



## Agenda

**Meeting:** Corporate & Partnerships Overview & Scrutiny Committee

**Members:** Councillors David Ireton (Chair), Nick Brown, Chris Aldred, Karl Arthur, Michelle Donohue-Moncrieff, Kevin Foster, Richard Foster, Bryn Griffiths (Vice-Chair), Tim Grogan, Robert Heseltine, Tom Jones, Yvonne Peacock, Subash Sharma, Malcolm Taylor and Phil Trumper.

**Date:** Monday, 5th June 2023

**Time:** 10.30 am

**Venue:** Brierley Room, County Hall, Northallerton, DL7 8AD

This meeting is being held as an in-person meeting. Members of the public are entitled to attend this meeting as observers for all those items taken in open session. Please contact the Democratic Services Officer whose details are at the foot of the first page of the Agenda if you would like to find out more.

Recording is allowed at Council, committee and sub-committee meetings which are open to the public, please give due regard to the Council's protocol on audio/visual recording and photography at public meetings, a copy of which is available to download below. Anyone wishing to record is asked to contact, prior to the start of the meeting, the Democratic Services Officer whose contact details are below. We ask that any recording is clearly visible to anyone at the meeting and that it is non-disruptive.

### **Business**

1. **Minutes of the Meeting held on 6 March 2023** (Pages 3 - 6)
2. **Apologies for Absence & Notification of Substitutes**
3. **Declarations of Interest**  
All Members are invited to declare at this point any interests they have in items appearing on this agenda, including the nature of those interests.
4. **Public Participation**  
Members of the public may ask questions or make statements at this meeting if they have given notice to Melanie Carr of Democratic and Scrutiny Services and supplied the text (contact details below) by midday on Wednesday 31<sup>st</sup> May 2023, three working days before the day of the meeting. Each speaker should limit themselves to 3 minutes on any item. Members of the public who have given notice will be invited to speak:

- at this point in the meeting if their questions/statements relate to matters which are not otherwise on the Agenda (subject to an overall time limit of 30 minutes);
- when the relevant Agenda item is being considered if they wish to speak on a matter which is on the Agenda for this meeting.

If you are exercising your right to speak at this meeting, but do not wish to be recorded, please inform the Chair who will instruct anyone who may be taking a recording to cease while you speak.

**5. Annual Review of Councillor Locality Budgets 2022/23 (Pages 7 - 52)  
Recommendation**

That the Committee considers and comments on the operation of Councillor Locality Budgets during the 2022/23 financial year.

**6. Workforce Report (Pages 53 - 64)  
Recommendation:**

Members are asked to note and comment on the report.

**7. North Yorkshire Refugee Resettlement Update (Pages 65 - 78)  
Recommendation:**

That the Committee notes the progress of the UKRS and Afghan resettlement programme in North Yorkshire.

**8. Annual Update on Library Services (Pages 79 - 94)**

**9. Notice of Motion on PFCC to Resign (Pages 95 - 186)**

**10. Work Programme 2023/24**  
Purpose of the Report – To consider, amend and adopt the committee's work programme for the remainder of the municipal year.

**11. Work Programme (Pages 187 - 190)**

**12. Any Other Items**  
Any other items which the Leader agrees should be considered as a matter of urgency because of special circumstances

**13. Date of Next Meeting - 24 July 2023**

**Members are reminded that in order to expedite business at the meeting and enable Officers to adapt their presentations to address areas causing difficulty, they are encouraged to contact Officers prior to the meeting with questions on technical issues in reports.**

**Contact Details**

Enquiries relating to this agenda please contact Melanie Carr Tel: 01609 533849 or e-mail:

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Barry Khan  
Assistant Chief Executive  
(Legal and Democratic Services)  
County Hall  
Northallerton

25 May 2023

## North Yorkshire County Council

### Corporate & Partnerships Overview & Scrutiny Committee

Minutes of the remote meeting held on Monday, 6th March 2023 commencing at 10.30 am.

County Councillor Bryn Griffiths in the Chair. plus County Councillors Nick Brown, Chris Aldred, Michelle Donohue-Moncrieff, Kevin Foster, Richard Foster, Tim Grogan, Robert Heseltine, Yvonne Peacock, Tony Randerson, Subash Sharma, Malcolm Taylor and Phil Trumper.

In attendance: County Councillors Carl Les and David Chance.

Officers present: Barry Khan, Adele Wilson Hope, Odette Robson and Trudy Foster.

Apologies: Councillors David Ireton, Karl Arthur and Tom Jones.

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**Copies of all documents considered are in the Minute Book**

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#### **28 Minutes of the meeting held on 5 December 2022**

##### **Resolved –**

That the Minutes of the meeting held on 5 December 2022 having been printed and circulated, be taken as read and be confirmed and signed by the Chairman as a correct record.

#### **29 Apologies & Declaration of Interest**

There were no declarations of interest to note.

#### **30 Public Questions & Statements**

There were no public questions or statements received.

#### **31 Bi-annual Update on Community Safety Plan Delivery & Partnership Working**

Considered – A report of the Head of Safer Communities updating the Committee on the partnership working around the priority areas agreed by North Yorkshire Community Safety Partnership.

Odette Robson, Head of Safer Communities introduced the report and provided a detailed overview of the ongoing partnership work in support of the five priority areas, as detailed in Appendix 1 of the report. She also confirmed the appointment of a new Chair – Scott Bisset, Assistant Chief Constable North Yorkshire Police.

Members noted:

- The work of the Community Safety Subgroup in support of LGR
- The ongoing effectiveness of the partnership links across the County
- The existing Community Safety Teams and seven hubs were to remain in place

- There had been no Domestic Homicide Reviews since the last Community Safety update

Councillor Bryn Griffiths suggested that future reports should contain more detail. He reflected on the number of rape cases that did not go to court (74%) and queried the number of burglaries across North Yorkshire.

Councillor Malcolm Taylor raised the issue of safeguarding arrangements across North Yorkshire and queried what action plan was in place to address recent criticisms raised by North Yorkshire Police. Councillor Yvonne Peacock suggested the Police could not do their job as well without community involvement and suggested more people should be encouraged to undertake safeguarding training.

Councillor Phil Trumper suggested the move to a unitary provided greater opportunity to look more strategically at the work around the 'Protect' element of CONTEST, as detailed in paragraph 3.6 of the report.

Councillor George Jabbour sought clarity on the remit overlap with the Police Fire & Crime Panel and noted that the establishment of a Combined Authority and Mayor role would provide greater opportunities.

Councillor Michelle Donohue-Moncrieff raised the issue of radicalisation and noted an increase in the spread of propaganda by the far right. In response, Odette Robson confirmed the ongoing work to identify those vulnerable to radicalisation noting they often had a number of other issues leaving them vulnerable to other things as well, requiring close monitoring and support.

Members queried what was happening with the district Council's CCTV post LGR and requested that a future update on any planned changes would be helpful as and when appropriate.

Councillor Chris Aldred questioned whether it would be a good time to look at the major venues across the county to reconsider the potential for terrorist attack, taking account of the findings from the recent Prevent Terrorism Manchester Report, and it was confirmed that work was already in hand to enhance that which had been ongoing for years.

Councillor Bryn Griffiths suggested that the partnership's fifth priority area – 'Hate Crime & Community Cohesion' needed strengthening. He also welcomed future bi-annual reports and asked that they include more information on lessons learnt. Finally, he thanked the officer for attending and it was

**Resolved** – that the report be noted.

## **32 Bi-annual Stronger Communities Programme & Corporate Volunteering Update**

Considered – A report of the Assistant Director Policy Partnerships & Communities updating the Committee on the work of the Stronger Communities team and on the Corporate Volunteers Programme.

Adele Wilson-Hope, Stronger Communities Delivery Manager provide a verbal overview of the report and drew attention to:

- The ongoing work to develop a strategy for Community Networks with a focus on the proposed locality structure.
- The shift in focus of the CSOs from pandemic response to recovery based work



- The main characteristics and proposed activities of the developing Community Anchor Organisations, as listed in paragraph 3.6 of the report
- The community grants awarded across the County
- Volunteer Numbers and the work underway to ensure all volunteers in the new Council are brought in line with the same Volunteer Policy

In response to Members questions, she confirmed:

- Maintaining community resilience remained a key focus of the Stronger Communities Programme – attention was drawn to the amazing examples in areas affected by flooding delivered by the CSOs.
- Whilst a number of volunteers had worked with and in partnership with the District and Borough Councils, only Craven District Council had volunteers linked directly with their services.
- Work would continue with all the partnership organisations that involved volunteers that the District and Borough Councils had worked closely with historically, and those relationships would be continuingly developed.
- Worked continued to support those on the cusp on missing out on the national cost of living support
- 93% of the shopping vouchers issued had been redeemed.
- The Warm and Well support was working well

Finally, she agreed to circulate further data on:

- The number of registered volunteers transferring across to the new Council from Craven District Council.
- A breakdown of the number of Ukrainians who initially arrived in North Yorkshire but had since moved to private rental, or relocated to another Local Authority area, or returned to Ukraine

The Chair thanked the officer for her attendance, and it was

**Resolved** – That the report be noted.

### **33 Annual Workforce Update**

Considered – A report of the Assistant Chief Executive (Business Support) providing a workforce update, with a focus on the closing down of the County Council's workforce agenda and data.

Trudy Foster - Assistant Chief Executive (Business Support), attended the meeting to provide an overview of the report, and went to draw to specific attention to the following:

- The percentage of absence related to long term sickness (53%)
- The most common causes for absence, as detailed in paragraph 3.3 of the report
- NYCC's extensive employee health and wellbeing programme to be open to all employees across District and Borough Councils
- The increased spend on agency staff – she confirmed they were only being used where all other avenues had been exhausted. It was suggested the comparators detailed in the report should include other similar rural areas
- The ongoing sector wide multi-channel recruitment campaign for care sector staff
- Nine international social work recruits had already started and a further 29 were scheduled to start in May 2023.
- The changes made as a result of feedback from the employee networks

- The ongoing work across the county to support young people to gain employment
- The move to a hybrid model for providing employee training
- The toolkit now in place to capture corporate memory and tacit knowledge of long serving officers across all eight Councils
- The change to the incremental pay structure arising from the difficult labour market environment and recruitment/retention challenges

As a result of members' queries, Trudy Foster confirmed:

- In regard to TUPE, the Authority's commitment to transferring staff on grades comparative to those at NYCC
- The findings from staff exit interviews was carefully considered for lessons learnt
- Productivity levels as a result of working from home were being monitored
- The key areas of concern for the workforce were for staff working in the care sector, environment health, and planning

She also agreed to circulate further information outside of the meeting on the following:

- The type of contract being offered to international recruits - fixed term contract that complied with visa issues or a standard permanent contract.
- The restrictions on how much of the unspent Apprenticeship levy could be transferred and the issues around utilising apprenticeship money
- The outcomes of the introduction of the knowledge transfer toolkit

The Chair thanked the officer for her attendance, and it was

Resolved – that the report be noted

#### **34 Foodbanks Scrutiny Review - Verbal Update**

The Committee received a verbal update on the progress of the Foodbanks Scrutiny Review from the Task Group Chair and acknowledged the importance of local members understanding what was happening across their division.

They noted the different approaches being taken by the various types of organisations offering a food provision service across the county and agreed that a further Task Group meeting was required to progress the review.

**Resolved** – That a further informal Foodbanks Task Group meeting be arranged.

#### **35 Draft Work Programme 2023/24**

The report of the Principal Democratic Services and Scrutiny Officer inviting Members to consider the Committee's draft Work Programme for the 2023/24 municipal year, taking into account the outcome of discussions on previous agenda items and any other developments taking place across the county.

Members noted they were welcome to attend future meetings of the Shareholder Committee to consider updates on the Brierley Group and therefore agreed this did not need including in their work programme for their September 2023 meeting.

**Resolved** – That the work programme be amended to reflect their discussions at the meeting.

The meeting concluded at 12.15 pm.

## North Yorkshire Council

### Corporate and Partnerships Overview and Scrutiny Committee

5 June 2023

#### Annual Review of Councillor Locality Budgets 2022/23

##### **1. Purpose of the report**

- 1.1. To review the operation of Councillor Locality Budgets in the financial year 2022/23.

##### **2. Background**

- 2.1. Locality Budgets enable Councillors to respond to local needs by recommending the allocation of small amounts of funding to support projects or activities that directly promote the social, economic or environmental wellbeing of the communities they represent.
- 2.2. The Locality Budgets scheme seeks to ensure that Councillors have a clear role in the allocation of funding in their Division within the criteria and process agreed by the Executive. This role includes actively promoting the scheme within their Division so that the money is allocated to meet appropriate local needs.
- 2.3. Because the allocation of funding is an executive decision, decisions are made by the Executive Member with responsibility for Locality Budgets, taking into account the information received and the recommendation of the relevant Councillor.
- 2.4. Transparency is a significant feature of the scheme:
- Councillors are required to declare all relevant interests when making a recommendation, including membership or other connections with organisations that will benefit from or manage a Locality Budget award
  - Awards are published on the Council website at <https://www.northyorks.gov.uk/community-and-volunteering/county-councillor-locality-budgets>

##### **3. Summary of approved recommendations in 2022/23**

- 3.1. A summary of the Locality Budgets scheme operated by North Yorkshire County Council in 2022/23 is attached as appendix 1.
- 3.2. The first date for the receipt of recommendations was 13 June 2022 and the last date was 31 January 2023.
- 3.3. 623 recommendations were approved, an average of just under seven recommendations per County Councillor.
- 3.4. 597 projects and activities were supported in total. This is slightly less than the number of approved recommendations because the scheme allows more than one County Councillor to support a project or activity.

- 3.5. The funding committed in the year was £870,012 (96.67% of budget). The average recommendation was £1,396, the lowest £300 (the minimum allowed) and the maximum was £5,000 (the maximum allowed).
- 3.6. A list of all approved recommendations is attached as appendix 2 and a summary of committed funding by County Councillor is attached as appendix 3.
- 3.7. 58.42% of the funding was committed to projects and activities managed by not for profit organisations (including charities and voluntary organisations), 28.49% to parish and town councils, 7.11% to NYCC directorates for additional services over and above mainstream budgets and 5.98% to schools. A breakdown of committed funding by type of organisation is attached as appendix 4.
- 3.8. The funding was committed to a very broad range of types of projects and activities, with the largest amounts for projects and activities involving; Support for Vulnerable Adults (10.60%), Groups for Children & Young People (8.92%), Village & Community Hall Improvements (8.54%), Community Safety (8.06%), Public Space Improvements (7.26%) and Environmental Improvements - including in-bloom projects (6.53%). A breakdown of committed funding by type of project or activity is attached as appendix 5.

#### **4. Impact**

- 4.1. The aim of the scheme is to enable Councillors to respond to local needs by recommending the allocation of small amounts of funding to support projects or activities that directly promote the social, economic or environmental wellbeing of the communities they represent.
- 4.2. Measured against this aim, the scheme has had a positive impact. During 2022/23, the scheme supported 597 projects and activities that improved the social, economic or environmental wellbeing of local communities in North Yorkshire.
- 4.3. However, the very wide variety of projects and activities supported and the need to ensure that the costs of monitoring are not disproportionate makes it impossible to meaningfully measure or directly compare the impact of individual projects and activities.
- 4.4. Councillors are provided with a copy of completed monitoring forms in respect of their recommendations so that they are aware of the impact of each project or activity and can take this into account when making future recommendations. Monitoring forms and appropriate supporting evidence are also reviewed by officers. Any concerns about potential fraud or financial irregularity are dealt with in accordance with standard Council procedures.

#### **5. Equality**

- 5.1. An equality impact assessment was undertaken before the scheme was introduced and reviewed in 2017. No adverse impacts were anticipated, and none have any been identified since.
- 5.2. The scheme states that funding will not be approved for projects or activities that are contrary to the Council's equality, diversity and inclusion policy. Organisations also have to agree to meet all relevant legislation before receiving funding.

#### **6. Arrangements for 2023/24**

- 6.1. The budget allocation per Councillor for 2023/24 is £10,000.

- 6.2. Councillors have been able to make recommendations from 3 April 2023 and the last date for the receipt of recommendations will be 31 January 2024.
- 6.3. The Locality Budgets scheme for 2023/24 is attached as appendix 6.

**7. Recommendation**

- 7.1. That the Committee considers and comments on the operation of Councillor Locality Budgets during the 2022/23 financial year.

Neil Irving  
Assistant Director - Policy, Partnerships and Communities

Presented by –  
Rachel Joyce  
Assistant Chief Executive for Localities  
05 June 2023

Appendix 1 – North Yorkshire County Council Locality Budgets scheme 2022/23  
Appendix 2 – Approved recommendations in 2022/23  
Appendix 3 – Committed funding by County Councillor in 2022/23  
Appendix 4 – Committed funding by type of organisation in 2022/23  
Appendix 5 – Committed funding by type of project or activity in 2022/23  
Appendix 6 – North Yorkshire Council Locality Budgets scheme 2023/24

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**NYCC Locality Budgets Scheme 2022/23**

1. Each County Councillor can recommend the allocation of funding to support specific projects or activities that directly promote the social, economic or environmental wellbeing of the communities within their Division. Projects and activities must be lawful and not undermine the Council's or a partner's priorities or service delivery.
2. County Councillors are encouraged to consider how their recommendations can best be used to lever in additional funding, volunteers and community engagement - multiplying the overall impact.
3. Projects and activities can include services provided by the County Council provided that these are additional to normal service levels and do not create an ongoing expenditure commitment for the Council. County Councillors must discuss and agree these with the relevant service manager before submitting a recommendation form.
4. Funding cannot be awarded in respect of:
  - projects or activities that will only benefit an individual or an individual family or a private business;
  - political parties or trade unions or employers' associations or groups affiliated with any of these;
  - lobbying or lobbying organisations;
  - projects or activities that seek to promote a faith or belief as their main purpose;
  - projects or activities that are contrary to the Council's equality, diversity and inclusion policy; or
  - organisations which actively or vocally oppose fundamental British values.
5. Each County Councillor has a budget allocation of £10,000 a financial year. Budget allocations cannot be moved between financial years. The minimum funding which can be recommended for a project or activity is £300 and the maximum is £5,000. Two or more County Councillors can recommend funding for a single project or activity, but the maximum total funding from the overall Locality Budget scheme for any project or activity in a financial year is £5,000.
6. Recommendations must be made by County Councillors using the Flexi-Grant online form.
7. County Councillors must declare on the recommendation form all relevant pecuniary and personal interests including membership or other connections with the organisations that are will benefit from or manage the funding.
8. If the Monitoring Officer has concerns about any recommendation, this will be raised with the relevant County Councillor.
9. All recommendations will be considered by the Executive Member for Corporate Services (or in their temporary absence, the Leader), who will make a decision taking into account the information received and the recommendation of the relevant County Councillor.
10. If the Executive Member for Corporate Services has made a recommendation or has a relevant pecuniary or personal interest in a recommendation, they will not make a decision, but will refer the matter for determination by the Leader.
11. The Locality Budgets business support officer will notify the County Councillor of the decision taken by the Executive Member.



