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**Service Director – Legal, Governance and
Commissioning**

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Thursday 27 March 2025

Notice of Meeting

Dear Member

Overview and Scrutiny Management Committee

The **Overview and Scrutiny Management Committee** will meet in the **Council Chamber - Town Hall, Huddersfield** at **10.00 am** on **Friday 4 April 2025**.

This meeting will be webcast live and will be available to view via the Council's website.

The items which will be discussed are described in the agenda and there are reports attached which give more details.

A handwritten signature in black ink, appearing to read "S Lawton".

Samantha Lawton

Service Director – Legal, Governance and Commissioning

Kirklees Council advocates openness and transparency as part of its democratic processes. Anyone wishing to record (film or audio) the public parts of the meeting should inform the Chair/Clerk of their intentions prior to the meeting.

The Overview and Scrutiny Management Committee members are:-

Member

Councillor Cahal Burke (Chair)

Councillor Itrat Ali

Councillor Zarina Amin

Councillor Andrew Cooper

Councillor Jo Lawson

Agenda

Reports or Explanatory Notes Attached

Pages

1: Membership of Committee

To receive apologies for absence from those Members who are unable to attend the meeting.

2: Minutes of Previous Meeting

1 - 8

To approve the Minutes of the meeting of the Committee held on 28th February 2025.

3: Declaration of Interests

9 - 10

Members will be asked to say if there are any items on the agenda in which they have any disclosable pecuniary interests or any other interests, which may prevent them from participating in any discussion of the items or participating in any vote upon the items.

4: Admission of the Public

Most agenda items take place in public. This only changes where there is a need to consider exempt information, as contained at Schedule 12A of the Local Government Act 1972. You will be informed at this point which items are to be recommended for exclusion and to be resolved by the Committee.

5: Deputations/Petitions

The Committee will receive any petitions and/or deputations from members of the public. A deputation is where up to five people can attend the meeting and make a presentation on some particular issue of concern. A member of the public can also submit a petition at the meeting relating to a matter on which the body has powers and responsibilities.

In accordance with Council Procedure Rule 10, members of the public must submit a deputation in writing, at least three clear working days in advance of the meeting and shall subsequently be notified if the deputation shall be heard. A maximum of four deputations shall be heard at any one meeting.

6: Public Question Time

To receive any public questions.

In accordance with Council Procedure Rule 11, the period for the asking and answering of public questions shall not exceed 15 minutes.

Any questions must be submitted in writing at least three clear working days in advance of the meeting.

7: Strategic Intelligence Assessment and Kirklees Communities Partnership Plan

11 - 40

A report will be submitted in relation to the refresh of the Kirklees Strategic Intelligence Assessment and the priorities for the Communities Partnership Plan for 2025-2026.

The report also highlights the intention to undertake a full review of the Strategic Impact Assessment and the Communities Partnership Plan during 2025 and includes highlights of some of the work that has taken place in 2024-2025.

Contact:

Sarah Mitchell, Head of Communities

Jill Greenfield, Service Director, Communities and Access Services

8: Corporate Financial Management - Quarter 3 Report 2024-2025

41 - 42

A presentation will be given in respect of the Corporate Financial Monitoring Report for Quarter 3 2024-2025, with reference to the report submitted to Cabinet on 11th March 2025.

Contact: Kevin Mulvaney – Service Director Finance

9: Council Plan and Performance Update - Quarter 3 Report 2024-2025 43 - 44

A presentation will be given in respect of the Council Plan and Performance Update Report for Quarter 3 2024-2025, with reference to the report submitted to Cabinet on 11th March 2025.

Contact: Mike Henry – Head of Data and Insight

10: Corporate Risk - Quarter 3 Report 2024-2025 45 - 46

A presentation will be given in respect of the Quarter 3 2024-2025 Corporate Risk Report, with reference to the report submitted to Cabinet on 11th March 2025.

Contact: Martin Dearnley – Head of Audit and Risk
Alice Carruthers, Senior Finance Officer

11: Local Government Association Corporate Peer Challenge - Action Plan

A presentation will be given in respect of the action plan developed to respond to the recommendations contained in the Local Government Association's Corporate Peer Challenge Report 2024.

The action plan will be considered by Cabinet at its meeting on 8th April 2025.

Contact:
Stephen Bonnell – Head of Policy Partnerships and Corporate Planning
Michelle Hope – Corporate Planning and Co-ordination Manager

12: Lead Members' Updates

The Lead Members for the Children's, Growth & Regeneration, Environment & Climate Change and Health & Adult Social Care Scrutiny Panels will update the Committee on the work currently being undertaken by their panels.

Contact: Sheila Dykes – Principal Governance Officer

13: Work Programme 2024-25

47 - 54

The latest version of the Committee's Work Programme for 2024-25 will be submitted for consideration.

Contact: Sheila Dykes – Principal Governance Officer

Contact Officer: Sheila Dykes

KIRKLEES COUNCIL

OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE

Friday 28th February 2025

Present: Councillor Cahal Burke (Chair)
Councillor Zarina Amin
Councillor Andrew Cooper
Councillor Jo Lawson

Apologies: Councillor Itrat Ali

48 Membership of Committee

Apologies were received from Councillor Itrat Ali.

49 Minutes of Previous Meeting

The Chair noted that, further to their consideration at the last meeting, the Budget and the Council Plan had been considered by Cabinet on 11th February 2025 and would be considered by full Council on 5th March 2025. The comments made by the Committee and the amendments made in response, had been detailed in the Cabinet and Council reports.

RESOLVED -

That the minutes of the meeting of the Committee held on 17th January 2025 be approved as a correct record.

50 Declaration of Interests

No interests were declared.

51 Admission of the Public

All items were considered in public session.

52 Deputations/Petitions

No deputations or petitions were received.

53 Public Question Time

No public questions were received.

54 People Strategy

A report was submitted which provided an update on the Council's People Strategy and invited feedback from Committee Members.

Councillor Hawkins, the Corporate Portfolio Holder, provided an introduction. Rachel Spencer-Henshall, Deputy Chief Executive was also present for the item.

Overview and Scrutiny Management Committee - 28 February 2025

Michelle Moss, HR Manager, presented the report and highlighted the following:

- The refreshed People Strategy had been soft launched to Kirklees senior staff and managers in January 2021.
- The strategy was underpinned by the Council's values and behaviours.
- The vision was to 'achieve our shared outcomes through people with the right skills values and behaviours working in partnerships in our places'.
- Delivery of the strategy was currently within Phase 3 and this had included a review of the format, supported by the Policy and Partnerships Team, to take account of benchmarking of themes across the public and private sectors.
- It was recommended that the current approach continue into Phase 4. Priorities had, and would, change, as the delivery of the strategy progressed, to take account of both internal and external factors and employment trends.
- The four desired outcomes, as set out below, would remain the same for Phase 4:
 - Skilled, Flexible and Engaged People.
 - Effective and Compassionate Leadership.
 - An Inclusive Employer of Choice.
 - Healthy and Well People.
- Governance of the strategy was undertaken by the People Strategy Programme Board and regular meetings took place with the People Strategy Steering Group which was made up of key stakeholders, such as the employee networks and Trade Unions.
- The People Strategy and the revised Inclusion & Diversity Strategy worked alongside each other and were complementary in their aspirations.
- The priorities and a summary of the key activities delivered during Phase 3 were set out in the report and the following were highlighted:
 - Workforce planning was one of the key areas of activity and was taking a longer-term view of recruitment and retention challenges and skills shortages. These were the same as most other local authorities and the Council was actively participating in the Local Government Association (LGA) recruitment campaign and task and finish groups.
 - Using apprenticeships effectively, with particular success in social work and legal. It was anticipated that numbers would increase over the next twelve months.
 - Proposals for mandatory learning were to be submitted to the Executive Leadership Team.
 - The development of improvements to the staff survey, including changes to the questions and increasing participation.
 - In terms of performance management and appraisal, 'My Conversation' had been launched, alongside a package of support for managers. Positive feedback on this had been received from the recent LGA Peer Review.
 - Project Search and the positive impact on the individuals and the wider organisation.
 - Achieving the Society of Occupational Medicine Outstanding Occupational Health Initiative Award for the work undertaken in developing a pathway for staff and neurodiversity.
 - The benefits of the work carried out in relation to stress and prevention of sickness absence.

Overview and Scrutiny Management Committee - 28 February 2025

Questions and comments were invited from Committee Members, with the following issues being covered:

- In the last twelve months there had been seventeen new-starters in traditional-style apprenticeships, the remaining ones were developmental, being undertaken as part of the individual's current job.
- In response to questions about the percentage of employees that had had an appraisal within the last twelve months and if there were challenges within any particular directorate, it was explained that the 'My Conversation' performance management and appraisal scheme was relatively new so a full dataset was not yet available. The scheme was continuing to evolve but had been designed to be adaptable to different working environments recognising the need for different approaches for particular working arrangements. Further information could be provided for members after the meeting.
- In terms of capturing the mood and concerns of staff across the range of working roles and feeding that back into decision-making; the staff survey provided the foundation and work was being undertaken to boost participation particularly with frontline staff. The results would be used to inform consideration of further engagement, such as through focus groups and in terms of particular themes or areas, to achieve deeper understanding. It was acknowledged that during service change there could be an impact on morale. In respect of management it was important to ensure that support was provided to ensure that all managers were able to be good managers. The Portfolio Holder received regular updates and had ongoing dialogue with the Trade Unions. Executive Board gave consideration to workforce data on a regular basis and would also receive the outcomes from the staff survey. Regular communication with the various employee networks was also valuable in the respect. There were also policies in place, such as the one on whistleblowing, that allowed people to raise concerns if needed.
- The Trade Unions were very helpful in negotiating the approach taken across a range of issues such as the staff handbook, principles in relation to redundancy or service change, and assisting in reaching out to, and engaging with, staff in some areas where this may be more difficult, to aid understanding of their situation.
- The implementation of the 3-hour mediation model was welcomed. Further specific information in respect of the next stage, if a positive outcome was not achieved, could be provided to Members. It was noted that a range of other mechanisms and support sat alongside this model including counselling, coaching and other approaches through the Employee Healthcare Team. There was also a 24-hour support helpline 'Care First'. This service was also open to elected members and it was suggested that the Committee visit the Employee Healthcare Team to see what was on offer and the value of this resource.
- It was explained that a staff active travel survey had recently been completed in order to understand the barriers to doing so, and the inconsistency of facilities had been identified as an issue. Work would be undertaken to respond to this feedback and improve the position. It was noted that issues associated with active travel in the district that had been highlighted a few years ago had not yet been addressed.

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- The most significant challenges in respect of recruitment, aligned with the experience of other local authorities, were in professional roles where there was competition with the private sector, such as legal, social work and social care, planning and highways. In terms of learning from other local authorities the Council was taking part in the Local Government Association (LGA) ‘task and finish’ groups on hard-to-fill areas. Workforce planning was also a key solution to help manage the longer-term recruitment challenges, an example being apprenticeships in social care.
- To assist with immediate recruitment pressures there had been a focus on social media activities which linked into other campaigns such as the LGA recruitment campaign. The Council’s recruitment freeze was also acknowledged and reassurance was given to the Committee regarding the approach to vacancy management to minimise gaps in certain roles.
- A flexible approach was taken in implementation; the outcomes of the strategy remained the same, but the priorities were subject to change over time to take into account resources and capacity pressures. Engagement with the steering groups provided support across the Council.

RESOLVED -

- (1) That the Corporate Portfolio Holder, Deputy Chief Executive and HR officers be thanked for the update in respect of the People Strategy and that the comments of the Committee be taken into account in future delivery and the shaping of the next phase.
- (2) That the approach in terms of the use of apprenticeships to address recruitment challenges in areas such as social work, and the positive impact of ‘Project Search’ be welcomed
- (3) That the Committee visit the Employee Health Care Service.
- (4) That further information be provided to members in relation to:
 - Data in respect of the percentage of employees who have had an appraisal in the last twelve months and any areas where delivery is challenging.
 - The next stage for mediation cases that have not achieved a positive outcome.

55 Tourism Strategy

A report was submitted which provided an update on the Council’s Tourism Strategy and invited feedback from Committee Members.

Adele Poppleton, Service Director – Culture and Visitor Economy provided an introduction:

- The Tourism Strategy sat alongside the Culture and Heritage Strategies; the Heritage Strategy had been approved by Cabinet in 2024, and the Culture Strategy was in development.
- The themes had previously been discussed by the Committee and the draft strategy was now ready to go out for consultation to gather feedback from communities and the tourism sector.
- The strategy needed to align with the West Yorkshire Destination Management Plan which had been produced through the Local Visitor Economy Partnership (LVEP). The LVEP undertook collaborative work and took a lead in this area, through partnership with the other West Yorkshire authorities and the West Yorkshire Combined Authority.

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Richard Smith, Creative Development Manager, gave a presentation covering the following key areas:

- A summary of activity to date.
- The tourism and visitor economy and its impacts.
- The current position in terms of the key motivators for people to visit the district: 'Where are we now?' and how the existing strengths would be developed.
- The West Yorkshire Local Visitor Economy Partnership Destination Management Plan which set out the ambition for the region, and the benefits this had for Kirklees. The LVEP was part of Visit England's national network.
- The aims and actions to achieve the vision: 'How will we get there?'
- The strategy would provide direction to an important area of work for the next few years
- Feedback via the public consultation process was welcomed and a specific survey would be created, along with undertaking in-person consultation sessions.
- The strategy would be further refined following analysis of the feedback.

