodiversity in criminal justice – PSD/Autism/ADHD ++

7. **Measuring Police and Crime Plan Delivery:**

7.1 A suite of performance metrics is used to understand if the partnership actions are having an impact on improving the safety of West Yorkshire. These have been informed by the expansion in central government metrics in 2021, with the commencement of the National Crime and Policing Measures and the Criminal Justice Delivery Data Dashboard or Scorecards.

7.2 These national measures, together with bespoke local measures based on views

and reflection from West Yorkshire Police, together with Mayoral and partner priorities, make up the complete Police and Crime Plan Delivery Metrics (overleaf).

- 7.3 On a quarterly basis these measures are updated for Community Safety Managers via the Community Safety Forum. At this meeting the measures are discussed along with an understanding of issues/challenges in meeting these outcomes. This document looks both at the breakdown for comparison across the 5 authorities in West Yorkshire and also the national comparisons with similar forces.
- 7.4 A copy of the most recent performance document is attached at appendix B. A similar document was also presented to the Police and Crime panel in June and this document and previous iterations are available on the Police and Crime panel website.
- 7.5 Police and Crime Plan Performance Metrics

PCP Priority	Indicator	Source	Metric	Baseline	
Supporting Victims and Witnesses & Improving Criminal Justice Outcomes	Increase in Victim Satisfaction (inc. victims of DA)	National Crime and Policing Measures	Increase victim satisfaction with the police	Year to April 2022	
	Response to 999 calls		Increase satisfaction with the police among victims of domestic abuse	Year to April 2022	
	Increase in positive outcomes for victims of Domestic and Sexual Abuse and Violence	Mayoral Priority	Maintain high level of calls answered in Target	Year to April 2022	
	% crime with victim initial needs assessment		Improve outcomes for victims of Rape and Sexual Offences	Year to April 2022	
	Criminal Justice Measures		Improve outcomes for victims of Domestic Abuse	Year to April 2022	
	Keeping People Safe and Building Resilience	Drugs supply/county lines indicator	National Crime and Policing Measures	Increase % crime with victim initial needs assessment	Year to April 2022
		Tackle Cyber Crime		Decrease Ineffective trial rate (Magistrates Court)	Year to April 2022
		Reduce re-victimisation of Domestic Abuse victims	Mayoral Priority	Increase volume of early guilty pleas	Year to April 2022
		Reduce re-victimisation of Hate Crime victims		Decrease average time taken for cases to be brought to resolution	Year to April 2022
		Increase use of DVPO/DVPN		Monitor the number of young persons flagged as at risk of Criminal Exploitation	Year to April 2022
Increase use of Stalking Prevention Orders		Monitor Indicators from Cyber Dashboard		Year to April 2022	
Safer Places and Thriving Communities		Reduce Serious Violence and Serious Organised Crime	National Crime and Policing Measures	Reduce number of repeat victims of Domestic Abuse	Year to April 2022
		Reduce Knife Crime		Reduce number of repeat victims of Hate Crimes	Year to April 2022
		Drive down crime and Anti-social Behaviour		Increase use of DVPO/DVPN	Year to April 2022
		Reduction in Neighbourhood and High Street crime		Increase use of Stalking Prevention Orders	Year to April 2022
	Business cyber-crime indicators	Reduce number of Homicides		Year to June 2019	
	Responding to Multiple and Complex Needs	Improve police workforce representation	Mayoral Priority	Reduce all hospital admission for assault with a sharp instrument	Year to June 2019
		Reduce Killed and Seriously Injured casualties on West Yorkshire roads		Reduce Knife Crime	Year to June 2019
		Mayoral pledge indicators on the 750 additional frontline Police Officers and Police Staff		Reduce Number of ASB incidents	Year to April 2022
		Number of people engaged by early intervention programmes through the VRU		Keep Neighbourhood Crime below baseline	Year to June 2019
		Number of repeat missing children		Monitor cyber attacks on businesses via WYCA survey	Year to April 2022
Responding to Multiple and Complex Needs	Number of repeat missing adults	Mayoral Priority	Increase % of workforce from Ethnic minorities by ensuring % of leavers/joiners are less/more than their white counterparts?	Year to April 2022	
	Drug related re-offending rate		As above for female officers vs male officers (joiners / leavers)	Year to April 2022	
	Number of Young People first time entry into the CJS		Reduce numbers of KSI's on roads in W Yorkshire	Year to April 2022	
	Refer more offenders to drug treatment services	National Crime and Policing Measures	Increase number of additional officers and staff in comparison to April 2021 baseline,	Year to April 2021	
			Monitor VRU early intervention programme attendee figures	Year to April 2022	
			Keep number of repeat missing children below baseline	Year to June 2019	
			Keep number of repeat missing adults below baseline	Year to June 2019	

8. Further information

Further information regarding the Police and Crime Plan, the VRP Response Strategy or the wider work of the Combined Authority Policing and Crime team is available here:

[Policing and Crime - West Yorkshire Combined Authority \(westyorks-ca.gov.uk\)](https://www.westyorks-ca.gov.uk)

[West Yorkshire Violence Reduction Partnership - West Yorkshire Combined Authority \(westyorks-ca.gov.uk\)](https://www.westyorks-ca.gov.uk)

9. Appendices

Appendix A – LCJB new structure

Appendix B – Violence Reduction Partnership Initiatives

Appendix C - CSP Performance Update.