12. Information about the scheme and all awards will be published on the Council's website. Documents associated with the scheme (eg recommendations and monitoring forms) are not exempt from disclosure under FOI legislation.
13. All recommendations made by a County Councillor and all decisions by the Executive Member will be made in accordance with the principles of decision making set out in the Council's Constitution.
14. County Councillors can make recommendations from Monday 13 June 2022. No recommendations from County Councillors will be accepted after Tuesday 31 January 2023. No recommendations or decisions will be made if any part of the relevant Division is covered by a pre-election period linked to elections or by-elections to the Council, district council, parish council or parliament (ie the period between the day the notice of election is published and the final election results; normally six weeks).
15. Funding will not be awarded for projects or activities that have already been completed or for expenditure that has already been incurred.
16. If funding is awarded for a project or activity to be undertaken or managed by an external organisation, the funding must be managed by a parish council or district council or a voluntary or community organisation. The Council will offer a grant to the organisation provided that the organisation has an organisational bank account and agrees to:
  - provide the Council with a statement of how the funding has been spent and how it has benefited the local community;
  - allow the Council reasonable access to all records relating to the funding for at least four years after the funding has been awarded;
  - meet all relevant legislative requirements;
  - spend the funding within 12 months of it having been awarded;
  - repay to the Council all unspent funding within 13 months of it being awarded; and
  - acknowledge receipt of a grant from the Council in all publicity relating to the project or activity and in their annual accounts and report.
17. If an external organisation does not accept the offer of a grant within three calendar months of the offer being made, the offer will lapse and cannot be renewed without a new recommendation being made by a County Councillor.
18. All projects and activities awarded funding will be sent a monitoring form which must be completed and returned with appropriate supporting evidence (eg copies of quotes and receipts for expenditure, photographs and project reports) to the Locality Budgets business support officer at County Hall within twelve months of the funding being awarded. A copy of completed monitoring forms will be provided to the relevant County Councillor by the Locality Budgets business support officer.
19. If a satisfactorily completed monitoring form and appropriate supporting evidence are not submitted within 12 months of the funding being issued, a request will be made for all the funding to be repaid within one month.
20. Organisations that have not returned satisfactorily completed monitoring forms and appropriate supporting evidence will not be eligible for future funding.
21. All concerns will be dealt with in accordance with standard Council procedures relating to suspected fraud or financial irregularity.

## Approved Recommendations in 2022/23

Councillor	Amount	Description of Grant / Name of Organisation
Cllr Chris Aldred	£2,000	Provision of essential items for the Winter Warmth Project / Harrogate District Foodbank
Cllr Chris Aldred	£1,000	Fund the purchase and planting of new trees on the Stray in Harrogate / Harrogate Borough Council Parks and Environmental Services
Cllr Chris Aldred	£750	Fund the children's visit and travel costs to the Elf Village in Harrogate / Grove Road Community Primary School
Cllr Chris Aldred	£2,000	Purchase and installation of LED lighting at Harrogate Community House / Harrogate & District Community Action
Cllr Chris Aldred	£3,000	Provide a contribution towards the creation of the sensory garden / Harrogate Neighbours
Cllr Chris Aldred	£1,250	Fund the Willow workshop, Willow planting and pond development at the school / Northern Star Academies Trust at Harrogate High School
Cllr Joy Andrews	£4,800	Purchase & installation of cinema projector / Pickering Musical Society
Cllr Joy Andrews	£700	Fund the coach hire for the Singing Squad / Pickering Community Junior School
Cllr Joy Andrews	£490	Fund the provision of a scientist and equipment for the day event in school / Pickering Community Infant School
Cllr Joy Andrews	£900	Fund the provision of 5 nights care / Marie Curie
Cllr Joy Andrews	£786.50	Fund the cost of delivering the 'Caught in the Web' talk to all years 5&6 pupils / Pickering Community Infant School
Cllr Joy Andrews	£2,323.50	Fund the continuation of live monitoring and repairs of the CCTV cameras / Ryedale Cameras in Action
Cllr Karl Arthur	£2,000	Purchase and installation of a vehicle activated sign / North Duffield Parish Council
Cllr Karl Arthur	£840	Fund the purchase of materials for the boardwalk, educational booklets and liability insurance / Hagg Lane Conservation Group
Cllr Karl Arthur	£2,000	Fund the Arborist fees for the conservation work within the Parish of Hemingbrough / Hemingbrough Parish Council

Cllr Karl Arthur	£1,740	Fund the purchase of new fibreglass for the flat roof / Osgodby Village Institute Community Association
Cllr Karl Arthur	£750	Install a dropped kerb in the location of the Main Street/Water Lane Junction of Hemingbrough Village / NYCC Highways
Cllr Karl Arthur	£2,670	Fund the construction of a new footpath and relocate the fencing and noticeboard / Cliffe Parish Council
Cllr Margaret Atkinson	£1,090	Fund the rent increase and purchase of projector and trolley / Harrogate and District Community Action (HADCA)
Cllr Alyson Baker	£300	Fund the development of the new website and email project for the parish councillors / Siltons and Kewick Parish Council
Cllr Alyson Baker	£1,000	Fund the purchase of musical and PE equipment for the Drumba sessions / South Kilvington School
Cllr Alyson Baker	£1,000	Fund the purchase of new equipment and improvements to the kitchen facilities at the village hall / Sutton Institute - Sutton under Whitestonecliffe Village Hall
Cllr Alyson Baker	£1,000	Purchase of 2 x commercial air purifiers for the hall / Kilburn Institute
Cllr Alyson Baker	£1,000	Fund the professional advice to excavate pits in the local area / Thornton-le-Street History Group
Cllr Alyson Baker	£500	Fund the replacement of light fittings for the hall / Helperby Village Hall CIO
Cllr Alyson Baker	£300	Fund the purchase of food, drink and fireworks for the annual firework and bonfire event / Helperby and Bradderton Community Association
Cllr Alyson Baker	£1,000	Carry out improvements to the grass verges and renovate 3 benches / Myton on Swale Village Meeting
Cllr Alyson Baker	£770	Fund the repairs and re construction of the path to Chapel of Ease / Thornton le Beans with Crosby and Cotcliffe Parish Council
Cllr Alyson Baker	£500	Purchase new safety fencing, equipment and landscaping for the playground / Coxwold Playing Fields Association
Cllr Alyson Baker	£552	Fund the verge enhancement improvements at Oak Trees Cross Road / Oulston Parish Meeting
Cllr Alyson Baker	£1,000	To install 2 new speed limit reminder signs in Thormanby / Thormanby Village Committee
Cllr Alyson Baker	£344.99	Provision of a salt bin and mirror / Hillside Parish Council
Cllr Alyson Baker	£733.01	To replace existing junior playground equipment / Hillside Rural Activities Park (HRAP)
Cllr Philip Barrett	£3,000	Fund the installation of the highway gateway scheme and signage on Lothersdale Road / NYCC Highways

Cllr Philip Barrett	£5,000	Fund the materials and construction costs for the traffic calming scheme and build outs / NYCC Highways
Cllr Philip Barrett	£2,000	Fund the replacing and upgrading of the lighting in the library / South Craven Community Library
Cllr Derek Bastiman	£300	Purchase a grass cutter for the church grounds and graveyard / St Mary's Church Cloughton
Cllr Derek Bastiman	£1,000	Fund the production of the 2023 calendar / Pause for Menopause
Cllr Derek Bastiman	£5,000	Fund the refreshments and energy costs at the Warm Space in Newby and Scalby / Newby and Scalby Parish Council
Cllr Derek Bastiman	£1,000	To purchase and install a noticeboard / Newby and Scalby Parish Council
Cllr Derek Bastiman	£900	Fund the provision of 5 nights care / Marie Curie
Cllr Derek Bastiman	£550	Purchase of new safety surface and wooden supports for the play equipment / Burniston & Cloughton Village Hall and Playing Fields
Cllr Derek Bastiman	£750	Purchase and installation of a new flagpole in the village / Cloughton Parish Council
Cllr Derek Bastiman	£500	Purchase plants and shrubs for the new area to commemorate the reign of Queen Elizabeth II / Newby and Scalby Parish Council
Cllr Philip Broadbank	£5,000	Fund phase two of new playground equipment at the school / Willow Tree School Parent Teachers Association
Cllr Philip Broadbank	£5,000	Fund the replacing of the door to the ground floor side entrance at Harrogate Community House / Harrogate and District Community Action (HADCA)
Cllr Eric Broadbent	£5,000	Fund the steelwork and the roof trusses for the building restoration project / Scarborough Unit of the Sea Cadet Corps
Cllr Eric Broadbent	£5,000	Fund the purchase and installation of new flooring to extend the range of activities / Scarborough Indoor Bowls Centre
Cllr Barbara Brodigan	£1,195	Purchase of tools, equipment and a customised picnic bench / Ripon Community Link
Cllr Barbara Brodigan	£500	Fund the cutting of the grass verges and planting flowering bulbs along Ripon by-pass / Ripon Rotary Club
Cllr Barbara Brodigan	£500	Fund the venue hire and equipment for the 5th Poetry Festival in Ripon / Ripon Poetry Festival
Cllr Barbara Brodigan	£1,000	Fund the provision of financial literacy advice and guidance for the community hub / Ripon Community House
Cllr Barbara Brodigan	£2,500	Fund the services of a youth leader at the drop-in sessions / Ripon YMCA
Cllr Barbara Brodigan	£1,000	Fund the materials for children's workshops and activities in Ripon Library / Ripon Theatre Festival

Cllr Barbara Brodigan	£1,000	Fund the wool and fixings for the knitted displays around Ripon / Ripon Community Poppy Project
Cllr Barbara Brodigan	£1,009	Purchase of a digital printer for the students / Evolve
Cllr Andrew Brown	£472.92	Fund the collection and delivery of waste and recycling bins at the music festival / Confest 2022 Organising Committee
Cllr Andrew Brown	£4,000	Fund the installation of bollards on A6068 / Cowling Parish Council
Cllr Andrew Brown	£4,000	Fund the repairs to the pavilion / Bradley's Both Parish Council
Cllr Andrew Brown	£600	Purchase and installation of a new boiler for the village hall / Lothersdale Village Hall Trust
Cllr Andrew Brown	£627.08	Fund the legal fees for the registration of the village hall / Bradley's Both Parish Council
Cllr Andrew Brown	£300	Fund the room hire and purchase of bowls equipment / Cowling Indoor Bowls Club
Cllr Nick Brown	£2,000	Purchase and installation of a VAS for Dishforth Village / Dishforth Parish Council
Cllr Nick Brown	£2,000	Provision of a Traffic Management Scheme with a 40mph speed limit in Cundall Village / Cundall and Norton le Clay Parish Council
Cllr Nick Brown	£2,000	Purchase and installation of a VAS for Sharow Village / Sharow Parish Council
Cllr Nick Brown	£1,500	Fund the purchase of materials and equipment for the creation of a Garden of Sanctuary / Bishop Monkton CE Primary School
Cllr Nick Brown	£312.50	Purchase of food, refreshments, prizes and decorations for the village community Coronation event / Marton Le Moor Parish Council
Cllr Nick Brown	£312.50	Purchase of food, refreshments, prizes and decorations for the village community Coronation event / Hewick and Hutton Parish Council
Cllr Nick Brown	£312.50	Purchase of food, refreshments, prizes and decorations for the village community Coronation event / Roecliffe and Westwick Parish Council
Cllr Nick Brown	£312.50	Purchase of food, refreshments, prizes and decorations for the village community Coronation event / Wath and Norton Conyers Parish Council
Cllr Nick Brown	£312.50	Purchase of food, refreshments, prizes and decorations for the village community Coronation event / North Stainley with Sleningford Parish Council
Cllr Nick Brown	£312.50	Purchase of food, refreshments, prizes and decorations for the village community Coronation event / Cundall and Norton Le Clay Parish Council
Cllr Nick Brown	£312.50	Purchase of food, refreshments, prizes and decorations for the village community Coronation event / Langthorpe Parish Council
Cllr Nick Brown	£312.50	Purchase of food, refreshments, prizes and decorations for the village community Coronation event / Rainton with Newby Parish Council
Cllr Lindsay Burr	£500	Purchase of plants, a seat and bin for the garden area at the library / Malton in Bloom

Cllr Lindsay Burr	£500	Purchase of food and entertainment for the OAP Christmas party / Malton Town Council
Cllr Lindsay Burr	£1,000	Provide a contribution to the sculptures / Malton Town Council
Cllr Lindsay Burr	£1,000	Fund the hiring of children's entertainment at the Malton Coronation Celebration Event / The Milton Rooms
Cllr Lindsay Burr	£5,000	Fund the installation of a Pump Track at Rainbow Lane Play Area, Malton / Malton Town Council
Cllr Lindsay Burr	£2,000	Purchase of the substantial trees, circular tree seats and planters for the Malton Tree Project / Malton Town Council
Cllr John Cattnach	£850	Purchase and installation of a Memorial Bench for the Village Green in Wistow / Wistow Parish Council
Cllr John Cattnach	£1,000	Purchase a Thai Chi spinner, sit up board and other outdoor gym equipment at Cawood Playing Fields / Cawood Parish Council
Cllr John Cattnach	£1,500	Purchase and installation of play equipment for the new playground / PlayStillingfleet
Cllr John Cattnach	£1,150	Fund the upgrade of existing internal wiring at Escrick Village Shop / Escrick and Deighton Club
Cllr John Cattnach	£1,500	Purchase and installation of play equipment for the new playground / PlayStillingfleet
Cllr John Cattnach	£1,000	Purchase of Christmas lights for the village green / Skipwith Parish Council
Cllr John Cattnach	£1,550	Fund the refurbishing works of the village pond located on the Main Street in Thorganby / Thorganby Parish Council
Cllr John Cattnach	£1,149	Fund the purchase of insulation for Jubilee Hall, Wistow / The New Jubilee Village Hall Trustees
Cllr John Cattnach	£301	Purchase and install a new seesaw in the playground / Cawood Parish Council
Cllr David Chance	£1,000	Fund the cost of the events over the Staithes Weekender / St Peter's Centre
Cllr David Chance	£5,000	Fund the widening of the footpath to allow disabled access on A174 Hinderwell to Staithes / NYCC Highways
Cllr David Chance	£1,700	Fund the supply and fit of posts and provide electricity supply for the defibrillators in Newholm and Dunsley / Trustees of Newholm Village Hall
Cllr David Chance	£500	Fund the 100 Christmas Goody Bags for the Christmas party / St Hilda's Old School, Hinderwell
Cllr David Chance	£1,000	Purchase and installation of a new noticeboard for parish and community notices / Lythe Parish Council
Cllr David Chance	£800	Purchase and installation of a new noticeboard for Comondale / Danby Group Parish Council
Cllr Liz Colling	£1,150	Fund the children's activities and meals in the summer holidays / Butterfly Children Services

Cllr Liz Colling	£1,000	Fund the purchase of new signage to replace existing directional advertising signage at the arts centre / St James Art Centre
Cllr Liz Colling	£2,000	Fund the cultural events for Scarborough Pride in September 2023 / Scarborough Pride
Cllr Liz Colling	£500	Fund the refreshments at the Warm Hub at Falsgrave Community Resource Centre / Scarborough Borough Council
Cllr Liz Colling	£300	Provide the food and refreshments for the Ukrainian Childrens Christmas party with The Sunflower Group / The Salvation Army
Cllr Liz Colling	£500	Purchase spring bulbs for the woodland area of the park / Friends of Falsgrave Park
Cllr Liz Colling	£500	Fund the insurance and electricity costs for the Community Fridge / Scarborough Community Fridge & Pantry
Cllr Liz Colling	£660	Purchase a copier for the memory sticks / Scarborough Talking News
Cllr Liz Colling	£590	Fund the catering for the 50th Birthday celebrations / Edgehill Community Association
Cllr Liz Colling	£1,000	Fund the cycle hire, minibus hire and fees for the cycling in Dalby Forest / Coastline Sight and Hearing Community
Cllr Liz Colling	£350	Fund the installation of a grit bin at the junction of St James Road and Londesborough Road / NYCC Highways
Cllr Liz Colling	£1,450	Purchase of food to help stock the food bank / The Rainbow Centre
Cllr Mark Crane	£2,950	Fund the purchase and installation of a new floor for Brayton Community Centre / Selby AVS
Cllr Mark Crane	£5,000	Creation of a playground and pump track in Barlow village / Barlow Community Group
Cllr Mark Crane	£2,050	Fund the overhead costs of operating the Selby Community Fridge / Selby AVS
Cllr Gareth Dadd	£2,000	Fund the salary costs of Rural Arts' project manager / Rural Arts North Yorkshire
Cllr Gareth Dadd	£2,000	Fund the salary of 1 case worker to dedicate 1 day per week for 12 weeks of 1-2-1 support / Resume Foundation
Cllr Gareth Dadd	£1,000	Fund the purchase of musical and PE equipment for the Drumba sessions / South Kilvington School
Cllr Gareth Dadd	£1,200	Fund the grass cutting in and around Thirsk / Thirsk Town Council
Cllr Gareth Dadd	£300	Fund the purchase of food, drink and raffle prizes for the community Christmas lunch / East Thirsk Community Association
Cllr Gareth Dadd	£3,500	Fund the purchase of new diving blocks for the Thirsk Swim Team / Thirsk White Horse Swimming Team - TWHST
Cllr Melanie Davis	£5,000	Fund the salary of the advice worker for 2.5 days per week / Selby District Foodbank
Cllr Melanie Davis	£5,000	Provide assistance with rising utility costs and energy saving / Selby Community Primary School