Councillor Martyn Bolt was also present for the item.

Questions and comments were invited from Committee Members, with the following issues being covered:

- The map had been developed through the original research work and was a starting point; the aim was to keep it relatively simple and useable. Feedback in terms of which places were included would be taken on board.
- The challenges associated with the identification of Kirklees, which did not exist as a place as such, and the general lack of knowledge/confusion about its location and whether the promotion was of 'Kirklees' or destinations, communities and towns within its boundary. This was acknowledged and part of the current process was trying to understand that and decide on the best approach to take. It was considered that a theme-based approach would assist. In addition, the district would be part of the promotion of West Yorkshire and Yorkshire as a whole, through work with partners. It would depend on the circumstances in each case what approach to promotion was taken.
- In response to questions in respect of: how it could be made relevant to local places and organisations, who the Council was engaging with, and how to identify the gaps where the Council could play a developmental role; it was explained that there was a desire to work with communities and to ensure that the conditions were right so that local groups could deliver, but also to bring all the activities together as a whole and to utilise the strength of the Council's support in marketing/promotion and the partnership approach.
- Once the three strategies (Tourism, Culture and Heritage) had been approved, local delivery plans would be developed to ensure that the different focuses and priorities of each area were recognised.
- Collaborative working did take place with volunteers and groups running heritage open days, such as opening historic buildings to the public, through support with communications and publicity. The view was expressed that these events should be included in the tourism offer.
- The reference to direct rail links to London did not mention Mirfield.

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- It was noted that the Tolson Museum was not currently included in the list of heritage assets and that Cleckheaton Folk Festival had been affected by the closure of Cleckheaton Town Hall.
- Consideration should be given to the local people who could be used as ambassadors for music and culture.
- In respect of development as a destination for sport and active holidays, the area had world-wide recognition in relation to cycling such as through the 2014 Tour de France and should capitalise on cycling tourism and the economic benefits from this. There should also be focus on the Pennine Way; the 60th anniversary of opening was this year.
- Golf and rugby were mentioned but there was no longer a rugby league museum in Huddersfield and municipal facilities for golf had diminished.
- It was suggested that it would be beneficial for the stadium to be called the Kirklees Stadium.
- Kirklees was fortunate to have a range of historical links and heritage assets which should be recognised including the largest open air political rally held by the Chartists in Hartshead, and links to the Luddites across the district including Milnsbridge, the Dumb Steeple in Mirfield and The Star Inn in Roberttown.
- The district had a number of famous actors and should be capitalising on screen tourism.
- The phraseology in terms of 'near neighbours' and 'distant cousins' was questioned.
- The importance of the role and contribution of Elected Members both in terms of their knowledge of activities and groups in their communities, and the leadership and promotion of events, was acknowledged. Officers would ensure that they had the opportunity to respond to the consultation and were involved when delivery plans were rolled out.
- The work should build upon the success of established events, such as 10k runs and local fetes and galas, noting that some of which had struggled or ceased due to funding issues.
- It was noted that some of the points raised, such as the naming/identity of Kirklees, lay outside the remit of the Tourism Strategy.
- The feedback was welcomed and would be taken on board.

RESOLVED -

- (1) That the Creative Development Manager and the Service Director, Culture and Visitor Economy be thanked for presenting the report in respect of the development of the Tourism Strategy.
- (2) That the principles and objectives of the draft strategy be supported and that the comments made be taken into account in its further development.
- (3) That the opportunity to undertake pre-decision scrutiny at an early stage of development of the strategy be welcomed and that a further report be submitted to the Committee following the public consultation.

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Work Programme 2024-25

The latest version of the Committee's Work Programme for 2024-2025 was submitted for consideration.

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The Chair explained that he wished to introduce a standing agenda item to allow Lead Members to provide updates in respect of the work being undertaken by their scrutiny panel.

A request was also made for a briefing note in respect of devolution and what it might mean for Kirklees.

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KIRKLEES COUNCIL			
COUNCIL/CABINET/COMMITTEE MEETINGS ETC			
DECLARATION OF INTERESTS			
Overview & Scrutiny Management Committee			
Name of Councillor			
Item in which you have an interest	Type of interest (eg a disclosable pecuniary interest or an "Other Interest")	Does the nature of the interest require you to withdraw from the meeting while the item in which you have an interest is under consideration? [Y/N]	Brief description of your interest

Signed: Dated:

NOTES

Disclosable Pecuniary Interests

If you have any of the following pecuniary interests, they are your disclosable pecuniary interests under the new national rules. Any reference to spouse or civil partner includes any person with whom you are living as husband or wife, or as if they were your civil partner.

Any employment, office, trade, profession or vocation carried on for profit or gain, which you, or your spouse or civil partner, undertakes.

Any payment or provision of any other financial benefit (other than from your council or authority) made or provided within the relevant period in respect of any expenses incurred by you in carrying out duties as a member, or towards your election expenses.

Any contract which is made between you, or your spouse or your civil partner (or a body in which you, or your spouse or your civil partner, has a beneficial interest) and your council or authority -

- under which goods or services are to be provided or works are to be executed; and
- which has not been fully discharged.

Any beneficial interest in land which you, or your spouse or your civil partner, have and which is within the area of your council or authority.

Any licence (alone or jointly with others) which you, or your spouse or your civil partner, holds to occupy land in the area of your council or authority for a month or longer.

Any tenancy where (to your knowledge) - the landlord is your council or authority; and the tenant is a body in which you, or your spouse or your civil partner, has a beneficial interest.

Any beneficial interest which you, or your spouse or your civil partner has in securities of a body where -

- (a) that body (to your knowledge) has a place of business or land in the area of your council or authority; and
- (b) either -

the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or

if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you, or your spouse or your civil partner, has a beneficial interest exceeds one hundredth of the total issued share capital of that class.



REPORT TITLE: Communities Plan update and Strategic Intelligence Assessment refresh.

Meeting:	Overview and Scrutiny Management Committee
Date:	4 April 2025
Cabinet Member (if applicable)	Cllr Amanda Pinnock
Key Decision Eligible for Call In	No No – scrutiny report
<p>Purpose of Report To provide an update on the refresh of the Strategic Intelligence Assessment (SIA) and Communities Plan priorities overseen by the Communities Board, this is ahead of a new Communities Plan for 2026 -29, which also means a full SIA review.</p> <p>The report highlights that based on reported crime levels in the district in the year ending September 2024 the crime rate in Kirklees (95.39 per 1,000 of the population) was lower than the average for the West Yorkshire area (120.04 per 1,000). There are no significant community safety concerns being raised as a result of the SIA (based on the data available at the time of the report being produced). What is being proposed is strengthening even further how we work together as a whole partnership to raise awareness of the concerns, and any community responses required.</p>	
<p>Recommendations</p> <ul style="list-style-type: none"> a) OSMC to support the priorities for 2025/6 b) OSMC to support the full review of the SIA (commencing April 2025) with a new 2026-29 Communities Plan to be drafted by late 2025. c) Councillor engagement on the revision of the full Communities Plan takes place from June to October 2025 d) To note the progress the partnership has made during 2024/5 in a highlight report appendix 2 	
Resource Implications: None	
<p>Date signed off by <u>Strategic Director</u> & name</p> <p>Is it also signed off by the Service Director for Finance?</p> <p>Is it also signed off by the Service Director for Legal Governance and Commissioning?</p>	<p>Tom Brailsford 24.3.25 Service Director Childrens Services </p> <p>Kevin Mulvaney 26.3.2025</p> <p>Sam Lawton 26.3.2025</p>

Electoral wards affected: All
Ward councillors consulted: Not applicable
Public or private: Public
Has GDPR been considered? Yes

1. Executive Summary

a. Background

The 1998 Crime and Disorder Act placed a statutory duty on Community Safety Partnerships (CSPs) to develop a strategic plan which addresses multi-agency community safety issues affecting quality of life for residents.

The SIA focuses on the 4 themes in the Communities Partnership Plan:

- Tackling Violence, Exploitation and Abuse
- Reducing Neighbourhood Crime & Anti-Social Behaviour
- Building Resilient & Inclusive Communities
- Reducing Risk

The Strategic themes in the Communities Partnership Plan were developed using the findings from a full Strategic Intelligence Assessment (SIA) in 2022 which brought together analysis of multi-agency intelligence from across community safety partners. The annual Partnership SIA refresh is used to make sure the Partnership Plan themes remain valid, and any exceptions / areas of future focus are highlighted and actioned.

There is a full review every 3 years, this will start to take place from April 2025 with draft completion in late 2025.

b. Strategic Intelligence Assessment refresh 2025 and planned development work

The SIA development is supported by the Council's Data and Insight Service working alongside the Communities Service and partners. The SIA should be an all-encompassing overview of what affects communities, drawing on partnership data and perceptions feedback. It is recognised that there is work to develop this insight further, working alongside analysts in the Police and Fire service and linking across other data and sources of information we hold in the Council and our partners in the West Yorkshire Combined Authority.

As a result of this year's SIA there are no areas of significant concern based on the reported crime data available at the time of producing the report. There are key theme areas that are being proposed as priorities the Community Safety Partnership should have a focussed partnership response on, these are in relation to early intervention and prevention, such as awareness raising and increasing confidence in reporting.

Work is in development with the Community Safety Partnership (Communities Board) and sub-groups, and these are the key areas being progressed:

- ***New Partnership Key Performance Measures***

Each key theme area e.g. Domestic Abuse, Violence Against Women and Girls (VAWG), Hate Crime have been working on developing a set of performance measures that can be tracked and reported every quarter. Once partners have agreed appropriate measures, this will be developed into a reporting framework that we can use to track partnership progress on a more frequent whole partnership basis rather than annually through the SIA refresh. This will be in place by May 2025.

- ***Communities Partnership Plan - Theme priorities and delivery plan***

Alongside having enhanced partnership performance measures in place, all theme groups are using the data and insight available to agree practical achievable priorities for action for 2025/26 that can be reviewed and reported on to the Communities Board in a simple overarching delivery and performance plan.

- ***Place Based Planning***

This year, further work to understand the Communities Plan priorities relevant at Place level has and is developing, this will ensure the Communities Plan is understood from the perspective of the community and that partnership resources can be used as effectively as possible. A review of the existing Place

Based Communities Outcomes Groups (COG's -- problem solving groups working with Police, Fire etc) has taken place and recommended that the groups move to having a broader planning approach with focus on early intervention and prevention.

c. SIA and Partnership Plan Refresh 2025

The 2022 Communities Partnership Plan set out how partners would work collaboratively to create a safer Kirklees. The current areas sitting under each of the themes are prioritised based on issues raised in the SIA and performance against partnership indicators and measures. For each Partnership theme area, there have been stakeholder meetings to go through the data available. Place based sessions have also taken place with stakeholders and a final session with the stakeholders from the Communities Board took place in February 2025.

Appendix 1 provides a high-level summary of the priorities for 2025/6, including several areas highlighted as proposed partnership priorities that need a more intensive partnership focus to work together, because of the impact this has on individuals and communities.

d. Partners Involved

In December 2024, January 2025 and February 2025

- Key partners for each of the Theme areas of the plan have met to discuss the data and add their own service or organisation’s perspective. Those involved were key Council Services, Police, Fire Service, Integrated Care Board (ICB), Criminal Justice Services, Victim Support etc.
- Place based sessions have also taken place to hear localised feedback from key services and stakeholders.
- The Communities Board Strategic Delivery Group held a data and insight session
- Communities Board stakeholders held a data and insight session to review information
- To be presented to the Communities Board in May 2025 with OSMC feedback as part of the consultation process

e. Partnership Proposed Priorities 2025/6

Please see below the high-level overview of the proposed priorities in the Communities Plan and SIA refresh. High level detail is in Appendix 1. All existing priorities remain in place but there are key areas as highlighted below where additional partnership focus is being proposed.

◇	As a result of partnership consultation these are the Priorities that are being proposed for an intensive overarching partnership oversight and response
→	The priority level remains the same as last year for risk it hasn't increased
↑	The priority level has increased on last year as a result of data and /or partners are feeding back this is an area where we need to look to do more working together
↓	The level of risk has reduced based on last years data/reporting and insight from partners

Strategic Theme 1: Tackling Violence, Abuse & Exploitation		
2023/24		2024/25
P	→	P
P	↑	P ◇
P	→	P ◇
P	→	P
P	→	P

Strategic Theme 2: Reducing Anti-Social Behaviour and Neighbourhood Crime		
2023/24		2024/25
P	→	P ◇
P	→	P

Strategic Theme 3: Building Resilient and Inclusive Communities		
2023/24		2024/25
P	↑	P ◇
P	→	P ◇
P	→	P ◇
P	↑	P ◇
P	↑	P ◇

Strategic Theme 4: Reducing Risk		
2023/24		2024/25
P	↓	P
P	→	P
P	→	P
P	→	P

f. Alignment with West Yorkshire Combined Authority

The Kirklees Communities Board and its Partners work closely with the West Yorkshire Combined Authority (WYCA), who are core members of the Communities Board, to ensure there is strategic alignment between policies and priorities and the sharing of best practice. This includes supporting the delivery of the West Yorkshire Police and Crime Plan 2025 and its associated outcomes which are strongly linked within the existing Communities plan [Police and Crime Plan on the page leaflet](#) and will be as we review the Communities Plan for 2026-29

g. Communities Plan Review 2026

Since the Communities Partnership Plan runs on a 3-year cycle, from April 2025 work will take place to ensure there will be a full (as opposed to the annual refresh) Strategic Intelligence Assessment undertaken and subsequent full review and revision of the Communities Partnership Plan priorities.