Cllr Caroline Dickinson	£1,000	Provide a contribution to the operational costs of the Dales Bus 856 Sunday Service / Dales & Bowland Community Interest Co
Cllr Caroline Dickinson	£3,000	Extend the pedestrian handrail along Tannery Lane Track / NYCC Highways
Cllr Caroline Dickinson	£2,000	Purchase the gifts for Santa's Grotto at the Christmas event / Northallerton Christmas Event
Cllr Caroline Dickinson	£500	Fund the printing of the toilet facilities leaflet for Northallerton / Northallerton Tourist Information Centre
Cllr Caroline Dickinson	£1,500	Resurfacing of the tennis courts at the club / Northallerton Tennis Club
Cllr Caroline Dickinson	£500	Fund the printing of timetables for the HarBus / Hambleton Community Action
Cllr Caroline Dickinson	£1,500	Fund the materials and labour for the construction of a new access doorway in the workshop / Chopsticks (North Yorkshire) Ltd
Cllr Michelle Donohue-Moncrieff	£500	Purchase of camping equipment and volunteer expenses for the guide group / 1st Sherburn Guides
Cllr Michelle Donohue-Moncrieff	£1,000	Fund the resurfacing of the area around Hunmanby War Memorial / Hunmanby Parish Council
Cllr Michelle Donohue-Moncrieff	£1,000	Purchase and installation of a defibrillator at Staxton Village Hall / Staxton Village Hall Committee
Cllr Michelle Donohue-Moncrieff	£1,000	Fund the installation of a new disabled access door / Sherburn Village Hall
Cllr Michelle Donohue-Moncrieff	£500	Fund the materials and advertising of the social event activities in the village / Willerby and Staxton Parish Council
Cllr Michelle Donohue-Moncrieff	£600	Fund the storage of IT equipment / Sherburn Local History Group
Cllr Michelle Donohue-Moncrieff	£1,500	Fund the operating costs for the Hunmanby Warm Space project / The Spring Café
Cllr Michelle Donohue-Moncrieff	£500	Fund the operating costs for the Hunmanby Warm Space project / Hunmanby Community Centre Management Committee
Cllr Michelle Donohue-Moncrieff	£500	Fund the village event in Staxton/Willerby to mark the Coronation of King Charles III / Willerby Staxton Parish Council
Cllr Michelle Donohue-Moncrieff	£2,000	Fund the purchase of equipment for the new play area in the village / Sherburn Playing Fields Association
Cllr Michelle Donohue-Moncrieff	£600	Fund the outdoor improvements to re-establish the outside firepit/reading area / Hunmanby Primary School
Cllr Michelle Donohue-Moncrieff	£300	Fund the purchase of an information board and clean and maintain the local Dew Pond / Muston Parish Council

Cllr Stephanie Duckett	£300	Purchase a gazebo and small tables for use at local events / Friends of Riccall School
Cllr Stephanie Duckett	£2,146	Purchase of 50 x fruit trees and 2 x 6-seater picnic benches for the community orchard / Riccall Wood Meadow Project
Cllr Stephanie Duckett	£3,000	Purchase of food, shoes and warm clothing for the Hardship Fund / Riccall and District Resilience Group
Cllr Stephanie Duckett	£300	Fund a contribution to the care leavers Christmas lunch / NYCC Care Leavers
Cllr Keane Duncan	£5,000	Purchase shelving and equipment for the re-development of the children's area at Norton Hive / Norton Hive Community Library
Cllr Keane Duncan	£4,500	Purchase and install a vehicle activated sign for Norton / Norton Town Council
Cllr Bridget Fortune	£1,000	Fund the purchase and installation of a Jubilee Plaque and Parish map / Potto Parish Council
Cllr Bridget Fortune	£2,000	Purchase and installation of a new bus shelter / Seamer Parish Council
Cllr Bridget Fortune	£1,800	Purchase of replacement play equipment / North Yorkshire County Scout Council
Cllr Bridget Fortune	£1,500	Purchase of replacement safety matting for the play area / Ingleby Parish Council
Cllr Bridget Fortune	£1,000	Purchase of food, refreshments and gifts for the community events / Newby Parish Council
Cllr Bridget Fortune	£700	Purchase of food, gifts and souvenirs for the Christmas and Coronation events / Crathorne Community Group
Cllr Bridget Fortune	£1,000	Purchase of 2 community benches and goal posts and nets / East Harlsey Parish Council
Cllr Bridget Fortune	£1,000	Purchase of new I-Pads and programmable robots for the pupils / Osmotherley Primary School
Cllr Kevin Foster	£300	Produce and deliver a leaflet to residents in Colburn / Colburn Town Council
Cllr Kevin Foster	£2,500	Purchase of 8 pieces of equipment for the gym / Richmondshire Leisure Trust
Cllr Kevin Foster	£900	Purchase and install a Pergola at Hipswell Habitat Garden / 1RMP Welfare
Cllr Kevin Foster	£2,000	Purchase and installation of 2 x picnic benches in Hipswell / Hipswell Parish Council
Cllr Kevin Foster	£700	Fund the venue hire and facilitators for this new community project in Autumn 2022 / Colburn Community survivors of bereavement by Suicide
Cllr Kevin Foster	£500	Fund the coach hire for the community family trip to the seaside / Colburn Hub and Café
Cllr Kevin Foster	£300	Fund the purchase and installation of a new village hall sign / Hipswell Village Hall
Cllr Kevin Foster	£400	Provision of food and refreshments for serving soldiers and veterans on Remembrance Sunday / Hanson Sports and Social Club
Cllr Kevin Foster	£500	Purchase a greenhouse to protect vulnerable plants and also to grow new plants from seeds and cuttings / The St Cuthbert's Community Gardens
Cllr Kevin Foster	£300	Purchase of food and refreshments for the Christmas Party / RAF Air Cadets
Cllr Kevin Foster	£300	Fund the Team Challenge course to help the language students at Stockton College / The Princes Trust

Cllr Kevin Foster	£300	Fund the furnishings for the youth room at the Youth Club / Risedale School Youth project
Cllr Kevin Foster	£400	Fund the purchase of food for the Christmas Hampers / Colburn Food Share CIC
Cllr Kevin Foster	£300	Install a grit bin at the back of 3 Cottey Way, Catterick Garrison / NYCC Highways
Cllr Kevin Foster	£300	Fund the food and entertainment for the Burns night event on 4th February 2023 / Hanson Sports and Social Club
Cllr Richard Foster	£2,400	Fund the upgrade of the Wi-Fi in the Devonshire Institute / Grassington Devonshire Institute
Cllr Richard Foster	£626.40	Purchase a new cabinet for the defibrillator in Threshfield / Grassington Fire Station
Cllr Richard Foster	£1,000	Provision of the No 74 bus on Saturdays from Ilkley via Bolton Abbey and Burnsall to Grassington / Bowland Community Interest Co
Cllr Richard Foster	£1,500	Fund the riverbed clearance at Clapper Bridge in Linton / Linton Parish Council
Cllr Richard Foster	£1,500	Purchase materials and soil to build raised beds and protective fencing to create a community allotment / Kilnsey Community Allotment
Cllr Richard Foster	£583	Purchase a master switch for the generator to the village hall as part of the Emergency Plan / Kettlewell with Starborton Parish Council
Cllr Richard Foster	£700	Fund the arborist to assist with the restoration of the village woodland / Draughton Parish Council
Cllr Richard Foster	£1,690.60	Purchase a generator to allow the village hall to be used in the case of power cuts / Buckden Parish Council
Cllr Sam Gibbs	£1,500	Fund the coach hire for the ladies' team away games / Harrogate Rugby Club
Cllr Sam Gibbs	£3,000	Fund the materials to carry out building and plumbing repairs and install LED lights / Harrogate and District Community Action (HADCA)
Cllr Sam Gibbs	£4,000	Purchase and installation of 'ball catch' netting and a rope barrier / Harrogate Pythons RUFC
Cllr Sam Gibbs	£1,500	Fund the Pikorua sculpture in the New Zealand Garden in the Valley Gardens in Harrogate / Harrogate International Partnerships
Cllr Caroline Goodrick	£500	Fund the Christmas Lunch for Care Leavers / NYCC Care Leavers
Cllr Caroline Goodrick	£1,433	Fund the training for new Parish Councillors and replacement lighting / Welburn Parish Council
Cllr Caroline Goodrick	£500	Provide a contribution towards new paving for relocation of village petanque club / Westow Petanque Club
Cllr Caroline Goodrick	£500	Installation of an LED village streetlight / Settrington Parish Council
Cllr Caroline Goodrick	£1,467	Purchase and installation of a defibrillator for Crambe and Kirkham / Whitwell & Crambe Parish Council
Cllr Caroline Goodrick	£2,000	Fund the installation of PV array on the roof / Sand Hutton Village Hall

Cllr Caroline Goodrick	£1,090	Purchase of sensory, specialist and necessary equipment for children in the high needs category / Sand Hutton and Warthill VC Primary School
Cllr Caroline Goodrick	£1,100	Purchase new outdoor play equipment and hall hire / Sheriff Hutton Playgroup
Cllr Caroline Goodrick	£1,410	Fund the materials for the new Petanque Terrain at Westow Cricket Community Pavilion / Westow Petanque Club
Cllr Hannah Gostlow	£1,000	Provision of weekly food supplies from Fareshare / Resurrected Bites
Cllr Hannah Gostlow	£1,000	Fund the staffing costs for the kiosk at Conyningham Hall / Chain Lane Community Hub
Cllr Hannah Gostlow	£1,250	Fund the purchase of a replacement cooker for the Wellbeing Hub's kitchen / Knaresborough Wellbeing Hub
Cllr Hannah Gostlow	£750	Provision of funding for the Festive Tea Party, catering and Christmas Project / Knaresborough Lions Club
Cllr Hannah Gostlow	£1,000	Fund the purchase of replacement benches for Jacob Smith Park, Knaresborough / Friends of Jacob Smith Park
Cllr Hannah Gostlow	£1,500	Fund the support for the running costs of the Junior Youth Club / Inspire Youth Yorkshire
Cllr Hannah Gostlow	£1,000	Installation of a defibrillator and cabinet in Old Scriven Village, Knaresborough / Scriven Parish Council
Cllr Hannah Gostlow	£2,500	Provision of 4 Vehicle Activated Speed signs for Knaresborough / Knaresborough Town Council
Cllr Bryn Griffiths	£700	Fund the promotion, printing of programmes and prizes for the Stokesley Celebration of Youth event / Rotary Club of Stokesley
Cllr Bryn Griffiths	£2,300	Purchase 25-barrel planters for installation around Stokesley / Stokesley Town Council
Cllr Bryn Griffiths	£5,000	Fund the replacement of the existing footpath in Zone 2 as Phase 1 of the Levenside Improvement Project / Stokesley Manorial Lands Trust
Cllr Bryn Griffiths	£2,000	Fund the installation of a footpath along the River Leven as part of the Levenside Improvement Project - Phase 2 / Stokesley Manorial Lands Trust
Cllr Tim Grogan	£1,500	Purchase and installation of a vehicle activated sign with data capture module / Brotherton Parish Council
Cllr Tim Grogan	£1,500	Purchase and installation of 2 x pieces of VAS equipment including associated brackets and data module / Fairburn Parish Council
Cllr Tim Grogan	£2,000	Purchase and installation of a new oak noticeboard outside the village hall / Burton Salmon Parish Council
Cllr Tim Grogan	£1,000	Purchase of new benches for the village recreational field (both Cricket Club and communal use all year round) / Fairburn Cricket Club
Cllr Tim Grogan	£4,000	Purchase of new play equipment for Fairburn Recreational Field / Fairburn Community Centre

Cllr Michael Harrison	£500	Purchase of reusable plastic glasses for the event in July / Hampsthwaite Feast
Cllr Michael Harrison	£1,000	Fund the restoration of the flagpole at the village church / Hampsthwaite PCC
Cllr Michael Harrison	£1,160	Fund the improvements to PROW 15.65/18/1 at Crag Lane Killinghall to improve safety and accessibility / NYCC PRoW
Cllr Michael Harrison	£1,340	Provide a contribution to the operational costs of the No 24 Winter Bus Service / Dales & Bowland Community Interest Co
Cllr Michael Harrison	£750	Fund the preparation of drawings for the expansion project / Hampsthwaite Memorial Hall
Cllr Michael Harrison	£300	Fund a contribution to the running costs and white goods replacement / Hampsthwaite Village Room
Cllr Michael Harrison	£3,950	Fund the resurfacing of the public footpath in the churchyard forming the Medieval Way / Hampsthwaite - Thomas a Becket Church
Cllr Michael Harrison	£500	Fund a contribution to the cost of various potential initiatives in the parish / Killinghall Parish Council
Cllr Michael Harrison	£500	Fund a contribution to the cost of the digital champion / Nidderdale Plus Community Hub
Cllr Paul Haslam	£2,558	Fund the room hire and volunteer costs for the weekly support group / New Beginnings
Cllr Paul Haslam	£3,438	Provide a contribution to the running costs of New Park Grocery / New Park Resurrected Bites
Cllr Paul Haslam	£749	Fund the purchase of essential cleaning products and accessories for the River Nidd water improvement project / Bilton Conservation Group
Cllr Paul Haslam	£750	Fund 6 months of rent for Dean Park Community Group / St Johns Church Bilton
Cllr Paul Haslam	£345	Purchase a replacement folding table and banner for the library / Bilton and Woodfield Library
Cllr Paul Haslam	£2,160	Purchase fleeces for the volunteers and 2 months fresh fruit & veg / Harrogate Foodbank
Cllr Robert Heseltine	£4,000	Fund the repairing of boundary walls and installation of security fencing / Skipton Devonshire Bowling Club
Cllr Robert Heseltine	£2,000	Fund the gifts for the Christmas Elves appeal / Skipton Step into Action
Cllr Robert Heseltine	£2,000	Purchase of four substantial planters for Skipton High Street / Skipton in Bloom
Cllr Robert Heseltine	£2,000	Provision of a bus service linking Skipton, Bolton Bridge and Harrogate every Saturday / Dales & Bowland Community Interest Co
Cllr Nathan Hull	£2,340	Provision of a defibrillator in Hartwith cum Winsley parish and a replacement cabinet in Summerbridge / Hartwith cum Winsley Parish Council
Cllr Nathan Hull	£1,830	Fund the purchase of an external cabinet and installation of a defibrillator in Kettlesing / Felliscliffe Parish Council
Cllr Nathan Hull	£1,000	Fund support for the Sunday and Bank Holiday services Nidderdale services 24, 821, 822 and 825 / Dales & Bowland Community Interest Co

Cllr Nathan Hull	£904.80	Fund the purchase and installation of a new bench in the Harlow Grange part of the Parish / Beckwithshaw Parish Council
Cllr Nathan Hull	£1,124	Provision of additional PE Equipment for Birstwith Primary School / Birstwith Primary School
Cllr Nathan Hull	£1,500	Fund the lighting upgrade in the main hall, ladies' toilets and disabled toilets / Fewston Parochial Hall
Cllr Nathan Hull	£1,000	Fund the Early years and KS1 trip to Harrogate Theatre together with a school African Drumming Experience / Friends of North Rigton Primary School (PTA)
Cllr Nathan Hull	£301.20	Provision of communal use cricket equipment for the junior section / Birstwith Village Cricket Club
Cllr David Ireton	£1,200	Fund the coach transport for 6 classes in the school / Ingleton Primary School
Cllr David Ireton	£4,362.32	To supply and install a solar powered VAS and pole on the A65 Ingleton / NYCC Traffic Engineering
Cllr David Ireton	£4,437	Purchase of materials to damp proof the wall, install a new serving hatch and kitchen installation / Burton in Lonsdale Village Hall
Cllr George Jabbour	£5,000	Fund the staff and fuel for the Helmsley-Malton service for bus pass holders / Ryedale Community Transport CIO
Cllr George Jabbour	£3,587.50	Purchase and install a new Vehicle Activated Sign (VAS) to the west of Beadlam on the A170 / NYCC Traffic Engineering
Cllr George Jabbour	£300	Purchase of tricycles for pupils to use / Helmsley Community Primary School
Cllr George Jabbour	£300	Fund the materials and labour for the path improvements to the meeting room and car park / Sproxton Village Hall Trust
Cllr George Jabbour	£300	Fund the purchase of equipment for Helmsley Community Speed Watch group / Helmsley Green Team
Cllr George Jabbour	£512.50	Fund the labour and materials for the stone-built signs of the village of Oswaldkirk / Oswaldkirk Parish Meeting
Cllr David Jeffels	£800	Purchase of replacement worn out safety surface in the playground / Snainton Playing Field and Village Hall
Cllr David Jeffels	£500	Purchase of clothing and equipment for the sports teams / Ayton Sports & Football Association
Cllr David Jeffels	£300	Purchase of time capsules, orchard trees and a plaque for the fruit orchard / Seamer & Irton Primary School
Cllr David Jeffels	£500	Purchase a new large motor mower / Snainton Playing Field and Village Hall
Cllr David Jeffels	£500	Purchase of new lighting systems and renovation of the hall / Langdale End Institute Committee



Cllr David Jeffels	£500	Purchase of food and heating for the community café at the village hall / Snainton Village Hall and Snainton Parish Council
Cllr David Jeffels	£500	Purchase a wooden shelter and shed for bikes and scooters / East Ayton CP School
Cllr David Jeffels	£500	Purchase a greenhouse for the pupils in the school / Hackness C of E School
Cllr David Jeffels	£1,000	Fund the purchase and installation of a new heating system / Hackness Village Hall Committee
Cllr David Jeffels	£500	Purchase new wash basins for the village hall toilet refurbishment / Sawdon Village Hall Committee
Cllr David Jeffels	£400	Purchase and install a flagpole and flags on Vicar's Walk / Hutton Buscel Parish Council
Cllr David Jeffels	£600	Purchase of replacement safety matting for the play area / Hutton Buscel Village Hall Committee
Cllr David Jeffels	£700	Purchase and installation of new kitchen flooring / Brompton-by-Sawdon Village Hall Committee
Cllr David Jeffels	£500	Fund the purchase of plants and equipment for the creation of a Forest Garden / Brompton by Sawdon Community Primary School
Cllr David Jeffels	£500	Fund the creating and landscaping the area and purchase equipment for early years and reception children / Snainton Primary Church of England School
Cllr David Jeffels	£1,700	Fund the chevron signs and 'SLOW' painting on the road at known blackspots / NYCC Highways
Cllr Janet Jefferson	£578.40	Purchase and installation of an illuminated Christmas tree for Globe Street Garden, Scarborough / Castle Ward Tenants and Residents Association
Cllr Janet Jefferson	£453.40	Purchase and installation of an illuminated Christmas tree for front balcony of the West Pier at Scarborough Harbour / Castle Ward Tenants and Residents Association
Cllr Janet Jefferson	£470	Purchase plants to improve and enhance area around small pond Valley Gardens Scarborough / Friends of Scarborough Valley Gardens
Cllr Janet Jefferson	£300	Fund a contribution to the care leavers Christmas lunch / NYCC Leaving Care Team
Cllr Janet Jefferson	£500	Fund the party and commemorative gift for children attending the play centre / The Playcentre, Gladstone & Falsgrave Recreation Centre
Cllr Janet Jefferson	£700	To provide a grit bin and refills for Church Street and Blands Cliff, Scarborough / NYCC Highways
Cllr Janet Jefferson	£1,000	Purchase of food, drink, prizes and decorations for the coronation event of King Charles III / Castle Ward Tenants and Residents Association
Cllr Janet Jefferson	£3,000	Fund the medical provision, security and entertainment at the annual event / Seafest Steering Group