A plan for this will be in place from May 2025 which will recognise the importance of working with our partners, utilising existing assessments (such as the Councils Joint Strategic Needs Assessment and Police Profiles), multi-agency data, insight and perceptions information to pool collective understanding and insight for the District. The review of the Communities Plan links to the work already taking place to look at existing performance measures, meeting structures rationalisation and developing further work at a place level .

2. Information required to take a decision

This is for information and a decision on anything further that OSMC may want further information and insight on.

3. Implications for the Council

This is to support the Council's delivery of the Council Plan working with people, and alongside our partners, and in our places to achieve our ambition.

3.1 Working with People

The 2022 Partnership Plan was developed taking onboard the voices and experiences of communities' helping shape the services and support we deliver and improve how we work alongside communities to prevent and resolve community issues that impact of staying safe. Available perception information has been used to inform the revised SIA this year.

3.2 Working with Partners

A range of partners have been involved in the development of the SIA refresh which includes Police, Fire Service, Integrated Care Board (ICB), Probation, Victim Support at a district and a Place based level.

3.3 Place Based Working

For 2025/26 the delivery of the Communities Plan priorities will be embedded further in to Place Based working. The Community Outcome (Place based) groups will oversee the place-based delivery providing support and challenge, ensuring where needed we are coordinating delivery and engagement at place and as needed at neighbourhood level.

3.4 Climate Change and Air Quality

None

3.5 Improving outcomes for children

By refreshing and ensuring the Communities Partnership Plan is updated based on the data and insight available in the SIA, this will work to ensure that children and families under the themes of the partnership plan will be supported by the partnership to stay safe and live in cohesive communities. The work of the Communities Board will link with the work and priorities of the Kirklees Children's Safeguarding Board as and where agreed.

3.6 Financial Implications

A robust intelligence led community safety partnership plan with clear priorities will contribute to effective interventions and prevention activity being delivered across the partnership, reducing the overall cost of crime and wider community safety issues. The cost of crime to victims is not only significant but can be long lasting.

The costs of each serious violence offence type in Kirklees has been estimated by multiplying the number of recorded crimes between July 2023 and June 2024, by the unit cost of crime provided by the Home Office. These unit costs have been adjusted to factor in inflation rates since the publication of the [original](#) (see link for further information nationally) costs in 2018. Please note this figure of inflation is an estimate that has been calculated using the Bank of England Inflation Calculator. The overall estimated cost for Serious Violence in Kirklees is £187,167,599.

3.7 Legal Implications

None

3.8 Other (eg Risk, Integrated Impact Assessment or Human Resources)

4. Consultation

In developing the SIA and refresh key partners from across the Community Board partnership and Theme Groups and place-based Community Outcome Groups have been consulted. Children's Senior Leadership Team has also been consulted on the priorities resulting from the refresh.

5. Engagement

In developing the SIA and refresh key partners from across the Community Board and Theme Groups and place-based Community Outcome Groups have been engaged.

6. Options

The only option for 2025/26 was to provide a refresh of the SIA and Communities Partnership Plan using the existing approach and for a full review starting April 2025.

6.1 Options considered.

Going forward it is proposed we have a refreshed approach as to how we continuously review the SIA as a District and at Place working using a consistent set of performance measures per theme area

6.2 Reasons for recommended option

The only option for 2025/26 was to provide a refresh of the SIA and Communities Partnership Plan using the existing approach.

7. Next steps and timelines

- a. From mid-April 2025 work alongside the Councils Data and Insight Service and partners to fully review the SIA, all data and insight available from a range of sources to inform a 2026-29 Communities Plan to be drafted by late 2025
- b. May 2025 - Present feedback to Communities Board from OSMC on proposed priority areas for 2025/6
- c. May 2025 new performance measures per theme area are in place and being reported on quarterly from the end of quarter one.
- d. June/July 2025 - The Communities Partnership Plan priorities are formulated into a clear thematic delivery plan that partners report against every quarter, with issues and positive work being escalated to the Communities Board, in reports provided for each meeting.
- e. By July 2025 onwards the existing Place Based Community Outcomes Groups (Place based partnership meetings including the Council, Police, Fire etc) to have oversight of the place-based delivery of the Communities Partnership Plan having key communities in view this includes the areas that will have a more intensive focus in response to the Serious Violence Duty.
- f. Ward based Councillor engagement on the revision of the full Communities Partnership Plan takes from June 25 - October 25 developed working alongside the Councils Active Citizen Team

- g. Late 2025/early 2026 a revised Communities Partnership Plan will be drafted.
- h. Draft Communities Partnership Plan to be presented to OSMC for feedback – date TBC.

8. Contact officer

Sarah Mitchell – Head of Communities

9. Background Papers and History of Decisions

10. Appendices

Please see

- Appendix 1 SIA high level Summary
- Appendix 2 Highlight Report 2024/25

11. Service Director responsible Jill Greenfield - Service Director Communities and Access Services

Appendix 1 – High Level Summary of SIA

Below is a high-level summary of the existing priorities in the Communities Partnership Plan. At this stage there is no suggestion to remove or change any priorities, these have been in place since 2022 and remain highly relevant. There are existing Partnership structures in place for each priority area, some led by the Council and some led by our partners in Fire, Police or Probation that keep the Partnership work in view. What is being proposed is that in some identified areas there is additional partnership focus - this could be because there needs to be greater awareness, or/ and it is felt to be a significant impact on communities e. g Anti- Social Behaviour (ASB) and Domestic Abuse or that more needs to be understood about a priority area and there are factors that could impact on this

The Data and Insight Service have been used to check the existing priorities for any significant changes and improved performance reporting will be in place from May 2025 for each priority below which will then support informing any changes the Partnership suggest are made for a new plan for 2026-29.

	As a result of partnership consultation these are the Priorities that are being proposed for an intensive overarching partnership oversight and response
	The priority level remains the same as last year for risk it hasn't increased
	The priority level has increased on last year as a result of data and /or partners are feeding back this is an area where we need to look to do more working together
	The level of risk has reduced based on last years data/reporting and insight from partners

Strategic Theme 1: Tackling Violence, Abuse & Exploitation		
2023/24	2024/25	
P	→ P	Serious Violence
P	↑ P	Violence Against Women and Girls (VAWG)
P	→ P	Domestic Abuse
P	→ P	Modern Slavery including Exploitation
P	→ P	Youth Exploitation

Strategic Theme 2: Reducing Anti-Social Behaviour and Neighbourhood Crime		
2023/24	2024/25	
P	→ P	Anti-Social Behaviour
P	→ P	Neighbourhood Crime

Strategic Theme 3: Building Resilient and Inclusive Communities		
2023/24	2024/25	
P	↑ P	Community Tensions
P	→ P	Hate Crime
P	→ P	Migration and Asylum
P	↑ P	PREVENT
P	↑ P	Inclusive Communities Framework

Strategic Theme 4: Reducing Risk		
2023/24	2024/25	
P	↓ P	Road Safety
P	→ P	Water Safety
P	→ P	Drugs and Alcohol
P	→ P	Reducing Re-offending

1. Tackling Violence, Abuse & Exploitation: RAG Rating Summary high level priorities

a. Serious Violence

Based on the existing partnership KPI's as a District the number of recorded violent offences for April to December 2024/25 (3,473 Offences) are below those of the same period in 2023/24 (3,574) by 3%. Although this is positive, we do have identified locations where there has been an increase in serious organised crime (SOC) threats. Those locations will have a Place based priority for partnership awareness, coordination and response.

The overall trend in West Yorkshire since 2019 is that violent crime is decreasing, however West Yorkshire are still above the most similar groups with 64.5 violent crimes per 1,000 residents, with Kirklees having a rate of 55.6 violent crimes per 1,000 residents.

It is proposed that Serious Violence remains a priority and that a report is received quarterly into the Communities Board from the Kirklees Violence Reduction Partnership and the partnership will have key locations in view

b. Domestic Abuse

As a District based on the existing Partnership KPI this has improved in the last 12 months as Domestic Abuse incidents have reduced by almost 6% (down 815 incidents from 11,981 to 11,166). Partners have fed back concerns with regards to under reporting and also the number of Domestic Homicide Reviews (DHR's) and capacity of Partners in responding to those.

Across England, the number of domestic abuse-related offences decreased 8% compared with the year-end June 2023 (906,708 recorded offences). This decrease is mainly because of decreases in violence against the person offences (from 715,951 offences).

It is Proposed that Domestic Abuse continues to be an area of Partnership intensive focus for 2025/6 to ensure full partnership awareness and support with the aim of early intervention and prevention to reduce risk and harm. The Kirklees Domestic Abuse Board will report quarterly to the Communities Board

c. **Violence Against Women and Girls**

The Partnership KPI for the number of sexual and rape incidents with a female victim across the district has increased by 91 reported offences in the last 12 month (2023 - 1046 incidents, 2024 1137 incidents) Partners felt strongly VAWG and sexual violence is an area of under reporting and warranted a strong Partnership focus across the whole partnership.

It is proposed that VAWG is an area of Partnership intensive focus. The VAWG Partnership will report into Communities Board every quarter.

d. **Modern Day Slavery (MDS)**

In the rolling 12 months to 30th June 2024 West Yorkshire Police recorded a total of 74 referrals to the National Referral Mechanism (NRM), this is a reduction of 4% (-4) (actual reduction number 4) for the Partnership KPI when compared to the 12 months. We would expect to see an increase in referrals and work will continue to raise awareness as with all forms of exploitation

The number of NRM referrals has steadily decreased throughout the year which appears to be in line with the rate of crimes recorded. West Yorkshire Police are the main contributors to referrals with Local Authorities following, closely followed by Government Authorities.

MDS remains a partnership priority and awareness raising and training will continue but also as part of a wider offer on raising awareness and reducing exploitation overall.

2. Reducing Anti-Social Behaviour (ASB) & Crime: Summary

a. **Anti-Social Behaviour**

Personal ASB – Targeted towards an individual or a household - there is currently no partnership KPI although there is data on this area. This type of ASB has a significant impact on people's lives. There has been a 10% reduction in noise complaints in 2024 (3,096) when compared with 2023 (3,432). Domestic noise is the main contributor to this type of complaint and accounts for over 50% of the noise complaints in 2024 (1,734), followed by animal noise or dogs barking which account for 26% (792).

Nuisance - impacts on the wider community and covers issues such as rowdy behaviour and fireworks Based on the Partnership KPI this has reduced by 4.3% (from 4,508 to 4,352) as a district in the 12 months to November 2024 compared with the previous year. Nuisance motorcycles continue to make up the largest proportion followed by youth related incidents. There are identified locations across the district, and this links across to reducing serious violence and early intervention and prevention in identified communities. Increases in antisocial behaviour are evident during spring and summer (e.g. April–July 2023 and similar peaks in 2024) when people are spending more time outside. Potential contributing factors include school holidays, local festivals, or sporting events drawing large crowds. Decreases are noticeable during colder months, such as November 2023–January 2024. This trend aligns with fewer outdoor activities and colder weather discouraging public gatherings, however the number of incidents remains lower compared to summer months.

Environmental - relates to issues such as graffiti and fly-tipping, this impacts on fear of crime and tend to increase if not dealt with quickly. Number of reports are up 35% in the last year from 6,420 to 8,680 incidents - deliberate fires are often linked to this type of ASB. This increase is due to a range of reasons including increased reporting an multiple reports of the same issue, 'man in van' social

media cheap offer to take away waste that then gets dumped, repeat issues in identified locations and also recording of bagged rubbish which have been left at the side of the road and subsequently gets reported as fly tipping (particularly if other items are also left over a period of time).

According to national Police data (Jan-Aug 2024), the rate of ASB incidents in West Yorkshire is 8.2 per 1,000 population. Kirklees is performing best amongst the other West Yorkshire areas with a rate of 7.3 ASB incidents per 1,000 population. Wakefield has the highest rate of ASB incidents at 10.4 per 1,000 population.

It is proposed ASB is a priority for intensive Partnership focus for 2025/6 due to the impact this can have on individuals and communities it affects. There are identified locations that will be in view. There will be a quarterly assurance report for each Communities Board from the ASB partnership group.

b. Neighbourhood Crime

The total crime trend in Kirklees is reducing, in 2023/24 there were 45,329 total crime offences recorded and this year it is forecasted to reduce further to below 44,000 crimes. The trend for residential burglary incidents is reducing, April to December 2024/25 has seen a 13% reduction (-147) in the number of incidents, to 951 incidents, the 12-month forecasted figure is 1,268 and below the 1,307 offences target.

Vehicle offences have reduced as a District but there are identified Wards where theft of and from has increased Neighbourhood crime to continue to be a partnership priority for 2025/6

When comparing to the other West Yorkshire authorities, according to the most recent data, Kirklees has the lowest recorded total crime rate per 1,000 population at 94.8, compared with 116.7 for West Yorkshire, it is also just below the most similar groups average of 98.9.

Neighbourhood Crime will remain a priority for the partnership but at this time not additional focus or changes to what is already in place.