Cllr Janet Jefferson	£1,250	Fund the story-telling shows and the purchase of a commemorative Coronation badge for all pupils / Gladstone Road Primary School
Cllr Janet Jefferson	£1,250	Fund the school party and commemorative gift on the occasion of the Coronation of King Charles III / Friarage Community Primary School
Cllr Janet Jefferson	£498.20	Purchase of seasonal and sustainable planting with established areas of Castle Ward / Castle Ward Tenants and Residents Association
Cllr Tom Jones	£325	Fund the purchase of new riding stirrup leathers and riding helmets for the group / Richmond & Catterick Riding for the Disabled
Cllr Tom Jones	£1,000	Purchase and installation of a new front door and redecorate the main hall / The Reading Room Constable Burton
Cllr Tom Jones	£300	Purchase of Diptera mitigation equipment for the action group / Finghall Action Group
Cllr Tom Jones	£500	Fund the purchase of a Christmas tree and stock for the Spennithorne Christmas Gathering / Spennithorne Village Green Fund
Cllr Tom Jones	£500	Fund the additional staff hours to provide support for Ukranian and SEND children / Harmby U-5s
Cllr Tom Jones	£450	Fund the Christmas dinner for the members of the club / Armed Forces & Veterans Breakfast Club
Cllr Tom Jones	£1,000	Provide a contribution towards the purchase of a vehicle activated speed sign / Patrick Brompton Parish Council
Cllr Tom Jones	£400	Fund the food for the Christmas dinner for residents / Scotton Parish Council
Cllr Tom Jones	£2,000	Fund the drain repair and bathroom renovations at Scotton Village Hall / Scotton Parish Council
Cllr Tom Jones	£613	Fund the refurbishment of the war memorial / Hunton Parish Council
Cllr Tom Jones	£1,630	Fund the event costs of the Garrison Assist Engagement programme / Garrison ASSIST
Cllr Tom Jones	£641	Fund the building of a clubhouse for the football club / Catterick Garrison Football Centre
Cllr Tom Jones	£641	Fund the setting up costs for the group / NDCC - Neurodiverse Community Catterick
Cllr Mike Jordan	£2,000	Install a 4-piece outdoor gym and replace 2 pieces of children's play equipment / Drax Parish Council
Cllr Mike Jordan	£600	Purchase new junior and senior coaching equipment including safety nets, balls, stumps and ball feeder / Drax Cricket Club
Cllr Mike Jordan	£1,000	Purchase and installation of roof insulation at the village hall / Carlton Village Hall
Cllr Mike Jordan	£2,900	Fund the course for 10 young leaders to increase the number of classes and purchase of new equipment / Selby Swans Gymnastics Academy

Cllr Mike Jordan	£1,300	Fund the purchase and installation of a new LED streetlight / West Haddlesey Parish Meeting
Cllr Mike Jordan	£500	Fund the upgrading of the Christmas lights in Hensall / Hensall Events Team
Cllr Mike Jordan	£1,700	Purchase 2 full size goals, football kit and pro soccer printing for the new football club / Drax Football Club
Cllr Nigel Knapton	£800	Fund the provision of afternoon tea as part of the Friendliness Initiative / Easingwold Town Council
Cllr Nigel Knapton	£400	Fund the refurbishment of the church clock face & hands / Alne Parochial Church Council
Cllr Nigel Knapton	£1,700	Fund the lighting for the new build jogging track and training area / Easingwold Town Council
Cllr Nigel Knapton	£1,000	Fund the purchase of a replacement village sign / Crayke Parish Council
Cllr Nigel Knapton	£1,211	Fund the purchase of a defibrillator for Alne Station / Alne Parish Council
Cllr Nigel Knapton	£1,500	Fund the set-up costs for the junior parkrun / Easingwold Junior Parkrun
Cllr Nigel Knapton	£3,000	Fund the provision of a covered seating area in the park / Easingwold Youth Council
Cllr Nigel Knapton	£389	Provide a commemorative plaque and tree guards for the Queen's Green Canopy / 1st Kyle Valley Scouts
Cllr Peter Lacey	£1,500	Purchase soft furnishings and equipment for the 'Warm & Well' space / Coppice Valley Primary School
Cllr Peter Lacey	£1,500	Fund the Pikorua sculpture in the New Zealand Garden in the Valley Gardens in Harrogate / Harrogate International Partnerships
Cllr Peter Lacey	£1,500	Fund the trip to Harrogate Theatre for pupils to see the pantomime / Coppice Valley Primary School
Cllr Peter Lacey	£1,000	Purchase a vehicle activated sign for the village / Duchy Residents Association
Cllr Peter Lacey	£2,960	Purchase of furniture and fittings for Birk Crag Girl Guiding Centre / Birk Crag Girl Guiding Centre
Cllr Peter Lacey	£982	Fund the plants, materials and labour for the Bog Garden at Coppice Valley Primary School / Horticap Nursery
Cllr Peter Lacey	£558	Fund the cost of converting Harrogate Community House to high quality LED lighting with individual controls / Harrogate & District Community Action
Cllr Andrew Lee	£1,300	Fund the toilets, insurance, circus skills, compostable glasses, live music and equipment hire for the event / Appleton Roebuck Community Events Group
Cllr Andrew Lee	£1,500	Purchase a rotary mower for the club / Church Fenton Cricket Club
Cllr Andrew Lee	£1,500	Purchase replacement fencing, security and landscaping for the playing fields / Ulleskelf Parish Council
Cllr Andrew Lee	£1,000	Purchase and installation of a defibrillator / Lakeside Approach Residents' Association

Cllr Andrew Lee	£1,000	Fund the provision and installation of a Christmas tree and lights / Saxton Parish Council
Cllr Andrew Lee	£3,700	Fund the improvements to the Sandwath Play Area / Church Fenton Parish Council
Cllr Carl Les	£1,500	Fund the replacement of the safety matting in the playground / Catterick Village Parish Council
Cllr Carl Les	£300	To fit large poppies to lampposts from the Brough with St Giles roundabout through to the Garrison / Brough St Giles Parish Council
Cllr Carl Les	£300	Fund the venue hire, bouncy castle hire, music and food for the community events / Colburn, Catterick, Richmond Fijian Community Association
Cllr Carl Les	£1,400	Purchase of new CCTV system for the pavilion and car park / Catterick Village Sports Association
Cllr Carl Les	£500	Fund the competition costs of the 2023 Costa Daurada Cup tournament in Cambrills, Spain / Catterick Village Junior Football Club
Cllr Carl Les	£1,000	Provide a contribution to the running costs of the hall / Booth Memorial Institute (known as Booth Hall)
Cllr Carl Les	£1,000	Provide a contribution to the running costs of the hall / Brompton-on-Swale Community Sports Hall
Cllr Carl Les	£1,000	Provide a contribution to the running costs of the hall / Scorton Memorial Institute Trustees
Cllr Carl Les	£500	Fund the legal and secretarial services / The Michael Syddall Education Foundation
Cllr Carl Les	£1,000	Provide the refreshments and other supplies for the Warm Hub events / Booth Memorial Institute (known as Booth Hall)
Cllr Carl Les	£500	Contribution to the wooden bridge repairs / Scorton Parish Council
Cllr Carl Les	£1,000	Contribution to the bike track improvements / Scorton Parish Council
Cllr Cliff Lunn	£300	Purchase and installation of a bench within the graveyard / Hambleton Burial Authority
Cllr Cliff Lunn	£1,473	Purchase and installation of scoreboard shutters / Thorpe Willoughby Cricket Club
Cllr Cliff Lunn	£2,600	Purchase and installation of security doors / Thorpe Willoughby Village Hall Committee
Cllr Cliff Lunn	£1,350	Purchase and installation of new benches for Hambleton graveyard / Hambleton Parish Council
Cllr Cliff Lunn	£600	Fund the marketing of the Scarecrow Festival event / Hambleton Village Hall
Cllr Cliff Lunn	£2,100	Fund the supply and fitting of electrical supply to the clubhouse / Burn Cricket Club
Cllr Cliff Lunn	£600	Fund the purchase of new replacement LED stage lighting / Hambleton Players Amateur Dramatic Society
Cllr Cliff Lunn	£977	Purchase of replacement security doors to the side of the village hall / Thorpe Willoughby Village Hall Committee
Cllr John Mann	£1,000	Fund the WOW walk to school scheme / Oatlands Infant and Junior Schools

Cllr John Mann	£4,000	Funding of the general running costs for Oatlands Community Centre / The Trustees of Oatlands Community Centre CIO
Cllr John Mann	£1,500	Purchase and installation of a commemorative bench for Queen Elizabeth II / Pannal and Burn Bridge Parish Council
Cllr John Mann	£3,500	Fund the re-furbishment, replacing and provision of additional lights within the 7-8 trees on the Green / Pannal and Burn Bridge Parish Council
Cllr Pat Marsh	£300	Purchase of training balls and match balls, with any remainder put towards coach transport to away matches / Harrogate Rugby Club
Cllr Pat Marsh	£500	Fund the minibus hire and activities to support people with Dementia / Dementia Forward
Cllr Pat Marsh	£300	Purchase of gardening equipment for junior school children / Hookstone Chase Primary School
Cllr Pat Marsh	£380	Purchase a speed radar gun / The Langcliffe Community Group
Cllr Pat Marsh	£1,000	Fund the WOW walk to school scheme / Oatlands Infant and Junior Schools
Cllr Pat Marsh	£2,000	Fund the purchase and installation of LED lighting at Harrogate Community House / Harrogate & Area Council for Voluntary Service Ltd
Cllr Pat Marsh	£500	Fund the heating costs for the Warm Wednesday community club / Oatlands Community Group
Cllr Steve Mason	£1,470	Purchase and installation of traditional style older swings project at Swinton Play Area / Swinton Parish Council
Cllr Steve Mason	£2,000	Purchase a portable trash pump and hydro snakes to help alleviate surface flood water / Fryton Flood Group c/o Slingsby Parish Council
Cllr Steve Mason	£1,405	Purchase of replacement existing benches and the purchase of new street furniture for the village of Ampleforth / Ampleforth Parish Council
Cllr Steve Mason	£954	Purchase a sewing machine and pat tester and also fund 12-month hall rental for the group / Project Purple
Cllr Steve Mason	£1,600	Purchase a new streetlight for the south end of the village / Habton Parish Council
Cllr Steve Mason	£320	Purchase and installation of a new sign for the village hall / Appleton-le-Street Parish Hall
Cllr Steve Mason	£711	Fund Phase II of the restoration of the village War Memorial / Kirby Misperton Parish Council
Cllr Steve Mason	£800	Purchase and installation of a new village notice board for Fryton / Slingsby Parish Council
Cllr Rich Maw	£3,940.80	Fund the purchase and installation of 8 Christmas light motifs for Ramshill / Scarborough Borough Council
Cllr Rich Maw	£2,400	Fund the installation of the commando sockets and timers for 8 poles in Ramshill / NYCC Street Lighting
Cllr Rich Maw	£350	Provision of grit bin and refills on Seaview Drive off Old Filey Road / NYCC Highways

Cllr Rich Maw	£550	Provision of 5 Speed Test Strips on Valley Road and Queen Margaret's Road / NYCC Highways Engineering
Cllr Rich Maw	£1,690.70	Fund the purchase of a Wicksteed Elephant Springy for SeaView Play Area / Scarborough Borough Council
Cllr Rich Maw	£1,068.50	To show 12 dementia friendly screenings at the theatre / Stephen Joseph Theatre
Cllr John McCartney	£5,000	Purchase and installation of new heating at Kellington Village Hall / Kellington Parish Council
Cllr John McCartney	£4,500	Fund the purchase and installation of a slide for the younger children of the village / Cridling Stubbs Parish Council
Cllr John McCartney	£500	Fund the cutting back of the wildflower area of St Edmunds churchyard, Kellington / Kellington Parish Council
Cllr Heather Moorhouse	£2,000	Purchase a new marquee for the show / Bilsdale Show
Cllr Heather Moorhouse	£400	Fund the printing of invitations, food, refreshments and materials for the Day of Sail event / Captain Cook's School Museum
Cllr Heather Moorhouse	£3,000	Fund the repairs to the exterior and improve the insulation and energy efficiency of the building / Yatton House Society
Cllr Heather Moorhouse	£4,600	Purchase and installation of new flooring for the village hall / Kildale Village Hall
Cllr Andrew Murday	£1,500	Fund the co-ordination of the community transport service / Nidd Plus Partnership
Cllr Andrew Murday	£750	Fund the accommodation, transport, catering, tutors' fees, venue hire, music purchase and hire for the winter residential course / Vacation Chamber Orchestras (VaCO)
Cllr Andrew Murday	£1,500	Fund the winter Sunday service on bus route 24 between Harrogate and Pateley Bridge / Dales & Bowland Community Interest Co
Cllr Andrew Murday	£1,000	Purchase and installation of a servery with disabled access in the foyer of the Playhouse / Pateley Bridge Dramatic Society
Cllr Andrew Murday	£725	Purchase of materials to enclose the kitchen in the workshop / Nidderdale and Pateley Bridge Men's Shed CIO
Cllr Andrew Murday	£1,000	Fund the purchase of materials for the redecoration of the Pateley Playhouse / Pateley Bridge Dramatic Society
Cllr Andrew Murday	£1,000	Fund the maintenance of the Christmas lights / Pateley Bridge Town Council
Cllr Andrew Murday	£1,000	Fund the resurfacing of the courts at Dacre Tennis Club / Dacre Tennis Club
Cllr Andrew Murday	£1,000	Purchase a replacement oven for the village hall kitchen / Dacre and Hartwith Village Hall
Cllr Andrew Murday	£525	Fund a contribution towards the Digital Champion Coordinator's salary / Nidderdale Plus Community Hub
Cllr Simon Myers	£4,000	Fund the narrowing of the road from the south into Malham Village / NYCC Highways

Cllr Simon Myers	£4,000	Fund the purchase of a replacement kitchen in the village hall / Coniston Cold PCC
Cllr Simon Myers	£2,000	Fund the connecting and provision of a new streetlight currently on an unlit residential lane in Long Preston / NYCC Highways
Cllr David Noland	£500	Purchase of replacement equipment for the team and insurance / Springboks Rounders' Team Skipton
Cllr David Noland	£5,000	Provision of the Cravenlink bus service on Sundays between Skipton, Embsay, Bolton Abbey and Ilkley / Dales & Bowland Community Interest Co
Cllr David Noland	£3,520	Purchase of trees, plants, window boxes and signage for the 'Green Trails' / Skipton Civic Society Environment Group
Cllr Bob Packham	£5,000	Purchase a coffee machine, furniture, projector and musical instruments for the Warm Spaces Initiative / Sherburn in Elmet Community Trust
Cllr Bob Packham	£2,500	Fund the purchase of personal radios for event and operational use / Sherburn in Elmet Town Council
Cllr Bob Packham	£2,500	Purchase of timber storage cupboards for toys and nursery equipment / Peter Pan Nursery School
Cllr Andy Paraskos	£300	To purchase a replacement battery for the defibrillator / Wighill Parish Council
Cllr Andy Paraskos	£1,000	Fund the materials and hire of the petting farm for the show / Tockwith and District Agricultural Society
Cllr Andy Paraskos	£500	Fund the printing of the Parish and Village Christmas edition of the magazine / The Church of the Epiphany
Cllr Andy Paraskos	£300	Provision of an ice cream van for the pupils on the last day of term / Tockwith CE Primary School
Cllr Andy Paraskos	£1,000	Fund the replacement and installation of new equipment for the play area / Kirkby Overblow Summer Arts Festival
Cllr Andy Paraskos	£300	Fund the coach hire for the ladies' team away games / Harrogate Rugby Club
Cllr Andy Paraskos	£400	Fund the purchase of a Christmas tree and refreshments for the carol service / Kirk Deighton Parish Council
Cllr Andy Paraskos	£1,000	Purchase and install a second defibrillator at the other end of the village / Kirk Deighton Parish Council
Cllr Andy Paraskos	£300	Fund the room hire for the weekly sewing and chatting club / The Crafty Hens
Cllr Andy Paraskos	£800	Purchase and install a new notice board for the village / North Deighton Parish Council
Cllr Andy Paraskos	£300	Fund the production and printing of the by-monthly parish magazine / Wighill Parish Council
Cllr Andy Paraskos	£300	Purchase of food for the Christmas Party / Tockwith Community Hub

Cllr Andy Paraskos	£1,000	Purchase and installation of a white gate on the verge next to the highway / Sicklinghall Parish Council
Cllr Andy Paraskos	£1,000	Purchase and install a new defibrillator / Little Ribston Village Hall Committee
Cllr Andy Paraskos	£500	Fund the purchase of a new bench for Follifield Play Area / Follifoot Parish Council
Cllr Andy Paraskos	£1,000	Fund the installation of a new bench / Tockwith with Wilstrop Parish Council
Cllr Stuart Parsons	£300	Fund the venue hire for the community events / Colburn, Catterick, Richmond Fijian Community Association
Cllr Stuart Parsons	£300	Fund the annual registration to the 'Ready to Burn' scheme / Just the Job
Cllr Stuart Parsons	£300	Fund the venue hire of the 'Community Clean Energy' event at The Station in Richmond / Richmondshire Building Preservation Trust
Cllr Stuart Parsons	£2,000	Fund the purchase and installation of 4 new benches in Richmond / Richmond Town Council
Cllr Stuart Parsons	£3,000	Fund the replacement of old inefficient non-green heating in the museum / The Richmondshire Museum
Cllr Stuart Parsons	£1,000	Fund the venue hire and activities for Richmond Youth Club / North Yorkshire Youth
Cllr Stuart Parsons	£3,100	Fund the repairs to the stair lift at the Comrades Club for Richmond Youth Club / North Yorkshire Youth
Cllr Yvonne Peacock	£1,500	Fund the plastering and repairing of the wall and ceiling at the Hawes Youth Club Room / Hawes Market House
Cllr Yvonne Peacock	£1,000	Fund the purchase of two double glazed doors for the village hall / Bainbridge Village Hall
Cllr Yvonne Peacock	£1,000	Purchase a wooden noticeboard for Downholme / Hudswell and District Parish Council
Cllr Yvonne Peacock	£300	Installation of Wi-Fi and land line for step-up step-down room in Sycamore Hall, Bainbridge / The Health Accommodation Trust
Cllr Yvonne Peacock	£500	Fund the insurance and hiring of the hall for the club / Hawes Carpet Bowls Club
Cllr Yvonne Peacock	£1,000	Fund the purchase of Christmas lights for the trees in the village / Bainbridge Christmas Lights
Cllr Yvonne Peacock	£1,175	Fund the Wensleydale Flyer Sunday Service 856 / Dales & Bowland Community Interest Co
Cllr Yvonne Peacock	£500	Purchase 4 large trough planters, compost and plants for the in-bloom project / Hawes Parish Council
Cllr Yvonne Peacock	£300	Provision of an emergency kit, sandbags and printing of leaflets for Arkengarthdale / Arkengarthdale Parish Council
Cllr Yvonne Peacock	£500	Fund the repairs to the playground equipment in Askrigg / Askrigg Parish Council
Cllr Yvonne Peacock	£400	Provision of 2 village signs for the village / Hawes and High Abbotside Parish Council



Cllr Yvonne Peacock	£1,825	Fund the purchase of two-way radios, satellite and WI-FI for the Swaledale local emergency plan / Richmondshire District Council emergency planning team and North Yorkshire County Emergency Team
Cllr Clive Pearson	£1,750	Provision of permanent power outlets and timers on existing lighting columns for the installation of decorative Christmas lights / Sleights Christmas Lights
Cllr Clive Pearson	£2,000	Fund the minibus hire for the older and vulnerable people in the remote villages / Revival North Yorkshire
Cllr Clive Pearson	£1,000	Installation of a defibrillator and electrics / Glaisdale Parish Council
Cllr Clive Pearson	£2,000	Fund the hiring of the lighting and sound equipment for the professional theatre production - Deals & Deceptions / Esk Valley Theatre
Cllr Clive Pearson	£2,000	Purchase of wildlife/security cameras for Esk Valley Rural Watch / Glaisdale Parish Council
Cllr Clive Pearson	£610	Fund the servicing and moving of the defibrillator / Fylingdales Parish Council
Cllr Clive Pearson	£640	To replace the box of a defibrillator that is to be relocated in the village / Fylingdales Parish Council
Cllr Heather Phillips	£830.44	Purchase of new CCTV cameras for the clubhouse / Seamer Sports Association
Cllr Heather Phillips	£300	Fund the catering for meals and hot drinks at the Warm Room / Saint Martin's Church Parochial Church Council
Cllr Heather Phillips	£1,000	Fund the entertainment and food at the Coronation celebration / Seamer Parish Council
Cllr Heather Phillips	£500	Fund the food and entertainment for a family fun day / Friends of Irton Village
Cllr Heather Phillips	£1,000	Fund the groundworks and signage for the outdoor gym areas / Seamer Parish Council
Cllr Heather Phillips	£850	Fund the painting of parking spaces for disabled users of the club / Seamer Sports Association
Cllr Heather Phillips	£990	Fund the purchase of replacement bird mouth fencing at the community centre / Crossgates Community Centre
Cllr Heather Phillips	£4,529.56	Purchase and installation of a storage shed for the camping equipment / Derwent Valley Scout Group
Cllr Kirsty Poskitt	£1,743	Provision and installation of a lockable shed / Tadcaster Barn
Cllr Kirsty Poskitt	£2,000	Provision of water supply to the Westfield Allotments / Tadcaster Town Council
Cllr Kirsty Poskitt	£500	Purchase a hot water dispenser, food and heating costs for the Warm and Well project / Rosemary House Community Centre
Cllr Kirsty Poskitt	£650	Purchase the food, heating and hob for the Warm and Well project / Calcaria Community Centre
Cllr Kirsty Poskitt	£500	Purchase kitchen items, food and heating costs for the Warm and Well project / Kelcbar Community Centre

Cllr Kirsty Poskitt	£300	Fund the Christmas Lunch for Care Leavers / NYCC Care Leavers
Cllr Kirsty Poskitt	£1,000	Fund the tree and shrubbery maintenance on Stutton footpath / Stutton Parish Council
Cllr Kirsty Poskitt	£2,000	Purchase and installation of a gas heater in the library / Tadcaster Library
Cllr Kirsty Poskitt	£1,307	Purchase a gazebo and tables for events in the town / Tadcaster Town Council
Cllr Jack Proud	£960	Fund the weekly room hire for the group / SeLGBTQ+
Cllr Jack Proud	£5,000	Fund the materials and labour costs for the repairs to the main hall / Dream CIC
Cllr Jack Proud	£1,188	Purchase an extra battery storage unit for solar panels / Sleepsfe Selby
Cllr Jack Proud	£2,852	Fund the craft and exercise instructors / SYPCO
Cllr Tony Randerson	£2,400	Fund the 12 months room rental and hall hire at More than Books in Eastfield / Coastline Sight and Hearing
Cllr Tony Randerson	£5,000	Purchase of boxing and safety equipment for the club / Westway Boxing Club, Eastfield
Cllr Tony Randerson	£650	Fund the installation of new grit bins and replenishment of grit on Holme Hill and Dunn Grove in Eastfield / NYCC Highways
Cllr Tony Randerson	£1,950	Purchase of materials to create four mosaics for the craft and gardening project / Westway Open Arms
Cllr John Ritchie	£800	Provision of replacement gates for the allotment / Woodlands Allotment Tenant Group
Cllr John Ritchie	£3,000	Fund the food parcels and energy support for the community crisis scheme / Gallows Close Centre
Cllr John Ritchie	£1,000	Purchase of food, heating and toys for the Winter Warmer, Breakfast Club and Baby & Toddler Group Projects / Wreyfield Drive Methodist Church
Cllr John Ritchie	£5,000	Fund the introduction of formal parking restrictions along Woodlands Avenue in Scarborough / NYCC Highways
Cllr Janet Sanderson	£1,000	Purchase new lights for the display, Christmas trees & food for the switch on event / Thornton Dale Christmas Lights
Cllr Janet Sanderson	£2,000	Purchase a new pitch mower to maintain the cricket pitch / Thornton Dale Cricket Club
Cllr Janet Sanderson	£300	Purchase a speed gun for Allerston Community Speed Watch / Allerston Community Speed Watch
Cllr Janet Sanderson	£550	Purchase a recycled plastic bench for the parish / Luttons Parish Council
Cllr Janet Sanderson	£3,000	Purchase of recycled plastic bird mouth fencing / Weaverthorpe Parish Council
Cllr Janet Sanderson	£1,000	Fund the digital survey and condition survey for the village hall upgrade / Ebberston Village Hall
Cllr Janet Sanderson	£300	Fund the Christmas Lunch for Care Leavers / NYCC Care Leavers
Cllr Janet Sanderson	£1,000	Fund the repair and replacement of Christmas lights / Thornton le Dale Christmas Lights

Cllr Janet Sanderson	£850	Fund the repairing of the damage to the cabin and provide extra sensory / stimulating equipment for the cabin / Rillington Primary School
Cllr Mike Schofield	£450.99	Purchase a hammer drill, dummy CCTV camera, promotion table, cloth and printing / Harrogate and District Community Action (HADCA)
Cllr Mike Schofield	£875	Purchase 6 copies of each of the Phase 2 Phonics Books so to provide "Guided Reading" in Reception / Rossett Acre Primary School
Cllr Mike Schofield	£1,500	Fund the swimming for the pupils at the school / Rossett Acre Primary School
Cllr Mike Schofield	£5,000	Fund the installation of strengthened glass on the balcony at Harrogate Cricket Club / Little Crickets Nursery
Cllr Mike Schofield	£400	Purchase sensory equipment to aid in the development of children at the nursery / Little Crickets Nursery
Cllr Mike Schofield	£750	Funding the Green Elf production for the children to educate them on and around ecological issues / Rossett Acre Primary School
Cllr Mike Schofield	£1,024.01	Fund the Year 6 pupils' residential trip to East Barnby / Rossett Acre Primary School
Cllr Karin Sedgwick	£620	Purchase and installation of a Jubilee Bench for the community garden / Bellerby Parish Council
Cllr Karin Sedgwick	£900	Purchase the away football strip and match balls for the local football team / Middleham Sports & Community Wellbeing Association
Cllr Karin Sedgwick	£300	Fund the magazine subscriptions for Leyburn Library / Leyburn Town Council
Cllr Karin Sedgwick	£400	Fund the purchase of a noticeboard and Christmas lights for the village / West Witton Parish Council
Cllr Karin Sedgwick	£1,500	Fund the purchase of a vehicle activated sign / Bellerby Parish Council
Cllr Karin Sedgwick	£1,500	Purchase new uniform and sheet music for the band / Leyburn Band
Cllr Karin Sedgwick	£1,505	Purchase a gazebo and weights for the performing arts group / BlueBoxt Productions Ltd
Cllr Karin Sedgwick	£1,371.96	Fund a local contractor to remove the hedge, pasture topping and rabbit proofing the cemetery / Preston under Scar Parish Council
Cllr Karin Sedgwick	£1,903.04	Fund the purchase of lighting, soft seating, books and crayons for the safe emotional space in school / Leyburn Primary School
Cllr Subash Sharma	£4,000	Provision of a disabled toilet in the entrance hall / St Mark's Church
Cllr Subash Sharma	£1,000	Fund the event costs of the summer community events / Newby & Scalby Library and Information Centre
Cllr Subash Sharma	£5,000	To extend the existing double yellow lines at the junction of Russet Grove and Greylands Park Avenue, Scarborough / NYCC Highways

Cllr Steve Shaw-Wright	£2,000	Fund the purchase of outdoor learning equipment for the children / Selby Pre-School
Cllr Steve Shaw-Wright	£2,000	Provision of a new solar powered score board with LED lighting system / Selby Rugby Union Football Club
Cllr Steve Shaw-Wright	£4,462.80	Purchase seating and a plaque for the Mining Memorial in Community Woodland / Selby Community Trust
Cllr Monika Slater	£1,872.84	Purchase equipment for the polycom system to evolve the digital activities / Open Country
Cllr Monika Slater	£476	Fund the van hire and fuel for the Jamboree trip / 16th Harrogate Club Scout Group
Cllr Monika Slater	£5,000	To extend the footpath from Redhill Road up to the corner of Knox Avenue / NYCC Highways
Cllr Monika Slater	£302	Fund the purchase of a wheelchair ramp and kitchen equipment for the Big Breakfasts / Bilton Community Centre
Cllr Monika Slater	£1,500	Purchase of 13 new mattresses / Harrogate Homeless Project
Cllr Monika Slater	£849.16	Fund the purchase of 3 x eDNA bacteria testing kits from Nature Metric / Bilton Conservation Group
Cllr Andy Solloway	£1,500	Fund the purchase of materials and equipment for the New Street community garden project / Carleton in Bloom
Cllr Andy Solloway	£400	Fund the purchase of a replacement battery and two sets of pads for the defibrillator / Skipton Community Public Access Defibrillators
Cllr Andy Solloway	£1,500	Fund the activities and project costs of the Nurturing Growth project / Skipton Step into Action
Cllr Andy Solloway	£1,100	To purchase and install noticeboards in a central location in Thornton in Craven village / Thornton in Craven Parish Council
Cllr Andy Solloway	£4,500	Purchase new play equipment, new safety surface and replace the fencing in the play area / Carleton in Craven Parish Council
Cllr Andy Solloway	£1,000	Fund the improvements to bus stops on the A56 & A59 / NYCC Highways
Cllr David Staveley	£3,337.50	Purchase a VAS matrix board for Ribblesbanks / Ribblesbanks Parish Council
Cllr David Staveley	£2,717.62	Purchase new microphones and mixer cases for the theatre group / Settle College
Cllr David Staveley	£800	Fund the purchase of sports training equipment for the junior rugby section / North Ribblesdale RUFC
Cllr David Staveley	£760	Purchase a new energy efficient cooker for the village hall / Stainforth Parish Council
Cllr David Staveley	£300	Provision of a replacement handrail along the side of a footpath in the village / Giggleswick Parish Council
Cllr David Staveley	£950	Fund the purchase of energy efficient lighting improvements in the village hall / Horton-in-Ribblesdale Parish Council
Cllr David Staveley	£1,134.88	Purchase of replacement safety equipment for the group / Cave Rescue Organisation

Cllr Neil Swannick	£2,500	Purchase sets of reading books for their Year 7 and Year 8 students / Caedmon College, Whitby
Cllr Neil Swannick	£5,000	Provision of support to the food bank and warm space in the community centre / Hope Whitby Missional Communities
Cllr Neil Swannick	£1,000	Fund the first aid, security, entertainment and fireworks at the Whitby Christmas Festival 2023 / Whitby Town Council
Cllr Neil Swannick	£1,500	Fund the activities for the group including the Warm Room project / Green Lane Community Connections
Cllr Roberta Swiers	£4,349.12	Fund the installation of new gothic arched door at the Jubilee Hall / Cayton Parish Council
Cllr Roberta Swiers	£1,118	Purchase of planters, compost and plants for the two villages / Gristhorpe and Lebberston Parish Council
Cllr Roberta Swiers	£500	Fund the purchase of food and entertainment for the coronation events / Gristhorpe and Lebberston Village Hall Committee
Cllr Roberta Swiers	£1,600	Purchase and installation of a defibrillator for the village / Osgodby Parish Council
Cllr Roberta Swiers	£1,000	Purchase and installation of LED lighting for the hall / Jubilee Hall Management Committee
Cllr Roberta Swiers	£849.99	Fund the purchase of an information board for the village / Osgodby Parish Council
Cllr Roberta Swiers	£580	Purchase of two signs, pot plants and a bird feeder for the school entrance / Cayton School
Cllr Malcolm Taylor	£2,000	Fund the purchase and installation of a replacement oil tank / Huby Village Hall Committee
Cllr Malcolm Taylor	£1,000	Provision of a replacement village hall noticeboard / Tollerton Village Hall Committee
Cllr Malcolm Taylor	£2,000	Fund the project fees and works for the purchase of the community shop / Huby & Sutton Community Shop Ltd
Cllr Malcolm Taylor	£1,500	Provision of a cycle stand and fencing on the public footpath / Newton on Ouse Parish Council
Cllr Malcolm Taylor	£1,500	Carry out improvements and safety work to play equipment at the play park / Linton on Ouse Parish Council
Cllr Malcolm Taylor	£2,000	Fund the removal of old equipment and clearing of area, purchase of resources for the outdoor area / Linton on Ouse Primary School and Nursery
Cllr Angus Thompson	£470	Purchase a bench to commemorate the Queen's Platinum Jubilee / Manfield Parochial Church Council
Cllr Angus Thompson	£300	Replace the village sign in Dalton / Dalton Parish Meeting
Cllr Angus Thompson	£2,000	Provision of a matrix board for Eppleby village / Eppleby Parish Council
Cllr Angus Thompson	£2,336	Purchase a new lawn mower for the cricket club / Middleton Tyas Cricket Club
Cllr Angus Thompson	£1,382	Purchase a VAS matrix board for Moulton / Moulton Parish Meeting
Cllr Angus Thompson	£725	Fund the turf and fencing works at the play park / Gilling West Parish Council

Cllr Angus Thompson	£500	Purchase a computer and printer for the parish office / Barton Parish Council
Cllr Angus Thompson	£800	Purchase of materials for the Skeeby bus shelter new roof / Skeeby Parish Council
Cllr Angus Thompson	£600	Fund the removal of a tree from the community pub garden / Skeeby Community Pub Organisation
Cllr Angus Thompson	£400	Purchase 2 large picnic tables with benches including a disabled access one for the play area / Middleton Tyas Parish Council
Cllr Angus Thompson	£487	Purchase a fence for Gilling West Play Park / Gilling West Parish Council
Cllr Philip Trumper	32,500	Fund the fireworks display at the Whitby Christmas Festival event / Whitby Town Council
Cllr Philip Trumper	£3,000	Purchase of new electric showers and tiling for the shower cubicles / Whitby Squash Club
Cllr Philip Trumper	£680	Purchase warm winter coats with the club's logo for each under 13 player / Whitby Fishermen's Under13s Football Club
Cllr Philip Trumper	£500	Purchase a multi activity portable electronic scoreboard for the club to play home games at Whitby Leisure Centre / Whitby Jets Basketball Club
Cllr Philip Trumper	£500	Fund the purchase of slings and baby carriers for the sling/baby carrier library / Feeding and Sling Support Whitby CIC
Cllr Philip Trumper	£500	Fund the minibus hire and fuel for the day trips / Whitby DAG
Cllr Philip Trumper	£500	To provide community support with a warm space and free café / Whitby Railway Community shop & café
Cllr Philip Trumper	£500	Purchase of new light weight goals to expand the U11 and U12 teams / Sleights Football Club
Cllr Philip Trumper	£500	To create a sensory garden, a veg garden and play area for children with a disability or hidden impairment / WHISH Group
Cllr Philip Trumper	£820	To refurbish one of the squash courts, repairing and painting the walls and flooring / Whitby Squash Club
Cllr Matt Walker	£2,000	Fund the printing costs of the Harrogate District Breakfree Pack / Open Country
Cllr Matt Walker	£500	Fund the purchase of a lawn mower cartridge to rake the grass / Crown Green Bowling Club
Cllr Matt Walker	£1,000	Fund the purchase of flags and bunting for the Arts Trail and Entertainment / FEVA
Cllr Matt Walker	£500	Purchase of garden supplies for the creation of the community garden at Conyningham Hall / Knaresborough Connectors
Cllr Matt Walker	£1,000	Provision of weekly food supplies from Fareshare / Resurrected Bites
Cllr Matt Walker	£1,000	Fund the purchase of replacement benches for Jacob Smith Park, Knaresborough / Friends of Jacob Smith Park
Cllr Matt Walker	£1,000	Purchase a new cooker, hood and extractor fan for the Scout Hut / 1st Knaresborough Scout Group