3. Building Inclusive and Resilient Communities – Summary

Following a discussion with the Communities Board stakeholders it was felt this overall theme area needed to be an intensive focus for the Communities Board and partnerships that sit within its structures to ensure awareness and that we are working together to mitigate any risks and concerns for and with communities.

a. Community Tensions

There is currently no Partnership KPI for this area. More community insight/ an ask for Partnership support to use Kirklees community tensions and Partnership Intelligence Portal will be taking place. International, National and past Kirklees events is a concern and further work will take place to ensure Officers and communities are aware of what a Community Tension is and what insight needs to go into the Partnership Intelligence Portal (PIP) and Kirklees tensions processes.

b. Hate Crime

The number of hate crimes steadily increased from 2017 peaking in 2022 but there was a 10 % reduction last year and this is continuing which is the existing performance measure. Partners do feel that this is an area of potential underreporting, and more partnership support is needed.

c. Preventing Extremism

There is currently no Partnership KPI for Prevent. However, the Prevent programme in Kirklees is annually assessed by the Home Office against their agreed Benchmarking Standards. Kirklees still has priority status and works with the Home Office and Counter Terrorism Police.

D. Migration

There is currently no partnership KPI for Migration. Over the past year the numbers of people seeking sanctuary has been the most stable since 2021 and Kirklees has continued to be a place of welcome for those seeking sanctuary.

d. Inclusive Communities

Partnership strong focus will continue to be needed for 2025/6, reflecting on how inclusive we are as a Council and partnership and embedding the Inclusive Communities Framework further [Inclusive Communities Framework | Kirklees Council](#)

Reducing Risk: Summary

a. Road Safety

Overall, the number of people killed and seriously injured (KSI) because of road traffic collisions has reduced by 20% There has been a reduction in the number of KSI casualties in Kirklees from 229 in 2023 to 184 in 2024 Road safety reported into scrutiny in January 2025

Road Safety is still a priority for the Partnership, but the concerns compared to last year and information from Highways suggest this has decreased. Existing partnership arrangements have Road Safety in view. The District Commander for Fire is Communities Board Deputy Board Chair, Cllr Pinnock and the Portfolio Holder for Communities Service and the Chair of the Communities Board now sits on the Vision Zero Board

b. Water Safety

The KPI is to have a reduction in demand for partnership resources due to risky behaviours. As of December 2024, there have been no admissions relating to submersion or drowning in natural water for 2024. Water safety is still a Partnership priority but Partnership arrangements and support in place at the existing level is as needed and no changes in concerns.

c. Drugs and Alcohol

Drug related crime is increasing in Kirklees with offences relating to possession of drugs and trafficking controlled substances going up from 1,425 offences in 2023 to 1,504 offences in 2024. Locations are identified as part of the Serious Organised Crime Profile. Good connections are in place with the Combatting Drugs Partnership (CDP) as this cuts across many areas of the Communities Plan and Board.

Still a Priority for the Partnership but existing arrangements and support in place and this links across to Serious Violence arrangements and further work is progressing through the CDP and Communities Board.

d. Reducing Reoffending

Reduction in first time entrants for Criminal Justice Service - There were a total of 65 children entering the criminal justice system in Kirklees the 12 months to up to April 2024 - this is a reduction from 85 the previous year (24% reduction). The reduction in the number of first-time entrants into the Youth Justice System is mirrored regionally and nationally.

This will remain as a priority as a Partnership and as with Drugs and Alcohol it cuts across other elements of the Communities Plan and Partnership.

Reducing Adult Reoffending - The Probation caseload is increasing and has increased by 5% since September 2023 to 2,325 cases in July 2024. Nationally the number of offenders under probation supervision has increased by 1% in the 12-months to September 2024 but there has been a 9% increase since September 2014.

This area remains a partnership priority and cuts across many aspects of the Communities Plan. Kirklees Reducing Reoffending Strategy is being revised and will come to the Communities Board in the next 6 months.



Appendix 2

Community Safety Partnership – (Communities Board)

Highlight Report

2024/25



CONTENTS

Tackling Violence, Abuse and Exploitation



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Building Inclusive and Resilient Communities



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Reducing Risk



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1. Tackling Violence, Abuse and Exploitation

1.1 Serious Violence

Background

The West Yorkshire Response Strategy provides a framework for West Yorkshire in preventing and reducing serious violence. Informed by an evidence base, the strategy sets out the local understanding of serious violence, local needs and how partners can respond using a trauma informed approach.

The Strategy which is underpinned by the Serious Violence Duty, within the Police, Crime, Sentencing and Courts Act 2022 has the following strategic objectives: -

- **Understand the picture** of serious violence in West Yorkshire.
- Effectively **share data** with our partners.
- Intervene early to **prevent serious violence** in the first place.
- Use evidence of "What works" to **tackle the root causes** of serious violence.
- Reduce **risk and vulnerabilities** of individuals, families, and communities to violence.
- Develop protective factors which will **prevent and reduce serious violence**.
- Enable **community and societal responses** to serious violence.
- Sustain what works and enhance the **system wide response** to preventing and tackling serious violence.
- Ensure that all our partners embed the **trauma informed** approach.

All organisations and agencies subject to the Serious Violence Duty are accountable for their activity and cooperation. The Duty Holders specified include Local authorities, Police, Probation Services, Youth Offending Teams, Fire and Rescue and Integrated Care Boards. The existing structures remain for Serious Violence (SV) which are SV Gold, Silver and Bronze partnerships and work is progressing to develop place-based actions plans for identified communities. There is a West Yorkshire strategy to reduce / tackle serious violence and a needs assessment that outlines risk and threat.

Key Achievements and Progress in 2024 / 25

- **The Kirklees Violence Reduction Partnership** has continued to work closely with the West Yorkshire Violence Reduction Partnership (VRP) and all Serious Violence Duty holders to ensure Kirklees remains on track with our response to the [Serious Violence Duty](#). This includes having localised governance structures in place, a strategic needs assessment to understand the local data and intelligence, and a strategy to tackle serious violence.
- **Distribution of External Grant Funding (UKSPF, Safer Streets 5, Violence Reduction Partnership Community Resilience)** to support the partnership in tackling serious violence at a local level, of which, £270,758.28 has been allocated to local community groups and organisations on initiatives such as education within schools, mentoring programmes, sport and diversionary activities, and capital support to develop and improve for safe spaces.
- **The Kirklees Violence Hub** has been developed to provide the partnership with a weekly forum to share intelligence, data and information regarding incidents of serious violence across the district, providing support (and challenge) to partners in response to incidents ensuing a joined up and coordinated approach. The hub which is co-chaired by the Police and Local Authority has met over 40 times in 2024/25 and is attended by a range of partnership services including Housing, Police, Fire, Health and Adults and Children's Services.
- **The Teachable Moments Focused Deterrence Car (FDC)** is a West Yorkshire VRP funded initiative intended to reduce violent incidents. The FDC is an unmarked car crewed by a plain-clothes Police officer and a youth worker, which attends the scene of a violent incident after the initial police response ends. It identifies and engages with young people who are at risk of committing violent crime or becoming victims of violent crime. The FDC engages with those in the vicinity and the wider community to give accurate information and identify those who might be at risk of becoming involved in or a victim of crime. Where appropriate, the youth worker will signpost or refer the young person to relevant services or activities in the community. In 2024/25 the FDC has been deployed 34 times.

- **A&E Navigators** programmes place a case worker, called a ‘navigator’, in hospital emergency rooms to support children and young people with a violence-related injury. In Kirklees, the navigator programmes are based in Huddersfield Royal Infirmary and Dewsbury District Hospital. Youth worker trauma navigators provide support to young people up to the age of 25, who then triage to the appropriate services based upon vulnerability and risk. As part of this work, a young person could be allocated to a detached youth worker for 121 focus work. Throughout 2024/25 there have been 52 referrals for support addressing issues such as mental health, risk of violence and missing in education, with the detached youth workers supporting and signposting to local community services and re-engagement with educational establishments.
- **Clear Hold Build** is a framework, developed by the Home Office, to help Police forces tackle serious and organised crime. It reclaims and rebuilds neighbourhoods affected by organised crime, makes areas safer and increases public confidence in the police and partner agencies. It is a three-step plan which sees organised criminals and their associates cleared from an area through pursuit activity. The area is then held and stabilised through high visibility police patrols, assistance from partner agencies and community support. With support from key stakeholders, it is anticipated that residents will be equipped and empowered to build a strong and resilient community, free from crime and exploitation. Work through the [Clear Hold Build](#) framework in Ashbrow has seen a significant reduction in criminality in the area through targeted Police and partnership working. This has included several partnership action days and events to target criminality but also build resilience within the local community. This work has and is being supported by local community groups and organisations. Examples of activity include:
 - [Work Under Away To Clear Out Criminals And Clean Up Huddersfield Community | West Yorkshire Police](#)
 - [Criminals Disrupted And £35,000 Of Illegal Goods Seized, Huddersfield | West Yorkshire Police](#)
- Working closely with **Yorkshire Mentoring CIC** the partnership commissioned the development and delivery of a bespoke age-appropriate resource to target primary school children (Happy Friendships) in identified areas/ schools in Kirklees as part of the partnership's prevention and early intervention approach to providing young people with the critical thinking skills and knowledge around healthy and positive peer relationships. The resource has been delivered to over 400 pupils from September 24 – March 25.
- **Secondary Intervention:** Wrong Look, Wrong Time, Wrong Place (WLWTWP) has been delivered to 87 young people in targeted schools. The Interactive workshops developed around Channels 4's TV show, ‘24 hours in Police Custody’ (4- 5 hours across two sessions) aims to educate young people and get them to focus & discuss the risks, consequences, learn about the law, develop empathy and emotional intelligence & understand media influences as well as looking at the impact of knife crime within their own community. The sessions are aimed at all young people aged 12+ not just those who are identified as at risk. This is because any young person can be affected by knife crime at any point and not just those who make a choice to carry a weapon.
- **Virtual Reality Headsets:** Working with the Violence Reduction Partnership, utilising virtual reality to educate young people around the knife crime and positive peer relationships. The headsets have been delivered to nearly 400 young people since January 2025.
- **Positive Engagement Against Knives (PEAK) Project:** Aims to educate and inspire young people across Kirklees through education, diversionary work, youth empowerment, inspiration, and use of role models and ongoing support in signposting to existing community-based provision. Police Officers from the Kirklees District Early Action Team are involved in the design and delivery of the project. This year 50 students have been engaged across 5 secondary schools.

Positive Partnership Working

Re-engaging Young People into Education: Yorkshire Mentoring

What was the issue? Young people requiring mentoring support due to a variety of needs to help re-engage them into education and the community to prevent them becoming involved in violence, crime and exploitation.

What did we do? Worked closely with the WY Violence Reduction Partnership and local partners, commissioned Yorkshire Mentoring to deliver 1-1 and community-based mentoring support for young people.

What was the impact / difference made? Over 70 young people who have been identified by partners (schools, colleges, children's social care) as being at risk of serious violence have been provided 1-1 mentoring support through Yorkshire Mentoring to address any vulnerabilities and issues with the aim of reducing their risk of becoming involved in serious crime.

Example Case Study: "A young person was referred to us after he was targeted by older youths in his school to hold items for them linked to criminal activity. He informed a trusted adult after more items were asked to be held for them, and as a result of these threats were made against him. The young person's mental health declined, and he refused to attend school, and the family moved area. We started to engage with him after he was not attending school, and our support offer followed him to the new area where he was residing. The young person engaged weekly with the Mentor who worked with the young person on his anxiety, confidence and coping strategies. The Mentor also encouraged him to engage with support to re-enter mainstream school. Lots of information came out with the Mentor about his relationship with his father and how this has impacted his behaviour around being unable to walk away from threatening situations. After 6 weeks of mentoring support, he engaged with school support services and re-entered the school system, after being off school for in excess of 6 months. His mum reported that she felt his behaviour had changed enormously, in regard to being less anxious and was clearly trusting of his Mentor. His new school also stated they felt better able to support him from Yorkshire Mentoring's communication regarding his background, which hadn't been shared from his former school."

1.2 Violence Against Women and Girl

◆ Partnership Priority and Focus 2025/26

Background

Tackling Violence against Women and Girls sits within the West Yorkshire Response Strategy to tackling Serious Violence but also links closely with our work to tackle Domestic Abuse and Sexual Violence.

The Kirklees Pledge to tackle VAWG highlights the partnerships commitment to stop violence against women and girls through 5 key objectives: -

- **Prevention and Awareness:** early intervention strategies, education and other innovative approaches.
- **Trust and Confidence to Report:** To enable survivors, women and girls experiencing violence to feel they can come forward, be heard, supported, and protected.
- **Supporting Victims and Survivors:** Upskilling services and developing resources across Kirklees to recognise and respond appropriately to violence against women and girls.
- **Stopping Perpetrators and Holding them to Account:** perpetrators' programmes, enforcement and use of the criminal justice system to protect women and girls from violence and empower and enable women and girls to hold perpetrators to account.
- **Safe Spaces:** Safe, inclusive, well-planned public spaces, infrastructure, town centres, and transport which would assist in the reduction of violence and harassment that women and girls face.