Cllr Matt Walker	£2,500	Provision of 4 Vehicle Activated Speed signs for Knaresborough / Knaresborough Town Council
Cllr Matt Walker	£500	Fund the coach hire and entrance fees for the day trips / Harrogate & District Over 50s Forum
Cllr Arnold Warneken	£400	Fund the materials for the Jurassic Beach at the show / Tockwith Show
Cllr Arnold Warneken	£684	Fund the cleaning of the village war memorial and plaque / Kirk Hammerton Parish Council
Cllr Arnold Warneken	£715.20	Provision of a solar pavilion clock / Whixley Cricket Club
Cllr Arnold Warneken	£992.75	Fund a contribution towards the production of Treasure Island the panto / Badapple Youth Theatre Group
Cllr Arnold Warneken	£1,000	Purchase and install a parish council noticeboard / Nun Monkton Parish Council
Cllr Arnold Warneken	£672	Fund the groundworks and labour for the Parish Woodland Restoration project / Marton cum Grafton Parish Council
Cllr Arnold Warneken	£2,141.90	Fund the purchase of materials and tools for the wildlife haven at Goosemoor Nature Reserve / Cowthorpe Community Forum
Cllr Arnold Warneken	£2,250	Fund the supply and installation of a defibrillator at Prince Rupert Drive Tockwith / Tockwith with Wilstrop Parish Council
Cllr Arnold Warneken	£500	Fund the purchase of food and drink for the Green Hammerton Warm Hub and Support Hub / Green Hammerton Parish Council
Cllr Arnold Warneken	£644.15	Purchase a memorial bench for former councillors / Tockwith with Wilstrop Parish Council
Cllr Steve Watson	£1,500	Resurfacing of the tennis courts at the club / Northallerton Tennis Club
Cllr Steve Watson	£1,000	Provide a contribution to the operational costs of the Dales Bus 856 Sunday Service / Dales & Bowland Community Interest Co
Cllr Steve Watson	£500	Fund the printing of timetables for the HarBus / Hambleton Community Action
Cllr Steve Watson	£1,400	Purchase new furniture and shelving for the community library / Brompton Recreation Club
Cllr Steve Watson	£1,400	Fund the emergency survey of the church yard wall at Brompton / Brompton Parish Council
Cllr Steve Watson	£3,000	Fund the cost of conversion and fitting out of the palliative care family room at The Friarage Hospital / Cowtonbury
Cllr Steve Watson	£1,200	Fund the materials and labour for the construction of a new access doorway in the workshop / Chopsticks (North Yorkshire) Ltd
Cllr David Webster	£500	Fund the machine hire and materials for the creation of an access route and car park at the club / Kirklington Football Club
Cllr David Webster	£1,000	Purchase and installation of a traditional Telephone Box to act as a community facility hub for book/jigsaw/plant swap / Carthorpe Parish Council
Cllr David Webster	£3,000	Purchase and installation of CCTV cameras for Bedale Park / Bedale Town Council



Cllr David Webster	£1,000	Provision of funding towards running Snape Warm Hub / Snape Institute Committee
Cllr David Webster	£1,000	Purchase of recycled plastic picnic benches for the play area / Pickhill with Roxby & Sinderby Parish Council
Cllr David Webster	£1,000	Purchase and installation of new play equipment for the play area / Tanfield Parish Council
Cllr David Webster	£1,000	Fund the building/plastering work for the toilet refurbishment at the club / Bedale Sports Club and Community Centre
Cllr David Webster	£1,000	Fund the replacement and repairs to village noticeboards and repair of village playground equipment / Thornton Watlass, Burrill with Cowling, Thirn, Rookwith and Clifton on Yore Parish Council
Cllr David Webster	£500	Fund the services of local architects for structural engineering plans / Bedale Scouts & Guides Group
Cllr John Weighell	£2,000	Purchase a speed display unit for the village of Burneston / Burneston Parish Council
Cllr John Weighell	£4,000	Fund the improvements to the toilet and changing facilities at the sports club / Bedale Sports Club and Community Centre
Cllr John Weighell	£2,000	Purchase a speed display unit for the village of Burneston / Burneston Parish Council
Cllr John Weighell	£300	Fund the purchase and planting of Cherry Trees at Potlands Leeming Bar Northallerton / Aiskew Parish Council
Cllr John Weighell	£1,700	Fund the repairs to the highway and potholes on the former A684 Aiskew / NYCC Highways
Cllr Greg White	£4,000	Refurbish the Children's area at Kirkbymoorside Library / CLIC & Kirkbymoorside Trustees
Cllr Greg White	£1,200	Purchase new school library books and materials for after school clubs / Gillamoor C of E Primary School
Cllr Greg White	£2,000	Provide support for a range of environmental activities in the Kirkbymoorside area / Kirkbymoorside Environment Group Account
Cllr Greg White	£1,000	Fund the development work for the new village hall in Marton / Marton Village Hall
Cllr Greg White	£300	Fund the installation of white 'H' bar markings at Lastingham Village Hall to protect the disabled access and at one other (location yet to be decided) / NYCC Highways
Cllr Greg White	£600	To promote the adoption of more sustainable practices in Lastingham, including travel, heating, insulation and biodiversity / Sustainable Lastingham
Cllr Greg White	£900	Purchase new books and materials / Rosedale Abbey Primary School
Cllr Dave Whitfield	£1,500	Fund the purchase of materials and labour for the re-building of The Lambert / Herriot Hospice Homecare
Cllr Dave Whitfield	£1,500	Fund the purchase of new diving blocks for the Thirsk Swim Team / Thirsk White Horse Swimming Team - TWHST

Cllr Dave Whitfield	£500	Purchase 2 folding utility trolleys and a camp trolley / 1st Sowerby Scout Group
Cllr Dave Whitfield	£500	Purchase of materials for repairs / Thirsk Repair Café
Cllr Annabel Wilkinson	£500	Fund the Sundays and Bank Holidays bus service in Wensleydale / Dales & Bowland Community Interest Co
Cllr Annabel Wilkinson	£500	Assist with the community firework and bonfire event / Appleton Wiske Pre-School
Cllr Annabel Wilkinson	£3,500	Fund the purchase of a VAS for Great Smeaton and website creation / Great Smeaton with Hornby Parish Council
Cllr Annabel Wilkinson	£2,000	Fund the road and drain repairs on a stretch of road within the village / Ainderby Steeple Village Group
Cllr Annabel Wilkinson	£500	Fund the purchase of a replacement bench for the village green / High and Low Worsall Parish Council
Cllr Annabel Wilkinson	£750	Fund the creation of a car park area for the village hub / Yafforth Village Hub
Cllr Annabel Wilkinson	£510	Fund the relocation of the defibrillator in the village / Maunby, South Otterington and Newby Wiske Parish Council
Cllr Annabel Wilkinson	£300	Fund the Christmas Lunch for Care Leavers / NYCC Care Leavers
Cllr Annabel Wilkinson	£1,440	Fund the repairs and refurbishment of village signs, paint the railings and move the defibrillator / Morton on Swale Parish Council
Cllr Peter Wilkinson	£2,000	Resurfacing of the tennis courts at the club / Northallerton Tennis Club
Cllr Peter Wilkinson	£1,000	Provide a contribution to the operational costs of the Dales Bus 856 Sunday Service / Dales & Bowland Community Interest Co
Cllr Peter Wilkinson	£2,000	Fund the cost of conversion and fitting out of the palliative care family room at The Friarage Hospital / Cowtonbury
Cllr Peter Wilkinson	£500	Fund the printing of timetables for the HarBus / Hambleton Community Action
Cllr Peter Wilkinson	£2,000	Purchase and installation of 6 new benches in Romanby / Romanby Parish Council
Cllr Peter Wilkinson	£380	Provision of 2 wooden benches in the bus shelters on Ainderby Road / Romanby Parish Council
Cllr Peter Wilkinson	£2,120	Fund the installation of new safety surface at Ainderby Road Leisure Park / Romanby Parish Council
Cllr Andrew Williams	£2,500	Fund the services of a youth leader at the drop-in sessions / Ripon YMCA
Cllr Andrew Williams	£1,000	Fund the support for the scouts to attend the 25th World Scout Jamboree / 6th Ripon Scout Group
Cllr Andrew Williams	£500	Fund the travel and venue hire costs for the concerts / Vacation Chamber Orchestras (VaCO)
Cllr Andrew Williams	£2,000	Fund the children's activities on Ripon Market Place / St Wilfrid's Procession Committee

Cllr Andrew Williams	£1,000	Funding towards events and staging of the Poetry Festival / Ripon Poetry Festival
Cllr Andrew Williams	£1,000	Funding towards the events and activities at the library / Ripon Library Volunteer Management Group
Cllr Andrew Williams	£2,000	Fund the fireworks finale at the coronation event / Ripon City Council
Cllr Robert Windass	£2,500	Fund the repair and refurbishment of the clock in the Church Tower / St Bartholomew's Church Arkendale
Cllr Robert Windass	£1,953	To purchase and install a defibrillator for Flaxby / Goldsborough & Flaxby Parish Council
Cllr Robert Windass	£3,000	To purchase and install VAS units and laptop computer within the village / Staveley & Copgrove Parish Council
Cllr Robert Windass	£2,000	Purchase and installation of an outdoor canopy for the outdoor learning area / Scotton & Lingerfield Primary School PTA

**Committed Funding by County Councillor in 2022/23**

Amounts are rounded to the nearest £.

<i>County Councillor</i>	<i>Committed funding (£)</i>
Cllr Chris Aldred	£10,000
Cllr Joy Andrews	£10,000
Cllr Karl Arthur	£10,000
Cllr Margaret Atkinson	£1,090
Cllr Alyson Baker	£10,000
Cllr Philip Barrett	£10,000
Cllr Derek Bastiman	£10,000
Cllr Philip Broadbank	£10,000
Cllr Eric Broadbent	£10,000
Cllr Barbara Brodigan	£8,704
Cllr Andrew Brown	£10,000
Cllr Nick Brown	£10,000
Cllr Lindsay Burr	£10,000
Cllr John Cattnach	£10,000
Cllr David Chance	£10,000
Cllr Liz Colling	£10,000
Cllr Mark Crane	£10,000
Cllr Sam Cross	£10,000
Cllr Gareth Dadd	£10,000
Cllr Melanie Davis	£10,000
Cllr Caroline Dickinson	£10,000
Cllr Michelle Donohue-Moncrieff	£10,000
Cllr Steph Duckett	£5,746
Cllr Keane Duncan	£9,500
Cllr Bridget Fortune	£10,000
Cllr Kevin Foster	£10,000
Cllr Richard Foster	£10,000
Cllr Sam Gibbs	£10,000
Cllr Caroline Goodrick	£10,000
Cllr Hannah Gostlow	£10,000
Cllr Bryn Griffiths	£10,000
Cllr Tim Grogan	£10,000
Cllr Michael Harrison	£10,000
Cllr Paul Haslam	£10,000
Cllr Robert Heseltine	£10,000
Cllr Nathan Hull	£10,000
Cllr David Ireton	£10,000
Cllr George Jabbour	£10,000
Cllr David Jeffels	£10,000
Cllr Janet Jefferson	£10,000
Cllr Tom Jones	£10,000

Cllr Mike Jordan	£10,000
Cllr Nigel Knapton	£10,000
Cllr Peter Lacey	£10,000
Cllr Andrew Lee	£10,000
Cllr Carl Les	£10,000
Cllr Cliff Lunn	£10,000
Cllr John Mann	£10,000
Cllr Pat Marsh	£4,980
Cllr Steven Mason	£9,260
Cllr Rich Maw	£10,000
Cllr John McCartney	£10,000
Cllr Heather Moorhouse	£10,000
Cllr Andrew Murday	£10,000
Cllr Simon Myers	£10,000
Cllr David Noland	£9,020
Cllr Bob Packham	£10,000
Cllr Andy Paraskos	£10,000
Cllr Stuart Parsons	£10,000
Cllr Yvonne Peacock	£10,000
Cllr Clive Pearson	£10,000
Cllr Heather Phillips	£10,000
Cllr Kirsty Poskitt	£10,000
Cllr Jack Proud	£10,000
Cllr Tony Randerson	£10,000
Cllr John Ritchie	£9,800
Cllr Janet Sanderson	£10,000
Cllr Mike Schofield	£10,000
Cllr Karin Sedgwick	£10,000
Cllr Subash Sharma	£10,000
Cllr Steve Shaw-Wright	£8,463
Cllr Monika Slater	£10,000
Cllr Andy Solloway	£10,000
Cllr David Staveley	£10,000
Cllr Neil Swannick	£10,000
Cllr Roberta Swiers	£10,000
Cllr Malcolm Taylor	£10,000
Cllr Angus Thompson	£10,000
Cllr Philip Trumper	£10,000
Cllr Matt Walker	£10,000
Cllr Arnold Warneken	£10,000
Cllr Steve Watson	£10,000
Cllr David Webster	£10,000
Cllr John Weighell	£10,000
Cllr Greg White	£10,000
Cllr Dave Whitfield	£4,000

Cllr Annabel Wilkinson	£10,000
Cllr Peter Wilkinson	£10,000
Cllr Andrew Williams	£10,000
Cllr Robert Windass	£9,453

**Committed funding by type of organisation in 2022/23**

All amounts are rounded to the nearest £.

<i>Type of organisation</i>	<i>£ allocated</i>	<i>% of total £ allocated</i>	<i>Number of approved recommendations</i>	<i>% of approved recommendations</i>	<i>£ average funding per recommendation</i>
Not for profit organisations (including charities and voluntary organisations)	508,259	58.42	365	58.59	1,392
Parish and town councils and parish meetings	247,903	28.49	183	29.37	1,355
NYCC services for additional services over and above mainstream budgets	61,860	7.11	31	4.98	1,995
Schools	51,990	5.98	44	7.06	1,182
Other	0	0	0	0	0



**Committed funding by type of project or activity in 2022/23**

All amounts are rounded to the nearest £.

<i>Type of organisation</i>	<i>£ allocated</i>	<i>% of total £ allocated</i>	<i>Number of approved recommendations</i>	<i>% of approved recommendations</i>	<i>£ average funding per recommendation</i>
Support for vulnerable adults	92,215	10.60	59	9.47	1,563
Children / young people activities (non-school)	77,607	8.92	57	9.15	1,362
Village / community hall improvements	74,293	8.54	51	8.19	1,457
Community safety	70,104	8.06	36	5.78	1,947
Public facilities (notice boards, toilets, shelters, lighting etc.)	63,126	7.26	58	9.31	1,088
Environmental improvements including In Bloom projects	56,774	6.53	47	7.54	1,208
Public playgrounds for children and young people	56,077	6.45	33	5.30	1,699
Sporting activities for adults	51,281	5.90	28	4.50	1,831
Events – including Festivals	50,904	5.85	57	9.15	893
Highways improvements	38,396	4.41	19	3.05	2,021
Non-sporting activities for adults	30,279	3.48	30	4.82	1,009
Community transport	28,925	3.32	20	3.21	1,446
Schools – playgrounds, gardens etc.	26,136	3.00	18	2.89	1,452
Schools – equipment / ICT	24,731	2.84	16	2.57	1,546

Defibrillators	23,939	2.75	21	3.37	1,140
Footpath improvements	22,600	2.60	9	1.45	2,511
Community libraries	22,545	2.59	11	1.76	2,050
Seasonal (Christmas lights, bonfires, etc.)	20,923	2.40	17	2.73	1,231
Historic monuments / museums / local history	12,908	1.48	11	1.76	1,173
Voluntary organisations (consultancy, websites, etc.)	9,485	1.09	9	1.44	1,054
Schools – events and other activities	6,590	0.76	8	1.28	824
Schools – subsidy to school trips	6,174	0.71	6	0.96	1,029
Economic development	2,000	0.23	1	0.16	2,000
Flood defences	2,000	0.23	1	0.16	2,000
Covid-19 Projects	0	0	0	0	0

### North Yorkshire Council Locality Budgets Scheme 2023/24

1. Each Councillor can recommend the allocation of funding to support specific projects or activities that directly promote the social, economic or environmental wellbeing of the communities within their Division. Projects and activities must be lawful and not undermine the Council's or a partner's priorities or service delivery.
2. Councillors are encouraged to consider how their recommendations can best be used to lever in additional funding, volunteers and community engagement - multiplying the overall impact.
3. Funding will not be awarded for 100% of the cost of a project or activity undertaken or managed by an external organisation. The external organisation must meet a proportion of the cost of the project or activity from its own funds or from a funder other than North Yorkshire Council.
4. Projects and activities can include services provided by North Yorkshire Council provided that these are additional to normal service levels and do not create an ongoing expenditure commitment for the Council. Councillors must discuss and agree these with the relevant service manager before submitting a recommendation form.
5. Funding cannot be awarded in respect of:
  - projects or activities that will only benefit an individual or an individual family or a private business;
  - political parties or trade unions or employers' associations or groups affiliated with any of these;
  - lobbying or lobbying organisations;
  - projects or activities that seek to promote a faith or belief as their main purpose;
  - projects or activities that are contrary to the Council's equality, diversity and inclusion policy; or
  - organisations which actively or vocally oppose fundamental British values.
6. Each Councillor has a budget allocation of £10,000 a financial year. Budget allocations cannot be moved between financial years. The minimum funding which can be recommended for a project or activity is £300 and the maximum is £5,000. Two or more Councillors can recommend funding for a single project or activity, but the maximum total funding from the overall Locality Budget scheme for any project or activity in a financial year is £5,000.
7. Exceptionally in 2023/24 the restriction of £5,000 per project or activity is removed to allow Councillors to provide additional support to projects that are directly addressing the cost-of-living crisis (eg food provision, benefits and debt advice) or directly supporting organisations or groups supporting refugees (including people here temporarily from Ukraine).