Key Achievements and Progress in 2024 / 25

- **The Kirklees Violence against Women and Girls working Group** remains well established with statutory, non-statutory and specialist services attending. The groups look at the approach to tackling VAWG across Kirklees and the role each service has in implementing measures to tackle VAWG.
- **Dedicated Partnership Days of Action** have taken place to raise awareness, support victims and licenced premises for example: VAWG week and Spiking intensification weeks [In Excess of 60 Arrests Made in Safety Drive To Make Women Safer, Kirklees | West Yorkshire Police](#)

- **Ask for Angela Scheme:** Over 130 venues have been provided information and advice around the [Ask For Angela](#) scheme, which includes test purchase of the scheme in participating venues across the district on a regular basis. Campaigns in the form of videos have been developed to raise awareness. [Stay safe in town centres with 'Angela' - Kirklees Together](#)
- **Street Marshalls: Utilising funding through Safer Streets 5, Street Marshalls** who are trained workers have been deployed in towns and villages across Kirklees with the aim to reduce incidents of violence and Violence against Women and Girls in public spaces at night, including within venues. The Marshalls have been deployed on 56 evenings in 2024/25 and supported over 200 people when assistance has been required.
- **Night Safety Bus:** Utilising external funding, the night safety bus, which is a mobile team of trained staff from Change Grow Live, Locala and West Yorkshire Police are on hand to help people associated with the nighttime economy and provide a safe space for anyone, including females that may feel they need it. The bus has been deployed 35 times this year, providing a place of safety and a safe place for example people to charge their mobile phone, provide harm minimisation advice, drug & alcohol support, seek refuge or call a taxi.
- **Educational / Community Based Projects:** Utilising funding through Safer Streets 5, commissioning of Project Zero and the Kindness is King resource. This is a primary school program delivering an interactive 40-minute workshops to year 5/6 classes, facilitating meaningful conversations around gender stereotypes and emphasizing the importance of kindness and equality. These workshops aim to spark reflection and growth among students while driving positive change within the school culture, shaping the attitudes of boys, challenging harmful gender stereotypes, and preventing violence against women and girls (VAWG). This year, 14 sessions have been delivered to 249 individuals. In addition, Active Bystander training, has been delivered to young people which provides education around being an active bystander in the prevention of abuse being committed against/ or by others
- **External Grant Funding** (UKSPF Kirklees Safety of Women and Girls £179,114). Using external grant funding to support local organisations and their work to tackle VAWG. This has included funding to improve places of safety in three community organisations with items such as enhanced CCTV, new facilities to improve the user experience, updated IT systems and basic repairs to buildings so that they can be used and accessed. The funding has also supported the delivery of training and educational programmes in schools and community organisations including therapeutic support, theatre production in schools and physical activity and mental wellbeing sessions.

Positive Partnership Working

Example Funded VAWG Project Umbrella Yogo CIC are a not-for-profit organisation that brings communities together through yoga using evidenced based practices to improve the physical and emotional wellbeing of the people they connect with. Through commissioning, Umbrella Yoga worked in partnership with women who had experienced violence, abuse, exploitation, rape and sexual offences. The approach through Umbrella Yoga focuses on group yoga, supporting participants' mental and physical needs through a safe space for women to come together, build up self-esteem and feel more in control of their bodies. The yoga sessions were offered alongside existing programs to address vulnerabilities for example, the 'Power Programme' developed by Kirklees Rape and Calderdale Rape and Sexual Abuse Centre. The project has been delivered across 60 sessions this year with participants now understanding the benefits of movement and breathwork for dealing with trauma and health and wellness.

1.3 Domestic Abuse

◆ Partnership Priority and Focus 2025/26

Background

The Kirklees approach to tackling Domestic Abuse is to have a range of services that are accessible and available to anyone who may need them, working together around individuals, families and communities to prevent, respond to and repair the damage caused by domestic abuse

[Domestic abuse | Kirklees Council](#)

The Kirklees Domestic Abuse Strategy aims to co-ordinate the broadest possible response to domestic abuse from prevention and early intervention to dealing with crisis, safety, and long-term recovery, working to keep survivors and their families safe and challenge abusers to change their behaviour.

The approach to tackling Domestic Abuse focuses on five priorities:

- Priority 1 – To adopt a **Whole Family Approach** to Domestic Abuse to support children and young people affected by parental domestic abuse, to support young people that are victims of abuse in their own relationships, to support young people that perpetrate abuse against other people, and to ensure direct, preventative work is available to support the development of healthy relationships.
- Priority 2 – To support **Perpetrators to change their behaviour** through increasing the range of effective interventions, improving access to existing services and developing community engagement activities that support perpetrators to access the support they need.
- Priority 3 – To develop the partnership response to the interconnected experiences that **victims with multiple needs and/or protected characteristics** face when experiencing violence and abuse.
- Priority 4 – To support victims to maintain or access **safe and stable housing** to provide safe and stable housing for victims irrespective of tenure.
- Priority 5 – To continue to develop and assure robust **multi-agency working** arrangements to support professionals from difference agencies to share information, assess risk and increase safety for victims. This incorporates a range of mechanisms including the Daily Risk Assessment Management Meeting, Multi-Agency Risk Assessment Conferences, Standards Screening and Operation Encompass notification process.

Key Achievements and Progress in 2024 / 25

- **Domestic Abuse Board:** The Domestic Abuse Board has met throughout the past 12 months with excellent attendance from a range of partners, the role of the Board is to have oversight of how the strategy is developing and progressing in Kirklees. A review of the strategy is due to take place in 2025/6.
- **Outcomes Based Commissioning Contract:** The KDASS (Kirklees Domestic Abuse Support Service) [Kirkless Domestic Abuse Specialist Services \(KDASS\) | Support for individuals experiencing domestic abuse | Kirklees, UK](#) was officially launched in December 2024 at a public event, opened by Councillor Pinnock and attended by a wide range of local providers. Police also promoted the event as part of their social medial communications.
- **Learning from Practice:** Partners are working together to deliver a learning event following a Safeguarding Adults Review which included complex considerations around dementia and domestic abuse.

The Kirklees Domestic Abuse Strategy continues to be progressed as a Partnership;

- **Whole Family Approach** to Domestic Abuse. To support the development of staff skills and knowledge, the delivery of Safe and Together training underpins the Kirklees approach to domestic abuse through supporting the victim and holding perpetrators to account; work continues to encourage attendance and wider opportunities for embedding practice.
- The Partnership have worked together to develop a shared understanding of the resources available for perpetrators of Domestic Abuse across Kirklees to inform future service developments that can contribute towards supporting **perpetrators to change their behaviour**. Partners have also worked together to identify and develop opportunities for shared learning through training to increase the knowledge, skills and confidence of the workforce when working with perpetrators.
- Arrangements are being developed to ensure partners understand the scope of **victims with multiple needs and / or protected characteristics**. Learning about the experiences of LGBTQ+ victims across Kirklees is and will continue to be take place across the partnership
- Partners are committed to working together to update the Safe Accommodation Needs Assessment in 2025/2026 to support victims to maintain and access **safe and stable housing** irrespective of tenure.

Community engagement activities have increasingly developed over the year and considerable efforts are continuing across the partnership, in line with the Inclusive Communities Framework. Community Connectors within Community Plus [Home | Healthier & Happier Lives | Kirklees Community Plus](#) have worked to raise awareness of Domestic Abuse and KDASS services. The Connectors have reached a significant number of different organisations. Third Sector Leaders Community Champions have had a high volume of conversations with people in communities about Domestic Abuse and awareness raising. Individual discussions took place alongside groups/sessions which were visited by the Champions, with over 500 individuals reached. An evaluation of the impact of this, alongside case studies, is in the process of being prepared and further reflection will be taking place later this year. It is fantastic to note that in the same period the community awareness-raising activities took place, the number of self-referrals made for support via the KDASS website has contributed to the largest number of people known to the service since the beginning of the contract.

1.4 Modern Day Slavery

Background

[The Kirklees Modern Day Slavery](#) Strategy provides a co-ordinated multi-agency response to modern slavery by raising awareness and knowledge amongst front-line workers, volunteers, and communities, enabling a victim focused response. The vision of the Strategy is to create a supportive place for victims and to have a greater understanding of perpetrators to ensure Kirklees is a hostile place for crimes of modern slavery. The strategy is based around principles of:

- **Pursue:** prosecuting and disrupting individuals and groups responsible for modern slavery
- **Prevent:** preventing people from engaging in modern slavery crime
- **Protect:** strengthening safeguards against modern slavery by protecting vulnerable people from exploitation and increasing awareness and resilience against this crime
- **Prepare:** reducing the harm caused by modern slavery through improved victim identification and enhanced support and protection.

Key Achievements and Progress in 2024 / 25

- **The Modern-Day Slavery Partnership** consisting of statutory, non-statutory and specialist services continue to meet on a regular basis to raise awareness, share intelligence, prevent and respond to modern slavery in Kirklees working closely with regional and national partners.
- **Modern Slavery and Cuckooing Training:** Training continues to be delivered in partnership with West Yorkshire Police to raise awareness of what it is and what our professional responsibilities are, encourage reporting and highlight support for individuals at risk. Over 270 professionals in Kirklees have been trained this year with examples of individuals being referred for support following the training. This has also included larger events and workshops, for example at the University of Huddersfield, attended by 200 professionals representing law enforcement, local authorities, and health organisations from Yorkshire, Humberside and the Northwest.
- **Dedicated Days of Action:** Focus on disrupting Modern Slavery working closely with partners from West Yorkshire Police, Housing, Adults Social care and specialist services such as Hope for Justice.
- Supporting **tailored packages** of support for victims and survivors of Modern Slavery, working with partners to provide advice and signposting. This also included working closely with specialist services such as Palm Cove, supporting their introduction of safe houses and specialist support in the district.

1.5 Youth Exploitation

Background

The Youth Engagement Service (YES) is an inclusive and flexible service that brings together, and works collaboratively with, partner agencies to ensure a whole system approach for young people who have been, or who are at risk of being, exploited and/or entering the youth justice system. The Youth Engagement Service is made up of the Youth Justice Service and the Youth Engagement Service Team. The Youth Justice Service is an integral part of the Youth Engagement Service and is a multi-disciplinary team incorporating the skills and experience of several services within Kirklees Council. The Youth Engagement Service Team works alongside young people who have been missing from home or placement and young people who are experiencing, or at risk of experiencing, exploitation and/or forms of harm outside the family home. The Service works alongside partners to provide the broadest possible inventory of support for the young people of Kirklees.

Key Achievements and Progress in 2024 / 25

- **Practice Learning:** Events with partner agencies to review case learning and best practice. A recent practice learning exercise sought to understand how impacts were achieved with 'relationships' being found to be a key intervention.
- **Regular Multiagency Meetings:** To reduce risks to identified young people, working with partners to understand contextual issues to keeping young people safe.
- **Providing Groups of Vulnerable Young People with Access to Activities and Initiatives:** Over 50 young people have accessed positive activities alongside other young people. The days provide young people with an opportunity to experience new things, meet new people, develop relationships with peers and professional adults outside of intervention plans of professional forums, challenge themselves and achieve things. This also includes a regular safe space for young people working with the YES (Come vibe with us).
- **Working closely with Yorkshire Mentoring:** Supporting over 20 young people identified as being at risk of exploitation through a dedicated mentor and package of support over a minimum of 12 weeks to improve and provide support for vulnerabilities such as school attendance, aspirations, peer and family relationships and extra-curricular activities.

2. Reducing Anti-Social Behaviour and Neighbourhood Crime

2.1 Anti-Social Behaviour (ASB)

SPOTLIGHT

◆ Partnership Priority and Focus 2025/26

Background

Anti-Social Behaviour (causing alarm, harassment or distress to any person) focuses on 3 areas:

- **Personal:** deliberately targeted at an individual or group (e.g. noise nuisance)
- **Nuisance:** causes annoyance to the wider community (e.g. fireworks, rowdy behaviour)
- **Environmental:** impacts on natural surroundings (e.g. fly-tipping, criminal damage) [Report it | Kirklees Council](#)

Tiered delivery:

- **Prevention:** developing “responsible citizenship” by individuals and communities / education with young people – communicate and engage with residents.
- **Early Resolution:** Front line officer training and develop reporting mechanisms to address issues at earliest opportunity – including through mediation.
- **Partnership Problem and Case Work:** where ASB case officers use appropriate Tools and Powers to address behaviours of individuals and where partners work collaboratively to understand and problem solve ASB hot spots and recurrent issues.
- **Complex Safeguarding and Enforcement:** Dealing with lower volume high complexity cases with underlying issues such as mental health and substance misuse. Enforcement actions and links with Courts to hold perpetrators to account and support victims.