8. Recommendations must be made by Councillors using the Flexi-Grant online form.
9. Councillors must declare on the recommendation form all relevant pecuniary and personal interests including membership or other connections with the organisations that will benefit from or manage the funding.
10. If the Monitoring Officer has concerns about any recommendation, this will be raised with the relevant Councillor.
11. All recommendations will be considered by the Executive Member for Corporate Services (or in their temporary absence, the Leader), who will make a decision taking into account the information received and the recommendation of the relevant Councillor.
12. If the Executive Member for Corporate Services has made a recommendation or has a relevant pecuniary or personal interest in a recommendation, they will not make a decision, but will refer the matter for determination by the Leader.
13. The Locality Budgets business support officer will notify the Councillor of the decision taken by the Executive Member.
14. Information about the scheme and all awards will be published on the Council's website. Documents associated with the scheme (eg recommendations and monitoring forms) are not exempt from disclosure under FOI legislation.
15. All recommendations made by a Councillor and all decisions by the Executive Member will be made in accordance with the principles of decision making set out in the Council's Constitution.
16. Councillors can make recommendations from Monday 3 April 2023. No recommendations from Councillors will be accepted after midnight Wednesday 31 January 2024. No recommendations or decisions will be made if any part of the relevant Division is covered by a pre-election period linked to elections or by-elections to the Council, parish or town council or parliament (ie the period between the day the notice of election is published and the final election results; normally six weeks).
17. Funding will not be awarded for projects or activities that have already been completed or for expenditure that has already been incurred.
18. If funding is awarded for a project or activity to be undertaken or managed by an external organisation, the funding must be managed by a parish or town council or a voluntary or community organisation. The Council will only offer a grant to the external organisation if it has an organisational bank account and agrees to:
  - provide the Council with a statement of how the funding has been spent and how it has benefited the local community;
  - allow the Council reasonable access to all records relating to the funding for at least four years after the funding has been awarded;
  - meet all relevant legislative requirements;
  - spend the funding within 12 months of it having been awarded;

- repay to the Council all unspent funding within 13 months of it being awarded; and
  - acknowledge receipt of a grant from the Council in all publicity relating to the project or activity and in their annual accounts and report.
19. If an external organisation does not accept the offer of a grant within three calendar months of the offer being made, the offer will lapse and cannot be renewed without a new recommendation being made by a Councillor.
  20. All projects and activities awarded funding will be sent a monitoring form which must be completed and returned with appropriate supporting evidence (eg copies of quotes and receipts for expenditure, photographs and project reports) to the Locality Budgets business support officer at County Hall within twelve months of the funding being awarded. A copy of completed monitoring forms will be provided to the relevant Councillor by the Locality Budgets business support officer.
  21. If a satisfactorily completed monitoring form and appropriate supporting evidence are not submitted within 12 months of the funding being issued, a request will be made for all the funding to be repaid within one month.
  22. Organisations that have not returned satisfactorily completed monitoring forms and appropriate supporting evidence will not be eligible for future funding.
  23. All concerns will be dealt with in accordance with standard Council procedures relating to suspected fraud or financial irregularity.

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## North Yorkshire Council

### Corporate and Partnerships Overview and Scrutiny Committee

5<sup>th</sup> June 2023

### Workforce Report

#### Report of the Assistant Chief Executive (Business Support)

#### 1.0 PURPOSE OF REPORT

- 1.1 To update the Overview and Scrutiny Committee on the Council's workforce.

#### 2.0 BACKGROUND

- 2.1 This first workforce report for North Yorkshire Council (NYC) updates the Overview and Scrutiny Committee on the Council's changing workforce, presents a range of workforce data, outlines the immediate issues and challenges, and sets out key priorities for the year ahead. Where it is too early to report for NYC we have provided NYCC data.

#### 3.0 PEOPLE STRATEGY

- 3.1 With the launch of NYC, a People Strategy has been developed to provide strategic workforce priorities. The People Strategy has four priority areas for all directorates and strategic workforce matters for the next 18 months. The content was shaped through engagement with staff and wider stakeholders.

##### 3.2 Retain staff

We retain staff because we have the right people with the right skills, and we will:

- Provide the opportunities for you to support each other.
- Recognise and reward the contribution and hard work you do.
- Have an inclusive workplace culture in which everyone can thrive and reach their full potential.



##### 3.3 Attraction for all

We attract and retain talent by investing in them, and we will:

- Enable you to do your best work every day with the right resources, tools and technology
- Celebrate what we do well and share that learning
- Provide career pathways, progression and a great variety of jobs
- Offer ways of working throughout our council

##### 3.4 Engage and listen to staff

We attract and retain talent by investing in them, and we will:

- Enable you to do your best work every day with the right resources, tools and technology
- Celebrate what we do well and share that learning
- Provide career pathways, progression and a great variety of jobs
- Offer ways of working throughout our council



### 3.5 Establish one Council

In establishing a 'one council culture' we will:

- Establish our values and behaviours in everything we do
- Have visible, respectful and accountable leaders
- Support strong performance and innovation
- Provide a welcoming environment

### 3.6 Data Sets

This section includes baseline data on NYC since 1<sup>st</sup> April 2023, with some information for the full year 2022/23 for NYCC for comparison purposes. Changes against this baseline information during 2023/24 will be reported in the next annual update in June 2024.

Table 1. Headcount and FTE

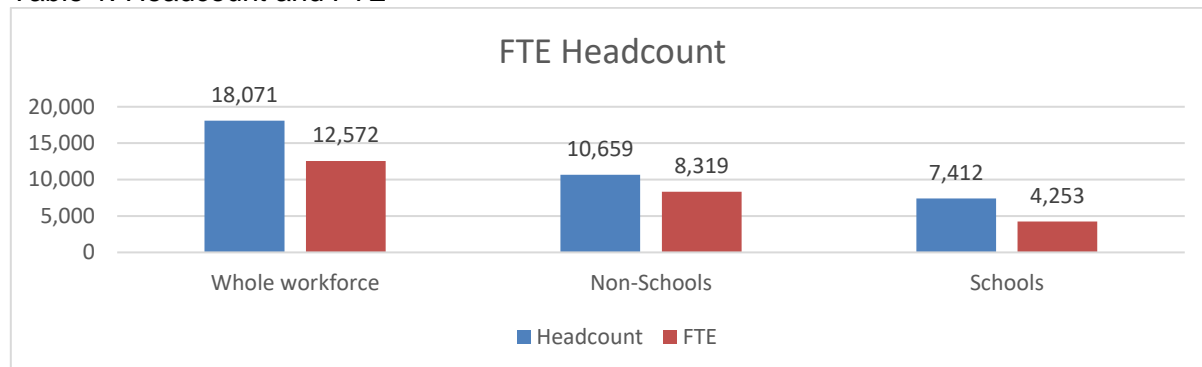


Table 2. Directorate headcount

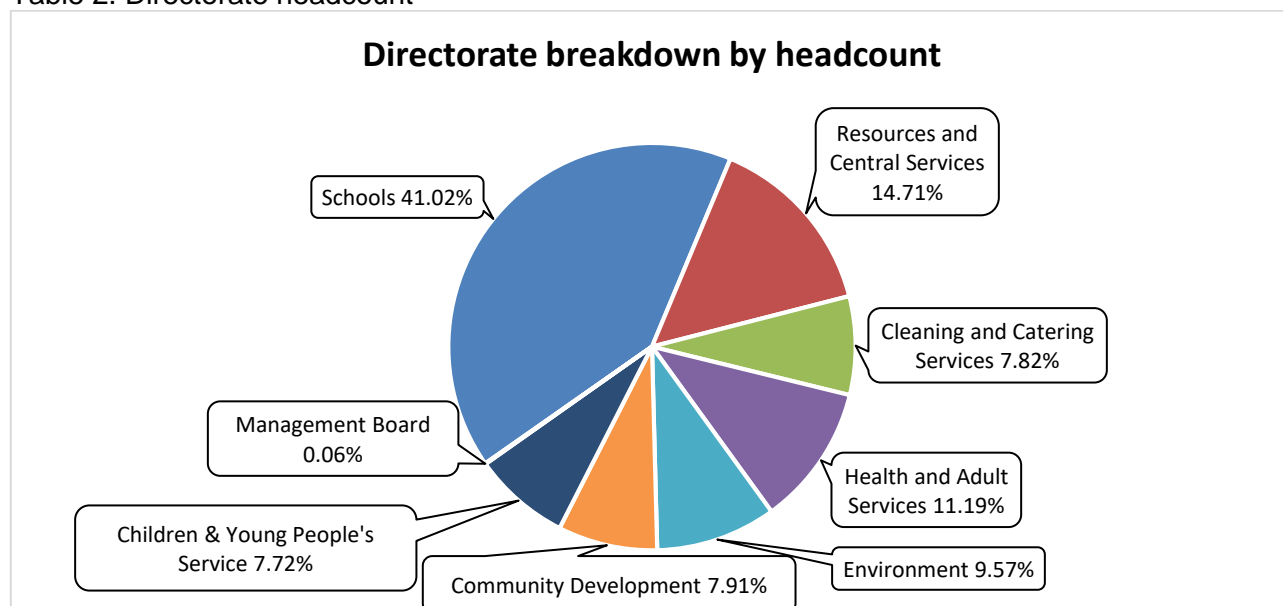


Table 3. Terms and Conditions

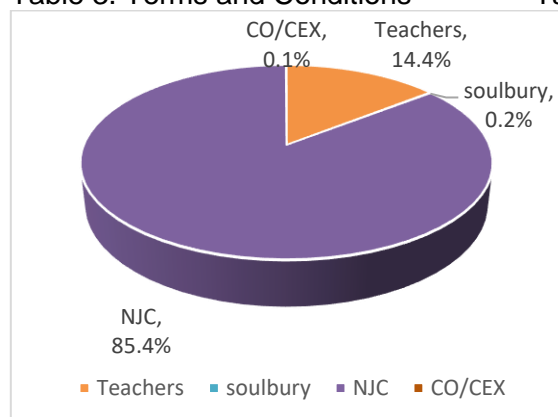


Table 4. NYC v. TUPE terms and conditions

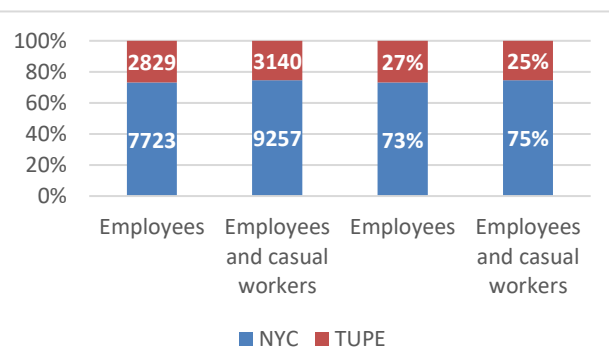


Table 5. Contract type

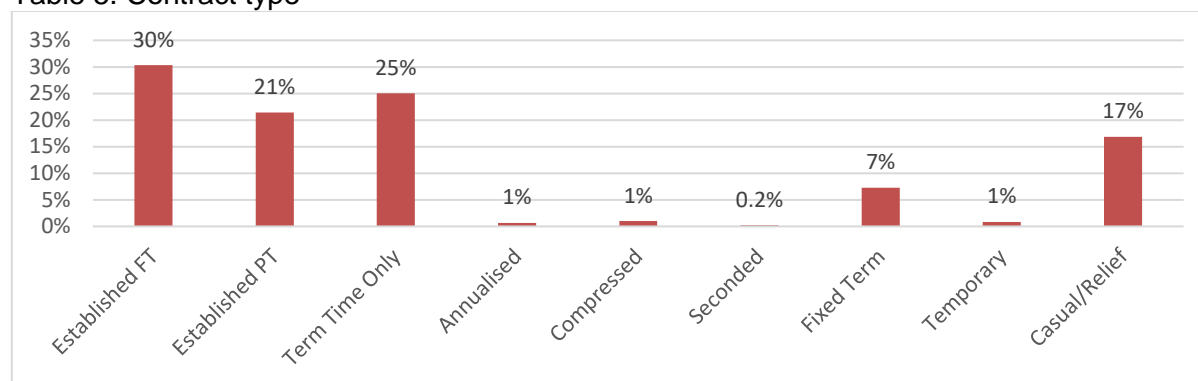
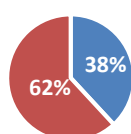


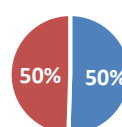
Table 6. Full time / part time

All including schools



■ Full time ■ Part time

Non-schools



■ Full time ■ Part time

Table 7. Men and women

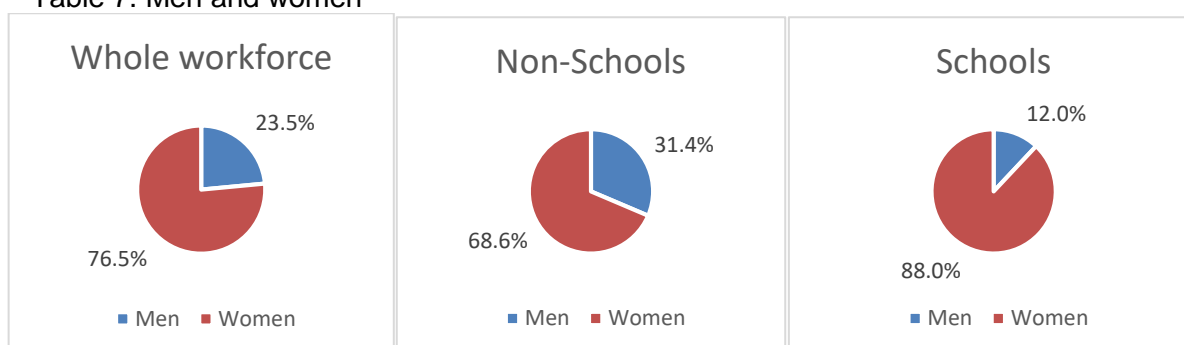


Table 8. Gender by Directorate

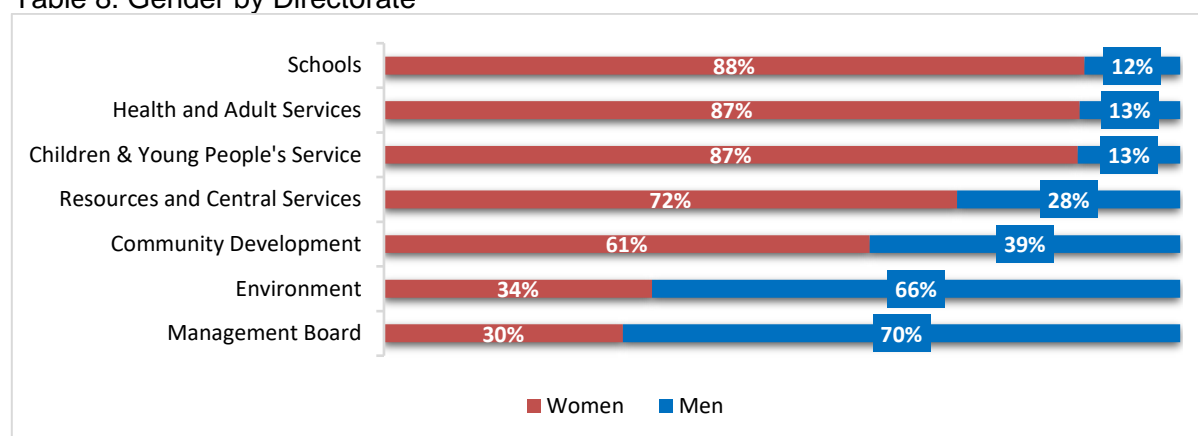


Table 9. Average age (years)

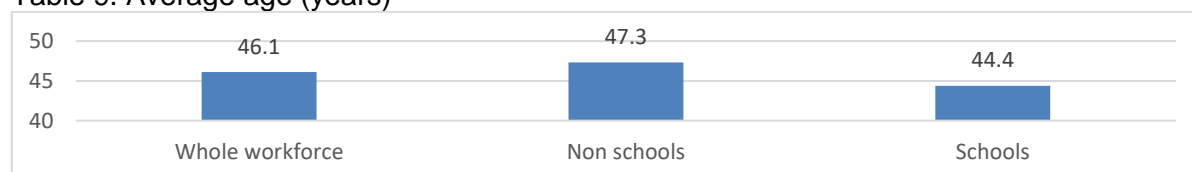


Table 10. Age distribution (%)

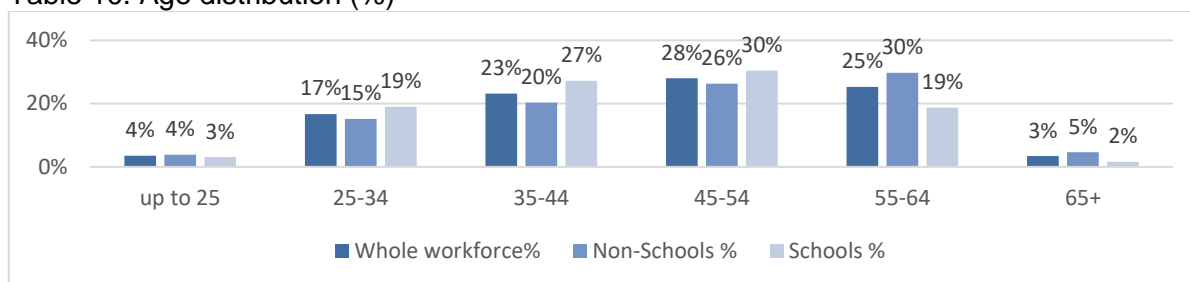


Table 11. Declared disability

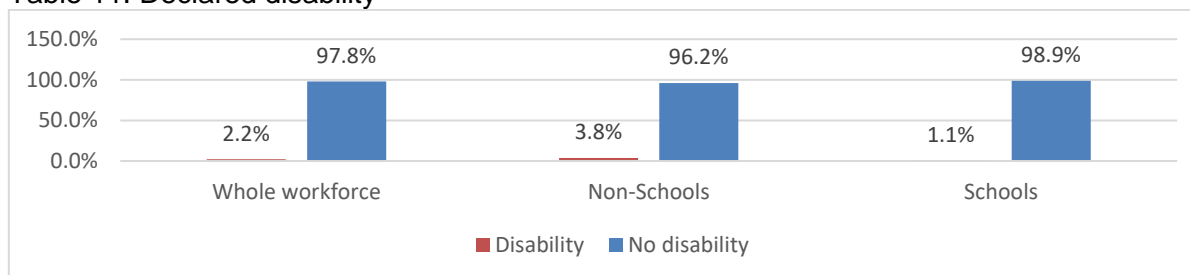


Table 12. Declared ethnicity

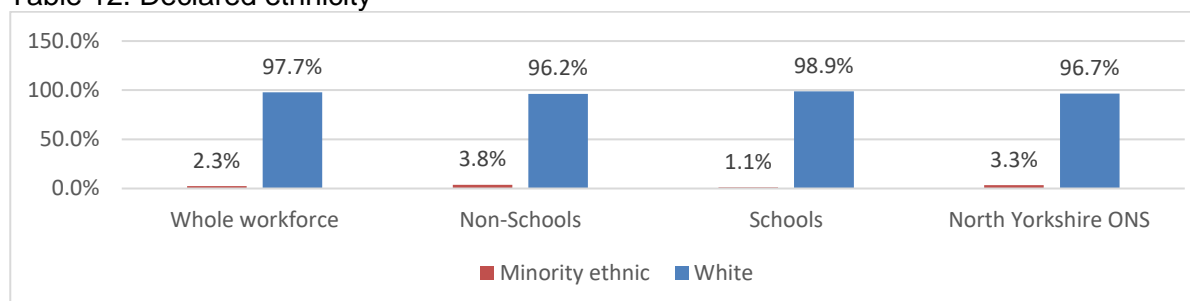


Table 13. Employees by NYC equivalent grade (%)