Key Achievements and Progress in 2024 / 25

Prevention of ASB

- **Tenancy Ready Sessions** are focussed educational sessions for care leavers to help them thrive and maintain their first tenancies. One session centres specifically around anti-social behaviour, making good decisions in relation to conduct and safeguarding – one session per month has been delivered through the year, typically there are an average of 5 people attending each session.
- **‘I’m Being Good in my Neighbourhood’** is an educational initiative devised by Safer Kirklees officers and delivered in primary schools across Kirklees. The sessions are interactive and focus on being a good citizen, setting an example among family members and friends, having the confidence to challenge poor behaviour in friend groups and identifying a trusted adult to confide in – materials are being refreshed for delivery in 2025/26.
- **Safety Rangers Sessions** are delivered to older primary school children and there are sessions around road safety, positive friendships and relationships and anti-social behaviour. Safer Kirklees devised a specific session, similar to I’m Being Good in my Neighbourhood, and this is delivered with the assistance of West Yorkshire Police (the children love a Police uniform and it engages them really well) - content being refreshed for 2025/26.
- **ASB Awareness Week** saw several events across Kirklees including stalls at Markets and Bus Stations in Huddersfield and Dewsbury Town Centres where Community Environmental Support Officers and WYP talked to shoppers and passengers about support and effective reporting. Sessions were held at local schools, focussing on considerate parking and ASB reporting.
- **Bonfire Week Planning** Multi-agency panel that meets to set out strategies to ensure not only bonfire safety, but also associated ASB linked to firework misuse, arson and attacks on fire crews. Interventions are intelligence led and includes involvement from Safer, WYP, West Yorkshire Fire and Rescue Services (WYFRS), Greenspace Action Team, Detached Youth Team and Homes & Neighbourhoods.

Early Resolution of ASB

- **Community Environment Support Officers (CESO’s) across Kirklees are regularly tasked with responding to ASB issues** is to provide reassurance, gather intelligence and intervene at an early stage to ensure situations do not worsen or have a greater impact on individuals, communities and resources.

- **Safer Kirklees provide Accredited Mediation services** where Homes and Neighbourhoods residents are involved in conflict but are committed to finding resolution. Joint mediation sessions are arranged and facilitated with the focus on finding a mutually agreeable solution for all parties to resolve the ASB/neighbour dispute. Of the 12 cases supported over the past 12 months with those who went through the process reporting very positive impact, experiences and improved relationships between people.
- **Securing of Buildings** –Kirklees Partnership working to both identify and secure properties being repeatedly targeted. Many of these are in our town centres and become magnets for ASB, Criminal Damage, Drug Use, Rough Sleeping and Arson.
- **Safer Kirklees ASB staff hold a weekly ASB advice surgery for Homes and Neighbourhood's staff.** This is to give general and specific advice in relation to anti-social behaviour.
- **Homes and Neighbourhoods ASB Training.** Safer Kirklees Council have devised an online resource that can be referred to and continually deliver training to both new and existing staff who need additional support and/or confidence in tackling ASB effectively.

Partnership Problem Solving

- **Place Based Community Outcome Groups** bring together both internal and external partners to discuss crime and ASB issues at a locality level. Intelligence is shared and discussed and forms the basis for setting out key priorities to be addressed and associated actions.
- **ASB and Hate Crime Meeting.** Referrals into the meeting involve up and coming incidents involving both ASB and Hate crime and quite often the two overlap. Key partners discuss individuals of concern and an action plan is agreed at the meeting and delivered swiftly to take advantage of the opportunity for cross partnership problem solving.
- **Town Centre ASB Meeting.** This meeting focuses on individuals causing concerns in our main town centres, ie Huddersfield and Dewsbury. Individuals that offend across both town centres in some cases, are discussed monthly and a partnership problem solving approach is used. This is a good opportunity to share information as quite often the individuals are known to a number of services, for example, Change Grow Live, Rough Sleepers Initiative and West Yorkshire Police in relation to shop lifting or street drinking offences.
- **ASB case review.** The ASB case review is a national process which seeks to give victims of ASB an opportunity to have their case heard if they feel that partners have not dealt with their complaints effectively. Safer Kirklees lead on and coordinate the process from start to finish. Applicants get a bespoke and personal level of engagement with Safer Kirklees who pull together all relevant parties to ensure that a comprehensive response is coordinated to alleviate or resolve the ASB. For more information [The anti-social behaviour case review | Kirklees Council](#)
- **ASB Tools and Powers** - Safer Kirklees partnership have a number of legal interventions open to them to resolve Anti-social behaviour such as partial and closure orders for addresses and community protection notices.
- **ASBRAC (Anti-social behaviour Risk Assessment Conference).** Where the anti-social behaviour is either committed by, or affecting a vulnerable person, Safer Kirklees arrange an ASBRAC (there have been 22 in the past 12 months) - these are multi-disciplinary meetings which focus on vulnerabilities and needs and how best to support victims and challenge perpetrators.
- **Public Space Protection Orders (PSPO)** are used by Kirklees Council to help minimise anti-social behaviour that is considered to be detrimental to the quality of life in the areas they apply to. They are designed to ensure that people can use and enjoy public spaces free from experiencing behaviour that is anti-social. A breach of a PSPO is a criminal offence. [Public Space Protection Orders \(PSPO\) | Kirklees Council](#)
- **Nuisance Motorbikes** Safer Kirklees, Police and Homes and Neighbourhoods work with communities to encourage reporting, visibly patrol (through the police off road motorbike team), seize vehicles and work with young people on diversionary activities. [Report nuisance bikes / quad bikes / off roaders | West Yorkshire Police](#)

A specialist team which has now prosecuted hundreds of rogue riders in Kirklees and is urging residents to keep making reports as warmer weather approaches [Kirklees Off Road Bike Team Seizes More Than 150 Illegal Bikes | West Yorkshire Police](#)

Managing Noise Nuisance

What was the issue? One resident was referred to the Safer ASB team for rapid intervention following a string of incidents involving both ASB and criminal behaviour severely affecting residents in a location in Kirklees, one of whom was elderly and vulnerable. For several months, neighbours had suffered from noise nuisance, a constant police presence at the address and behaviour from the resident, his girlfriend and associates that caused them major concerns.

What did we do? We supplied specialist support to the elderly resident who was isolated and frightened. We attempted over a period of time to successfully engage with the problematic tenant, offer both him and his girlfriend support while challenging behaviours and issuing the relevant and appropriate tenancy warnings. Several ASBRACs were also held in relation to all parties to attempt to help maintain a tenancy and avoid court action, and to prevent the elderly resident having to access social care. Ultimately the individual in question was convicted of two very serious offences which facilitated the use of Absolute Grounds for possession legislation, and he was evicted.

What was the impact / difference made? This eviction was extremely well received by residents and the ASB staff involved have had some excellent feedback both at the time and then following.

2.2 Neighbourhood Crime

SPOTLIGHT

Background

Neighbourhood Crime primarily focuses tackling crimes impacting on residents which are primarily

- Burglary (including non-domestic)
- Vehicle (and cycle) theft (including commercial vehicles)
- Theft from the person / robbery

The Partnership approach to tackling Neighbourhood Crime focuses on 3 key areas of delivery:

- **Crime Prevention and awareness raising** – (1) increased awareness through communications / resident engagement, (2) officer training for front line workers / councillors, (3) architectural liaison and environmental clearance.
- **Community Involvement** – (1) supporting neighbourhood watch / community engagement in tackling crime (2) Tapping into neighbourhood / street Whats App type groups that formed after lockdown (and people working from home) increase informal surveillance and reporting mechanisms.
- **Focusing on Hotspots / Repeat victimisation** (1) Repeat victimisation - property (for burglaries) and groups of people i.e. students and (2) hot-spot locations i.e. concentrated neighbourhoods which experience proportionately more issues (including rural crime).

Key Achievements and Progress in 2024 / 25

Crime Prevention and Awareness Raising

- **Victim Hot-Spots:** Safer Kirklees have worked alongside Police to provide crime reduction advice to students to reduce their chances of being a victim of crime and mechanisms to seek support / report it.
- **Transit Vans / Tools:** This has involved providing advice / guidance to drivers on ways to reduce chances of victimisation with a particular focus in hot spot areas.

3. Building Inclusive and Resilient Communities

Background

This Strategic Priority brings together a variety of themes which see working with communities as integral to building resilience to manage potential risks to community confidence, belonging and connections.

The Inclusive and Resilient Communities Priority of the Partnership has 4 sub-themes ranging from working with communities to enhance local Place through to addressing issues which impact on communities such as Hate Crime and Extremism.

Hate Crime

SPOTLIGHT

◆ Partnership Priority and Focus 2025/26

Background

Hate crimes are “motivated by hostility on the grounds of race, religion, sexual orientation, disability or transgender identity”. The Kirklees Hate Crime strategy works on the principle that the best way to address hate crime is to prevent it happening in the first place and where it does occur, supporting victims and bringing perpetrators to account at the earliest opportunity. [Hate incident reporting | Kirklees Council](#)

Key Achievements and Progress in 2024 / 25

- **Prevention** (to create an environment through education and engagement where hate crime is not acceptable) – over 600 school children provided “Mind your language” primary resource and high schools supported with “Talk and Report” (supports teachers with getting pupils to recognise and report hate crime). Awareness in wider communities has been achieved through events / communications including Islamophobia awareness month and more general recognising and reporting of hate crimes.
- **Early Resolution** (to raise awareness of front-line staff / communities of spotting, tackling and signposting to support for victims of hate crime) – As part of Hate Crime Awareness week in October 2024, over 250 front line staff briefed on recognising hate crime, need to challenge and mechanisms to report / seek support.
- **Problem Solving and Case Management** (to support victims and hold perpetrators to account in hate crime cases and identify and address any geographic hotspots) – Safer Kirklees work with partners such as the Police to provide support to victims of Hate Crime – actions on cases are reviewed through a ASB and Hate Crime working group to ensure excellent service standards are maintained.
- **High Support / Prosecution** (to provide support to victims of hate crime with trauma experienced and hold perpetrators to account) – The Safer Kirklees Victim and Witness Hate Crime Officer has provided intensive emotional support and practical strategies for over 30 victims of hate crime.

3.1 Preventing Extremism

SPOTLIGHT

◆ Partnership Priority and Focus 2025/26

Background

The purpose of Prevent is to safeguard and support vulnerable people to stop them from becoming terrorists or supporting terrorism [Counter-terrorism strategy \(CONTEST\) 2023](#). It works to ensure that people who are susceptible to radicalisation are offered appropriate interventions, and communities are protected against radicalising influences. The primary objective of Prevent is to work with statutory partners (Police, Prison, Probation, Health, Education & Social Care) as well as the voluntary community sector to tackle the ideological causes of terrorism, and to raise awareness and build resilience to all forms of extremism. Prevent is run

locally by experts who understand the risks and issues in their area, and how best to support their communities. These experts include teams and specific authorised individuals from local authorities, the police, charities and community organisations. [Prevent and Channel | Kirklees Council](#)

Prevent works in a similar way to programmes designed to safeguard people from gangs, drug abuse, and physical and sexual abuse. Success means an enhanced response to tackle the causes of radicalisation, in communities and online; continued effective support to those who are vulnerable to radicalisation; and disengagement from terrorist activities by those already engaged in or supporters of terrorism.

Key Achievements and Progress in 2024 / 25

- **Channel Panel** continues to meet face to face every 6 weeks.
- **Training and awareness** has continued throughout the year.
- **The Prevent Team held a Prevent Awareness Week** hosting a week of free, online learning events, focusing on 'Prevent' and how professionals and communities can help to safeguard people. This training was for anyone who works with the public, in particular with children, adults, communities or vulnerable people, to ensure that schools as statutory authorities under the duty were embedding Prevent across the curriculum.
- **PREVENT Duty and Health Care Sector Training** In order to ensure all the statutory services mandated by the Prevent Duty have access to good quality training around Prevent it was acknowledged by the partnership that further opportunities to work with the health sector should be explored.
- **What did we do?** Working in partnership with the ICB (Integrated Care Board) we delivered a training session to over 150 non-clinical staff working in the nine Primary Care Networks across Kirklees as part of their annual Safeguarding Training Day. Inputs included an overview of Prevent duty for Healthcare professionals, examples of referrals from Health and a Channel case study.
- **What was the impact / difference made?** 20 individuals have signed up to become Prevent Champions within their Primary Care Network which means that now the partnership has a named contact across the PCNs to share relevant Prevent updates, resources and training opportunities and these individuals will be able to raise the profile of Prevent within the PCN.

3.2 Inclusive Communities Framework

SPOTLIGHT

◆ Partnership Priority and Focus 2025/26

Background

Inclusive Communities Framework ([Inclusive Communities Framework | Kirklees Council](#)) was adopted by Full Council in 2023 as part of Kirklees Council's commitment to fostering inclusive and cohesive communities and it is one of our four top-tier partnership strategies. The ICF is a commitment to work better with communities in a way that means we must change how we do things, and as a partnership with local organisations like the Police we have committed to do this. Inequality and disadvantage remain considerable barriers to creating truly inclusive communities. Recent events, such as racist riots in other parts of the country might not have happened in Kirklees, but they affected people here, including their sense of belonging and connection. These issues compound and prevent people from feeling connected both in their communities and across different communities. Ultimately, this holds communities back from accessing opportunities and achieving their full potential. The Inclusive Communities Framework provides us with the principles to collaboratively dismantle these barriers. By listening to communities and removing these barriers, we can create lasting, positive change. Through our sustained, collective effort, we will realise our vision of a Kirklees where communities are empowered, trusted, and united.

The framework can be used with a wide range of plans and strategies across different organisations and sets out how we want to work with people. The ICF toolkit is designed to help organisations review and improve how they work with communities. The ICF is built on the belief that communities have solutions to problems, and that by working together, we can build trust, promote belonging, and address shared interests and concerns.

Key Achievements and Progress in 2024 / 25

How services work embedding the principles of the ICF in day to day working:

- **Kirklees Libraries** have been re-awarded the prestigious **Library of Sanctuary** status, reaffirming their commitment to providing a safe and welcoming space for refugees and asylum seekers. This recognition highlights their ongoing efforts to support migrant communities through their curated Sanctuary book collections, craft and chat sessions, story times, conversation cafes, and language development resources. By eliminating barriers like overdue fines and ID requirements, and producing materials in multiple languages, Kirklees Libraries have helped to welcome refugees into the community.
- **Creating Opportunities to Work Alongside Local People Sharing Knowledge and Resources, 'Equalising'**
The launch of the Detailed **Access Guides** in partnership with **AccessAble**, is a significant step towards [equalising access for all community members](#). These [guides](#) provide comprehensive information about accessibility arrangements, welfare facilities, and parking for various venues, buildings, and travel routes across the Kirklees district. The service worked alongside disabled community members to identify which places and spaces should be part of the review. By enabling people to plan their visits in advance, the guides help ensure that everyone can maintain independence and participate in community life.
- **Children & Families:** Celebrating the achievements of care leavers is an important way to recognise their resilience and contributions to the Kirklees community. Recently, a [celebration event](#) was held to honour care leavers, highlighting their successes and the positive impact they have made. This celebration included the [Shining Stars and Recognition Awards](#), which acknowledged the accomplishments of young people who have overcome significant challenges. These events not only celebrate the individual achievements of care leavers but also bring the wider community together, reinforcing the importance of encouragement and recognition for these young individuals.

3.3 Migration and Asylum

SPOTLIGHT

◆ Partnership Priority and Focus 2025/26

Background

Kirklees continues to be a welcoming community, understanding and building on the benefits migration brings.

We want to ensure that those who are vulnerable and seeking sanctuary can access the support that is available to them in Kirklees. This support will help those seeking sanctuary to settle and start to integrate into life in the UK and Kirklees. [Kirklees welcomes asylum seekers, refugees and migrants | Kirklees Council](#)

4. Reducing Risk

4.1 Road Safety

SPOTLIGHT

Background

The Road Safety Strategy aims to both continue reducing the number of people **killed and seriously injured** on the roads but also to tackle the issues of key concern and detrimental to **perceptions of safety** for all road users.

The Strategy focuses on all aspects of collisions – namely the features of **vehicles, people** (both drivers and other parties), **locations** and **times** of the day / year when collisions peak.

- **Vehicle Issues:** unsafe parking (e.g. around schools), loud vehicles, uninsured / taxed vehicles.
- **Driver (Passenger) Behaviours:** Drink / Drug Driving, speeding, distractions e.g. mobile phone use, not using seat belts (including passengers).
- **Vulnerable Road Users:** Cyclists / motorcyclists / pedestrians.
- **Location Issues:** specific locations e.g. schools, Place based issues e.g. Rural / North Kirklees, collision hot-spots and recurring issues.
- **Time / Seasonal:** Winter – darker nights, visibility / Summer - speeding / Festive period – drink & drug driving.

Key Achievements and Progress in 2024 / 25

- Development of a **Kirklees Vision Zero Board** [Vision Zero | Kirklees Council](#) and strengthening of the Road Safety working group consisting of partners from the Local Authority, Police and Fire Service to deliver the [Vision Zero Strategy](#) for Kirklees.
- Working with partners within both Kirklees and West Yorkshire **improved intelligence gathering** and sharing of road user behaviours, collisions, damage only incidents and risk, to better understand the picture of road safety in Kirklees.
- Continued engagement with Schools around **Mode Shift**, working with young people, parents and teachers to make the school environment safer. 74 School working on Mode shift, 34 of which are now accredited.
- Deployment of the mobile **Speed Indicator Devices** across Kirklees, working with local primary schools to raise awareness and target speeding vehicles outside local primary schools.
- **Road Safety, Bike-ability** and family cycle events to school age pupils.
- Conducting **road safety audits** across the district, with 45 being undertaken this year.
- **Continued enforcement of parking restrictions** by Kirklees by enforcement officers and Neighbourhood Policing teams, when resources are available.
- **Working closely with the West Yorkshire Vision Zero Board to deliver initiatives across West Yorkshire to improve road safety.** For example:-Working in partnership with our Licencing teams, the Hackney Carriage Association, taxi drivers and our Fleet team to ensure all hackney and private hire vehicles are safe and fit for purpose and our licenced drivers are fit and properly trained.
- **West Yorkshire Vision Zero Partnership** working in partnership with **Motor Insurance Bureau** to target uninsured drivers across West Yorkshire but paying particular attention the Top 10 uninsured postcodes.
- **Working with Council internal teams in Transport to ensure our vehicles are as safe as possible**, with on board telematics and driver identification intelligence, vehicle weight management systems.
- **West Yorkshire wide Roads Policing activities** including but not limited to Enforcement of Fatal “5” offences (+5% on 2023), Driving without Due Care and Attention offences (+4.2% on 2023).
- **West Yorkshire Police** Operation Trimburg and such road safety operations have taken place across the district

[Over 100 Illegal Drivers Dealt With In December Operation In Kirklees | West Yorkshire Police](#)

[Drug Driver Arrested In Kirklees Winter Road Safety Operation | West Yorkshire Police](#)

[Illegal Drivers Taken Off Road In Kirklees Operation | West Yorkshire Police](#)

- **West Yorkshire Safety Camera Partnership enforcement locations identified** and installed by Districts and National Highways through Capital funding resulted in circa 104,000 drivers attending National Driver Retraining courses – 93% were speeding offences.
- **Delivery, support and promotion of [Operation snap](#)** resulting in an average of a 29% increase in submissions to WYP (14.6% increase Kirklees).
- Delivery of dedication **seasonal campaigns** to raise awareness of road safety across the calendar year for example Christmas and New Year.

4.2 Water Safety

Background

The Kirklees Water Safety strategy primarily focuses on reducing drowning and risks associated with by entering waters either intentionally or by accident. The Strategy works on principle that the best way to improve water safety and reduce serious incidents is to prevent them in first place and managing risk through better training, awareness and fast response where incidents do occur.

The Strategy focuses on the following strands:

- **People Issues:** accidental entry i.e. falling in / play ie families and groups of (young) people / recreation i.e. wild swimmers / deliberate harm i.e. suicide (including attempts).
- **Place Issues:** risk matrix to identify and prioritise high risk locations (including those where risk of fast flows / flooding).
- **Time and Seasonality** – School holidays, summer months, winter e.g. falling through ice.
- **Partnerships:** Strategy needs to be delivered by wide range of partners and engage with communities both generally and through groups such as wild swimmers.

Key Achievements and Progress in 2024 / 25

- The **Water Safety Working Group** has met 6 times this year, chaired by the West Yorkshire Fire and Rescue Service. The meeting, which is supported by partners from organisations and service such as Yorkshire Water, the Canal and River Trust, RNLA, National trust, children service and Safer Kirklees.
- **Water sites across the district have been risk matrixed** by the water safety working group to understand ownership and local risk, including preventative measure to reduce serious incidents.
- This has included **partnership action days at high priority sites**, increased signage, education within local schools and community settings and physical measures such as throw lines. Many of the site shave seen a reduction in demand for partnership services and although already low across the district reduction in serious incidents.
- **A number of water safety exercises/ actions days were held in open water sites** with partners from the Police, Fire and Rescue Service, Mountain Rescue, Canal and River Trust, Yorkshire Water and local groups such as canoe clubs. The purpose of the exercises s to raise awareness, conduct rescue simulations and provide learning.
- **Engagement in local schools and colleges** to raise awareness of the dangers of open water and what to do in emergency situations.

- **Campaigns and awareness raising**, including seasonal messages in different languages, utilising funding from the West Yorkshire Mayors Office.
- Regular equipment i.e. **throw line and signage checks** at open water sites.

4.3 Drugs and Alcohol

Background

The Kirklees Drug and Alcohol Strategy recognises the harm that substance misuse can cause across the 4 themes of the Partnership Plan. The Strategy recognises that a partnership approach is needed to minimise harm, develop solutions, and ensure each part of the system works towards achieving shared outcomes.

The strategy is based around 3 principles:

- **Reducing Demand:** reduce the unmet drug and alcohol need within our communities / reduce demand for drugs and alcohol amongst children and young people.
- **Reducing Supply:** continue to strengthen our coordinated partnership action to tackle drugs and alcohol alongside other criminal activity / tackling county lines and serious violence linked to urban street gangs / align work between tackling domestic abuse and the harmful effects of substance use / restricting the supply of drugs and alcohol / diversionary and offender management interventions in the community to reduce the risk of offending and re-offending / protect children and young people from the harms associated with drug and alcohol use.
- **Building Recovery:** reduce drug and alcohol-related harms and deaths / improve (sustainable) recovery and treatment / improve support for others impacted on.

Key Achievements and Progress in 2024 / 25

- **Criminal Justice team** is co-located with, the Police IOM team at Dewsbury Police Station, Liaison and Diversion team at Huddersfield Police Station and both Probation offices in Kirklees. This includes drug workers as well as a Nurse who can provide immediate health advice and assessment for those in need to ensure more effective and efficient interventions and the earliest opportunity.
- Excellent links in with the three main **prisons** in our area, HMP Leeds, HMP Newhall and HMP Wealstun.
- The Services **Partnership Safety Bus** continues to deliver regular twice weekly sessions in the nighttime economy in Huddersfield in conjunction with West Yorkshire Police, Community Safety, Street Marshalls and our local Sexual Health Service is used to provide a targeted outreach service specifically aimed at females using the nighttime economy (and those that become vulnerable associated with the NTE).
- **Drug and Alcohol-Related Deaths:** The local authority continues to build relationships with partners to obtain data about drug and alcohol-related deaths, learn from and prevent future deaths, and strengthen the emergency response plan for mass-overdoses.
- **Lived Experience:** The Kirklees in Recovery (KiR) Community has grown significantly, offering diverse activities tailored to individuals at every stage of their recovery journey. Attendance at KiR events remains strong and is increasing, reflecting their impact. KiR has transitioned into an official 'Lived Experience Recovery Organisation' with its first paid full-time role funded in 24/25 and an additional funded role in 25/26 to support further growth.
- **Hospitals:** Expanded substance care provision in NHS hospitals has improved identification, referrals, and integration between hospital and community care, and enhanced the skills of the NHS workforce. A revised model in CHFT will continue to strengthen this work and meet the Drug Strategy target.
- **Employment:** The IPS Employment Service by CGL Kirklees supports people with drug and alcohol problems into employment. It is one of the highest performing IPS drug and alcohol services nationally, effectively reducing unemployment among those in treatment.

- **Housing:** The treatment service offers Recovery Housing for prison leavers and those in community treatment, with multiple new houses opened in 24/25. A multi-agency panel manages placements, liaising with Police and Probation.

4.4 Reducing Re-Offending (Adults)

Background

Based on 3 overall priorities (Accommodation, Employment and Custody & Resettlement), outcomes of the strategy include:

- **Intervene Early** (people who have or on cusp of offending), **Rehabilitation** (before / after release) and preventing **vulnerability of children and families**.
- Address criminogenic factors such as **accommodation, employment and health / social care** including substance misuse – to include support vulnerable people leaving prison.
- Enhance practice including increasing use of **non-custodial sentencing** options, advocate **change with policy-makers** / commissioners and embed **Integrated Offender Management** to reduce neighbourhood crime.

Key Achievements and Progress in 2024 / 25

- **The Kirklees Reducing Reoffending Strategy Group:** Consisting of statutory partners continues to meet on a regular basis to address reoffending across Kirklees. To support this, the Kirklees Reducing Reoffending Operational group look at the most prolific offenders across the district and the management this including supervision and disruption.
- **Co-location and Co-Working:** Criminal Justice team is co-located with, the Police IOM team at Dewsbury Police Station, Liaison and Diversion team at Huddersfield Police Station and both Probation offices in Kirklees. This allows close working relationships and more effective and efficient interventions and the earliest opportunity.
- **Standard Determinate Sentence Scheme:** Working closely with partners, Probation have managed individuals released as part of the Standard Determinate Sentence Scheme (known as SDS40), which allows certain prisoners serving a 'standard determinate sentence' (with a 50% conditional release point) to be released at the 40% point of their sentence, subject to eligibility criteria. SDS40 has been in operation since 10 September 2024 (Tranche 1) with Tranche 2 releases taking place in October 2024. The partnership has continued to work together to look at the management of this individuals including addressing any associated needs such as housing, employment and any vulnerabilities.

4.5 Reducing Re-Offending (Youth)

Background

The Youth Justice Plan aims to reduce the number of victims and youth crime in Kirklees, safeguard and protect children and the public, and increase public confidence in youth justice services by delivering high quality, fair and transparent services that embrace the diversity of children, the people of Kirklees and their communities.

The strategy is based around principles of:

- working in partnership with children and families to support participation and identity development
- working with whole families to support desistance

- ensuring children can access high quality flexible support at the right time and right place
- ensuring that interventions and services are provided at the earliest opportunity
- providing a fair and equitable service to children, families, victims and the wider public

Key Achievements and Progress in 2024 / 25

- Continued support, challenge and scrutiny of the Youth Justice Service in Kirklees via the **Kirklees Youth Justice Board**, attended by multi agency partners.
- Introduction of the **Immediate Justice** program in Kirklees which provided support and intervention work to be carried out with young people that specifically correlates to the offences committed. Both restorative and Immediate justice work creates an environment where victim impact and opportunity for victim offender mediation to take place.
- Working more closely with victims to **understand their voice** and perspectives which provides a greater insight into suitable and meaningful reparation.
- **Therapeutic intervention (Chill Skillz)** - Working with the Kirklees Youth Justice service, this provides bespoke support young person within the criminal justice system helping them to understand, accept and move through difficult situations and negative emotions whilst boosting confidence and self-esteem.

Item 7

Please click on the link below to access the relevant Cabinet report.

[Corporate Financial Monitoring Quarter 3 2024/25 Cover Report](#)
[Corporate Financial Monitoring Update Report 2024/25](#)

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Item 8

Please click on the link below to access the relevant Cabinet report.

[Council Plan and Performance Update Quarter 3 2024/25 Cover Report](#)
[Council Plan and Performance Update Report - Quarter 3 2024/25](#)

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Item 9

Please click on the link below to access the relevant Cabinet report.

[Corporate Risk Report Quarter 3 2024/25 Cover Report](#)
[Corporate Risk Report - Quarter 3 - 2024/25](#)

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OVERVIEW AND SCRUTINY MANAGEMENT COMMITTEE – WORK PROGRAMME 2024/25

MEMBERS: Councillors; Cahal Burke (Chair), Itrat Ali, Zarina Amin, Andrew Cooper and Jo Lawson

SUPPORT: Sheila Dykes, Principal Governance and Democratic Engagement Officer

FULL PANEL DISCUSSION		
THEME / ISSUE	APPROACH / AREAS OF FOCUS	OUTCOMES / ACTIONS
1. Leader’s Priorities 2024/25	The Leader will attend to set out her portfolio priorities for 2024/25.	<p><u>20 September 2024</u> The Leader set out her priorities for 2024/25 for the Committee’s information. She would be invited to attend to update on progress at an appropriate point.</p> <p>Informal meetings with the Chair and the Leader take place on a bi-monthly basis throughout the year.</p>
2. Finance Portfolio Holder’s Priorities 2024/25	The Portfolio Holder will attend to set out his priorities for 2024/25.	<p><u>20 September 2024</u> The Portfolio Holder set out his priorities for 2024/25 for the Committee’s information. He would be invited to attend to update on progress at an appropriate point.</p> <p>Informal meetings with the Chair and the Portfolio Holder take place on a bi-monthly basis throughout the year.</p>
3. Corporate Portfolio Holder’s Priorities 2024/25	The Portfolio Holder will attend to set out his priorities for 2024/25.	<p><u>20 September 2024</u> The Portfolio Holder set out his priorities for 2024/25 for the Committee’s information. He would be invited to attend to update on progress at an appropriate point.</p> <p>Informal meetings with the Chair and the Portfolio Holder take place on a bi-monthly basis throughout the year.</p>

<p>4. Corporate Financial Management</p>	<p>To provide oversight of:</p> <ul style="list-style-type: none"> • Quarterly Corporate Financial Monitoring Reports • Medium Term Financial Plan • Budget 2025/26 	<p><u>20 September 2024</u> Updates provided in respect of the Quarter 1 Corporate Financial Monitoring Report and the Medium-Term Financial Strategy.</p> <p><u>13 December 2024</u> Update provided in respect of the Quarter 2 Corporate Financial Monitoring Report.</p> <p><u>17 January 2025</u> Pre-decision scrutiny of the draft budget: The Committee considered the draft budget proposals for 2025/26, taking a strategic approach focussing on the extent to which the budget proposals fit with the Council’s desired outcomes, the national picture, had taken account of engagement and evidence and addressed the challenges of delivery. Members made a number of comments and recommendations for consideration in taking the budget forward including:</p> <ul style="list-style-type: none"> • The improvements made in terms of the approach to pre-decision scrutiny were welcomed and that engagement with scrutiny be undertaken at the earliest possible stage of decision-making or policy formulation. • The proposals to support and assist communities to undertake activities and minimise barriers were welcomed. • Stressing the importance of ward budgets, and, whilst recognising the need for monitoring, recommending that a review of the complexity of the governance arrangements be undertaken. • The importance of the principle of developing resilience in the approach to budget development be highlighted.
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		<ul style="list-style-type: none"> • Consideration be given to how the budget is presented, with the recommendation that additional detail should be provided for context and to help understanding of the impacts and risks associated with the key pressures and savings, and how they would be addressed. <p><u>4 April 2025</u> Quarter 3 report</p> <p>The Chair is briefed by the Service Director, Finance on a regular basis throughout the year.</p>
<p>5. Corporate Performance</p>	<p>To provide oversight of the Quarterly Performance Management Reports</p>	<p><u>20 September 2024</u> Quarter 1 Report - Update provided to allow Lead Members to identify any issues for consideration by their Scrutiny Panel</p> <p><u>13 December 2024</u> Quarter2 Report - Update provided to allow Lead Members to identify any issues for consideration by their Scrutiny Panel</p> <p><u>4 April 2025</u> Quarter 3 report</p>
<p>6. Corporate Risk</p>	<p>To provide oversight of the Quarterly Corporate Risk Reports</p>	<p><u>20 September 2024</u> Quarter 1 Report - Update provided to allow Lead Members to identify any issues for consideration by their Scrutiny Panel.</p> <p><u>13 December 2024</u> Quarter 2 Report - Update provided to allow Lead Members to identify any issues for consideration by their Scrutiny Panel</p> <p><u>4 April 2025</u> Quarter 3 report</p>

7. Council Plan	Pre-decision scrutiny in respect of the latest version of the Council Plan	<p><u>17 January 2025</u></p> <p>Pre-decision scrutiny of the Council Plan 2025/26. The Committee made a number of comments and recommendations for consideration in taking the Council Plan forward including:</p> <ul style="list-style-type: none"> • Welcoming the intention to undertake an in-depth review and recommending that it should more explicitly cover a longer timeframe than one year. • That, in light of third sector partners and local community organisations being able to access external funding that is not available to the Council but could be used to help achieve Council objectives, recommending that the enablement approach be further strengthened to support them to take advantage of such funding opportunities.
8. Kirklees Communities Partnership Plan (Crime and Disorder) and Domestic Abuse Strategy	<ul style="list-style-type: none"> • Annual pre-decision scrutiny of the refresh of the Kirklees Communities Partnership Plan, in accordance with statutory requirement under Section 19 of the Police and Justice Act 2006. 	<p><u>4 April 2025</u></p>
9. Government Policy / Legislation	To maintain an overview of potential and forthcoming changes relevant to local government and to consider the potential impact on the Council at an early stage, with specific focus on any changes in respect of financial settlements and the approach to funding.	<p><u>20 September 2024</u></p> <p>Noted and Lead Members to identify any areas of interest for their Panel.</p> <p>Briefing Notes provided to Lead Members on an ongoing basis throughout the year.</p>
10. Libraries and Customer Service	<p><u>Libraries:</u></p> <p>Pre-decision in respect of</p> <ul style="list-style-type: none"> • Consultation design • Early findings and implications for the model/strategy • Post-decision in respect of the plans for implementation 	<p><u>20 September 2024</u></p> <p>For information presentation in respect of the proposed future delivery model for the Libraries Service and planned consultation noted. The Committee welcomed the positive engagement with scrutiny on this issue and noted the proposed arrangements for further consultation.</p>

	<p><u>Customer Service:</u> The Committee will review the information provided from the first stage of implementation of the integrated Libraries and Customer Services Centre functions in Dewsbury and Huddersfield, with a view to providing feedback in respect of:</p> <ul style="list-style-type: none"> • Learning from the integrated approach to access information and implications for how citizens access services from the Council • Advise on what role other partners do, and need to, play in supporting people in communities with information, support, and advice <p>(This will include a visit to the Huddersfield Centre)</p>	<p><u>Informal – 1 November 2024</u> Re Consultation design and process</p>
<p>11. Corporate Safeguarding Policy</p>	<p>Update report following the rollout of the refreshed policy (adopted by Cabinet 8 March 2022 / Council 13 July 2022)</p>	<p><u>2nd August 2024</u> The Committee:</p> <ul style="list-style-type: none"> • Asked that the points raised be taken on board in the future development of this work. • Welcomed the Safeguarding Champion role as an excellent initiative, with the added value it provided being well illustrated by the examples given. • Requested that a progress update be placed on the Work Programme further to the Organisational Safeguarding Assessment in 2025.
<p>12. Inclusion and Diversity</p>	<p>Monitor work in relation to inclusion; including:</p> <ul style="list-style-type: none"> • Pre-decision scrutiny of the revised Inclusion and Diversity Strategy. 	<p><u>2nd August 2024</u> The Committee asked that the points and feedback raised, including the recommendations set out below, be taken into account in taking the Inclusion and Diversity Strategy forward:</p> <ul style="list-style-type: none"> • Detail should be provided in respect of the Key Performance Indicators, including the reporting mechanisms.

		<ul style="list-style-type: none"> • Reference should be made to the important role of Elected Members and how they could contribute and add value in terms of delivery of the objectives of the strategy. • The statistics in respect of social isolation and loneliness and fuel poverty should be updated. <p>Note: The Inclusion and Diversity Strategy 2024-27 was approved by Cabinet on 10th September 2024. The comments made by the Committee, and the amendments made in response, were detailed in the report to Cabinet.</p>
<p>13. Final Report – Scrutiny of Social Connectivity in Kirklees</p>	<p>Scrutiny work in relation to social isolation and loneliness, with specific reference to the impacts of the Covid-19 pandemic:</p> <ul style="list-style-type: none"> • Submission of Final Report 	<p><u>20 September 2024</u></p> <p>The Committee received an Action Plan to respond to the recommendations in its report on social connectivity in Kirklees. The positive response to the recommendations from the Cabinet Member was welcomed.</p>
<p>14. People Strategy</p>	<ul style="list-style-type: none"> • Progress report in respect of Phase 3 and outcomes from Phase 2 • Update re revised strategy 2025 onwards. 	<p><u>28 February 2025</u></p> <p>The Committee:</p> <ul style="list-style-type: none"> - Recommended that its comments be taken into account in future delivery and the shaping of the next phase. - Welcomed the approach in terms of the use of apprenticeships to address recruitment challenges in areas such as social work, and the positive impact of ‘Project Search’. - Agreed to visit the Employee Health Care Service. - Requested the provision of further information in relation to: <ul style="list-style-type: none"> • Data in respect of the percentage of employees who have had an appraisal in the last twelve months and any areas where delivery is challenging. • The next stage for mediation cases that have not achieved a positive outcome. •

15. Armed Forces Covenant	Update on the work of the Armed Forces Covenant Board	<u>9 May 2025</u>
16. Procurement	Report further to the implementation of the Procurement Act 2023 to provide an update in respect of how the work is progressing and an assessment of its impact.	<u>9 May 2025</u>
17. Opportunities	<p>How the Council seeks to identify opportunities for supporting outcomes, including relationships with local/regional/national partners, learning from other councils, and monitoring government activity.</p> <p>Overview of the work being undertaken in respect of the Council's external funding framework, including how opportunities for funding are identified (to include those in partnership) and the work to improve the way this is done.</p> <p>To cover:</p> <ul style="list-style-type: none"> • Horizon scanning opportunities • Examples of successes • How the Council works with partners through this process • How the Council is building relationships with key funders • Corporate coordination activity to ensure the above is efficient and effective 	<p><u>13 December 2024</u></p> <p>The Committee considered information in respect of the Council's approach and activities associated with identifying and pursuing partnership and funding opportunities to support the Council priorities.</p> <p>Lead Members made a number of comments for consideration by officers and undertook to support the 'think funding' mindset through ensuring that external funding possibilities were considered where appropriate and relevant to the issues being covered by their respective Panel.</p>
18. Tourism Strategy	Pre-Decision Scrutiny of New Strategy	<p><u>28 February 2025</u></p> <p>Background, current position and next steps with feedback invited from the Committee.</p> <p>The principles and objectives of the draft strategy were supported, and it was recommended that the comments made be taken into account in its further development.</p> <p>The opportunity to undertake pre-decision scrutiny at an early stage of development was welcomed and a further report requested following the public consultation.</p>

<p>19. Overview of Scrutiny Work Programmes</p>	<p>Maintain an overview of the Work Programmes of the four Panels:</p> <ul style="list-style-type: none"> • Children’s • Environment and Climate • Growth and Regeneration • Health and Adult Social Care 	<p><u>2nd August 2024</u> Initial Work programmes agreed.</p>
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LEAD MEMBER BRIEFING ISSUES

THEME/ISSUE	APPROACH / AREAS OF FOCUS	NOTES
Inclusive Economic Strategy	Pre-decision scrutiny	This has been considered previously by the Growth and Regeneration Panel and the final strategy was considered by this Panel in December prior to submission to Cabinet.
Culture and Tourism Strategies	Pre-decision scrutiny of: <ul style="list-style-type: none"> • Culture Strategy (10 year) • Tourism Strategy (3 year) 	Tourism Strategy – 28-2-25 Culture Strategy – TBC
Communications Strategy and Business Plan	Update on activity	Timescale – Early 2025/26
Technology Strategy	<ul style="list-style-type: none"> • Update on activity • Pre-decision scrutiny of revised strategy 	Timescale TBC – 2025/26
Asset Management Strategy	Pre-decision scrutiny	Timescale TBC
Corporate Landlord	Overview of the operation of the Corporate Landlord function	Chair’s Briefing 18-10-24