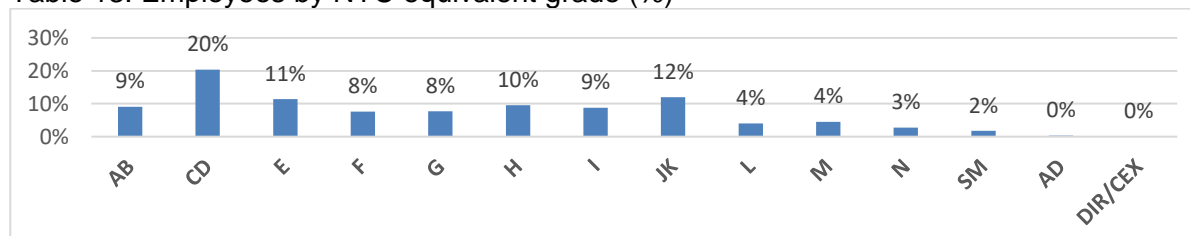


Table 14. Turnover (NYCC)

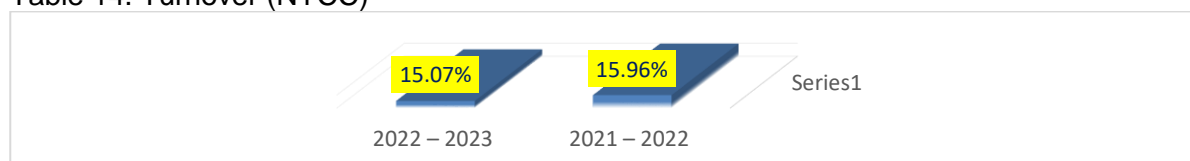


Table 15. Non-school reasons for leaving (NYCC)

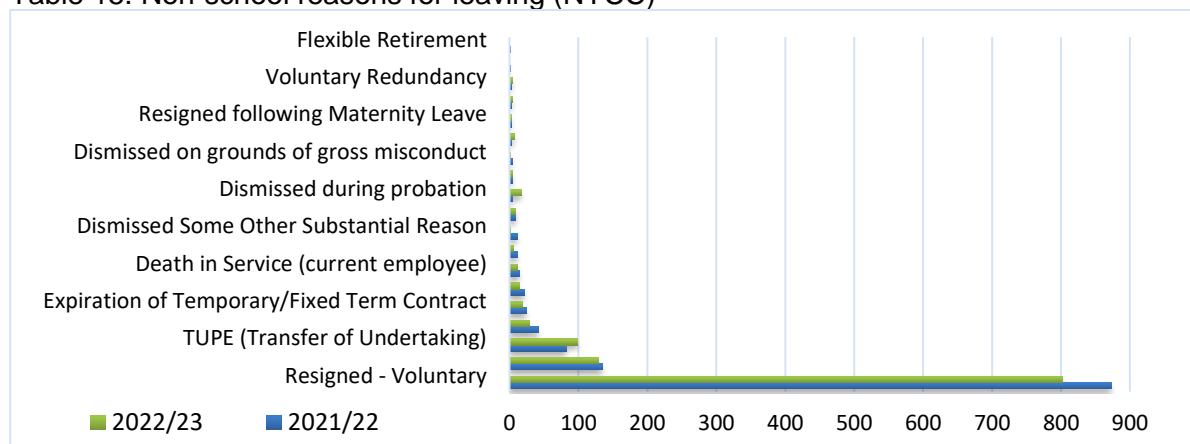


Table 16. NYCC sick days / FTE

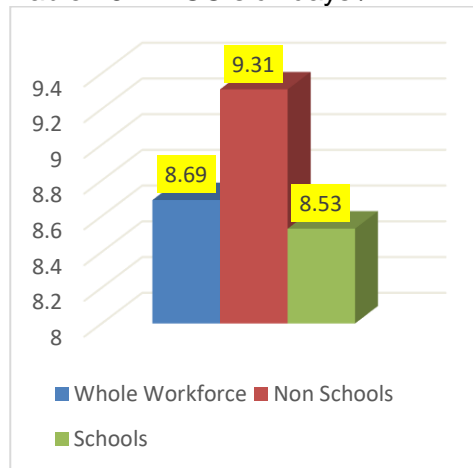


Table 17. Reasons for sick absence NYCC

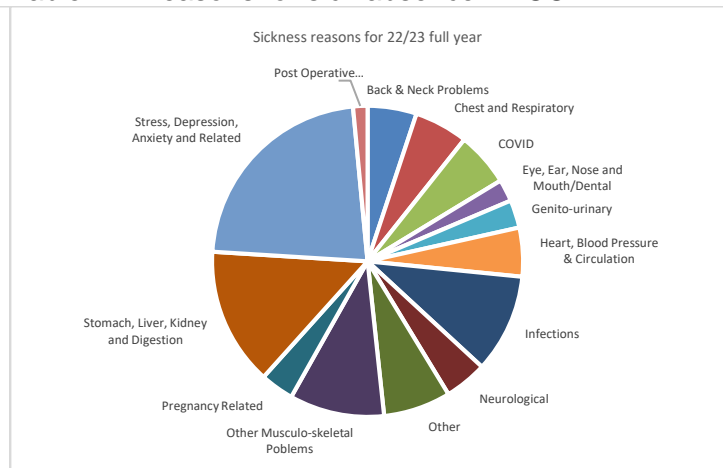


Table 18. Apprenticeships 1.04.23

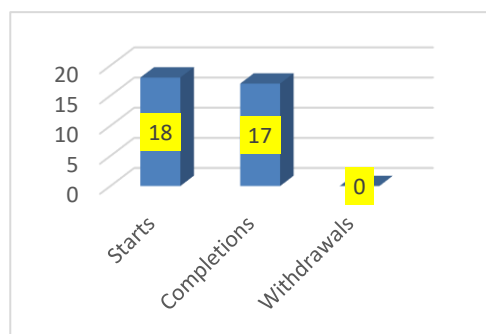


Table 19. Current NYC apprentice programme

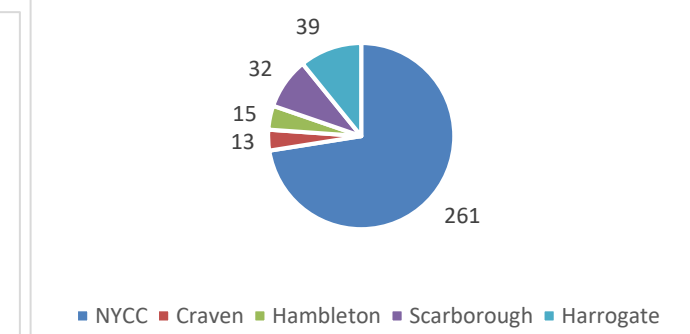


Table 20. Graduates

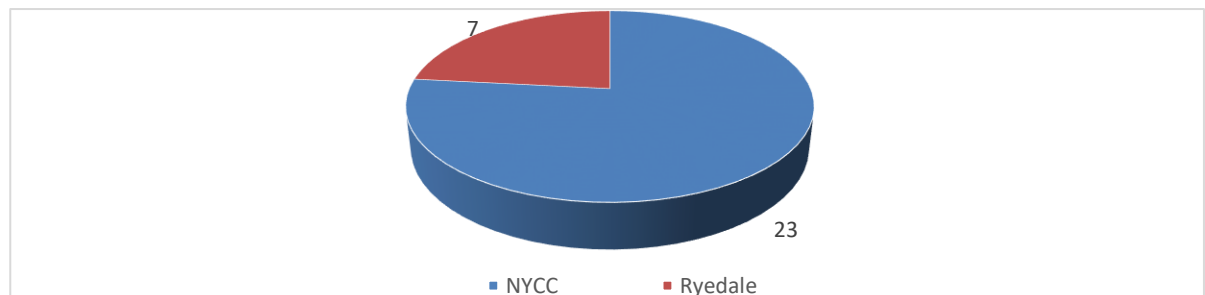


Table 21. 2022 – 2023 labour market unemployment %

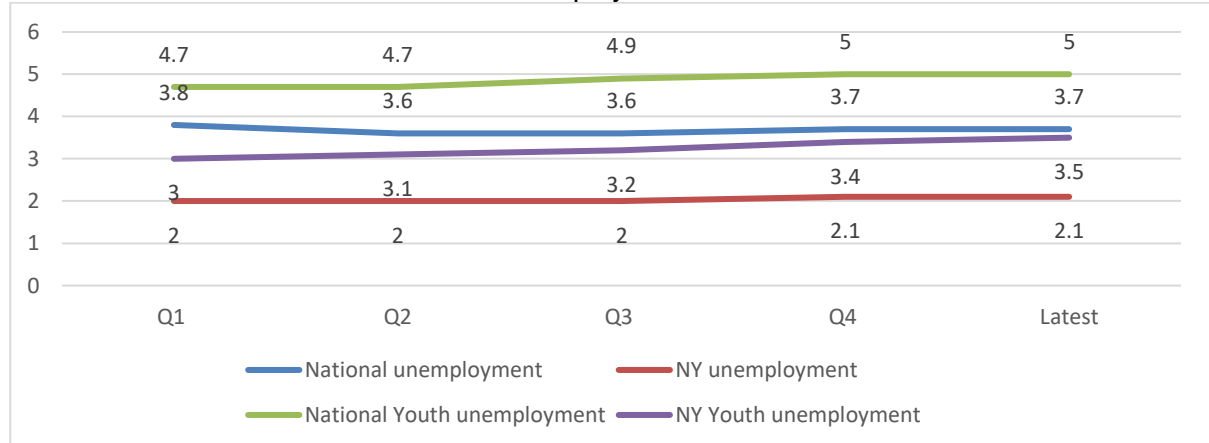


Table 22. Recruitment activity: NYC since 1<sup>st</sup> April and NYCC 2022-2023

	April - 5 May	Q1	Q2	Q3	Q4	full year
Adverts	166	552	545	401	463	1,961
Applications	1,318	2,043	2,225	2,190	4,454	10,912
New starters	198	526	573	467	486	2052
Applications / advert	7:9	3:7	4:1	5:4	9:6	5:6
Attraction	361,703	985,736	864,581	979,532	1,230,125	4,059,974
Advertising spend	£180	£27,966	£13,184	£18,640	£16,913	£76,703
Cost per hire	£0.90	£53	£23	£39	£34	
Days to hire	No data	30	30	28	30	29.5
Agency spend	£452,805	£1,446,083	£1,430,348	£1,406,027	£1,251,757	£5,534,215
Agency FTE	56.3	51.4	59.6	59.8	£42	61.1
District Agency cost					£1,045,861	£4,183,444
International starters	8			8	5	13
Care leavers starters		13	11	12	8	44
Volunteers		4,390	4,009	4,003	no data	
Volunteer hours		40,116	36,997	37,021	no data	114,134
Work experience						19
Internship						3
Redeployees	9	1	6	7	no data	

Table 23. Agency spend comparable councils

Council	Population	2022 Spend	Spend/population	Notes
Staffordshire	846k	£8,629,985	£10.20	Excludes consultants
Somerset	570k	£7,368,336	£12.92	
Essex	1300k	£12,804,151	£9.80	
Central Beds	294k	£10,818,438	£36.80	Excluding schools
Shropshire	323k	£12,021,568	£37.21	
Cumbria	492k	£7,928,681	£16.11	Includes consultants
North Yorkshire	618k	£5,238,605	£8.47	
Kent	1500k	£26,760,000	£17.84	
Salford City	270k	£3,702,305	£13.71	Excluding schools
Gloucestershire	290k	£14,135,957	£48.74	

Table 24. Agency spend former District and Boroughs Q4

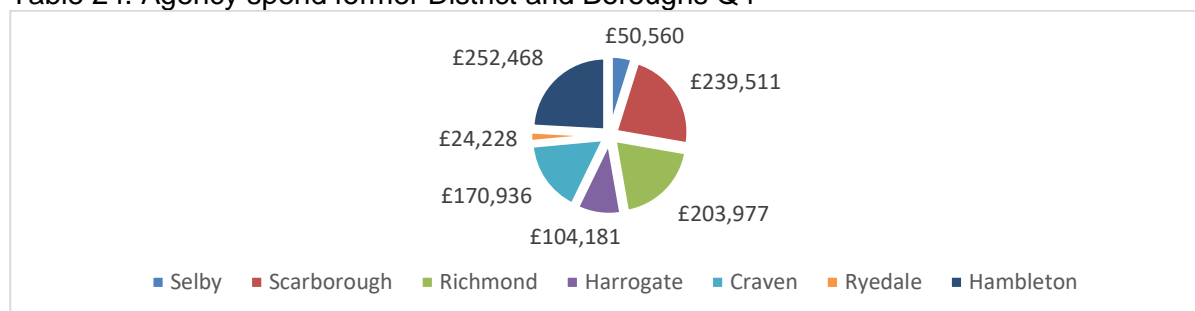


Table 25. Hard to fill posts

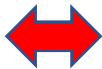

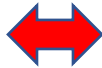

Job Type	Key Points	Movement
Care Workers	Demand continues to outstrip supply. Need for 1200 care workers across the sector and 65 for NYC. Significant attraction by the Make Care Matter recruitment hub reaching 20,000+ people weekly and working with partners eg Health. Early signs that the slight increase in unemployment and cost of living has led to small improvements in applications.	Same 
Social Workers	International recruitment and pipeline of newly qualified SWs will improve staff availability into Q3 of 23/24. An ongoing need to assess future pipeline and to secure resilient staffing levels. National consultation for children social worker will impact the ability to use agency workers for children services.	Improved 
Educational Psychologists	National shortage of Education Psychologists with 83% of Councils reporting significant recruitment challenges, and migration to highly paid agency work. Draft recruitment and retention plan to redesign job profiles, improve attraction of direct NYC employment, international recruitment, and future talent through investment in trainees whilst improving professional interest through trading services.	Same 
Planning:	Newly combined service is redesigning jobs to improve attraction through career diversity and advancement. A focussed recruitment campaign will secure new staff and trainees. The wider reach of the whole county to attract beyond our borders and hybrid working will aid recruitment.	Same 

Table 26. International recruitment

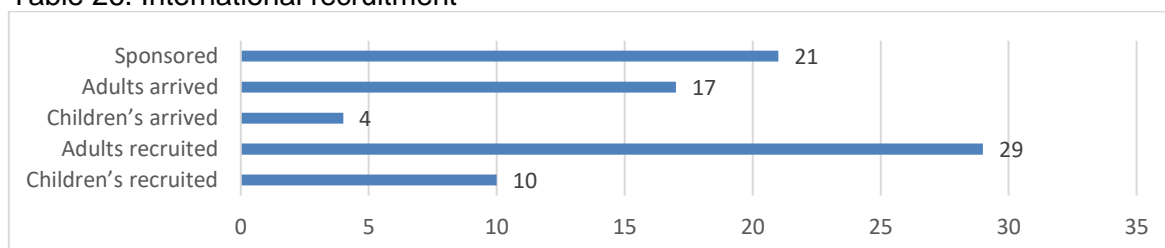


Table 27. Delivered learning events

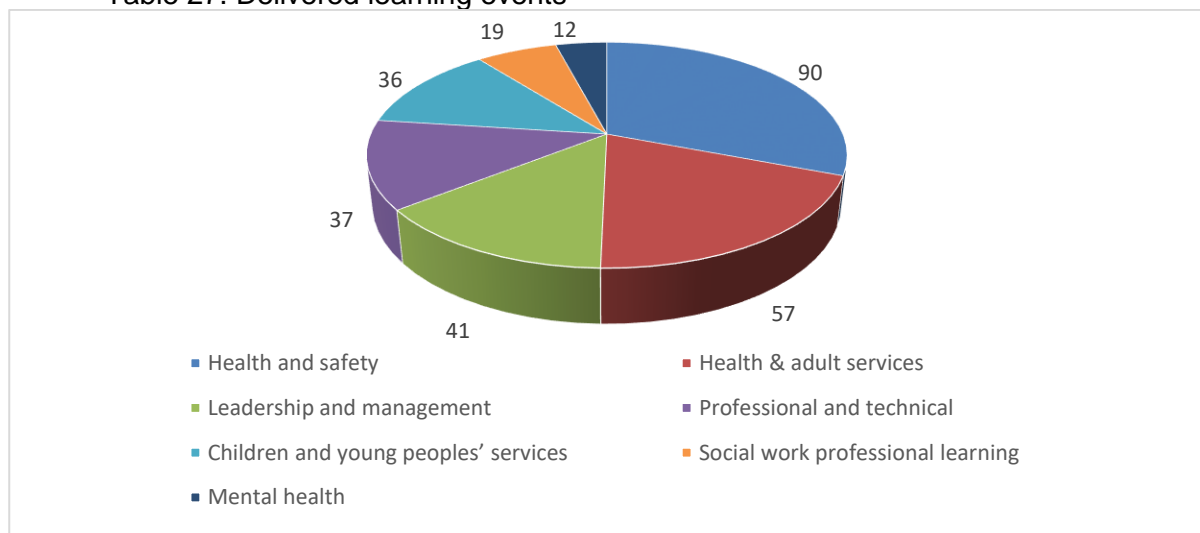


Table 28. Monthly contribution to apprenticeship levy (£k)

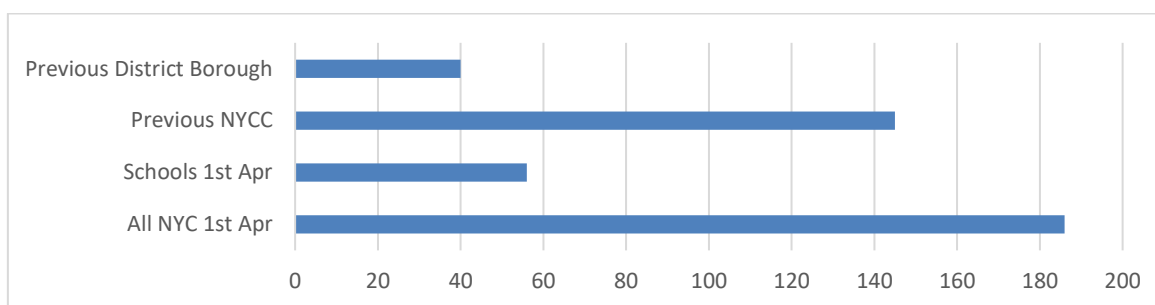
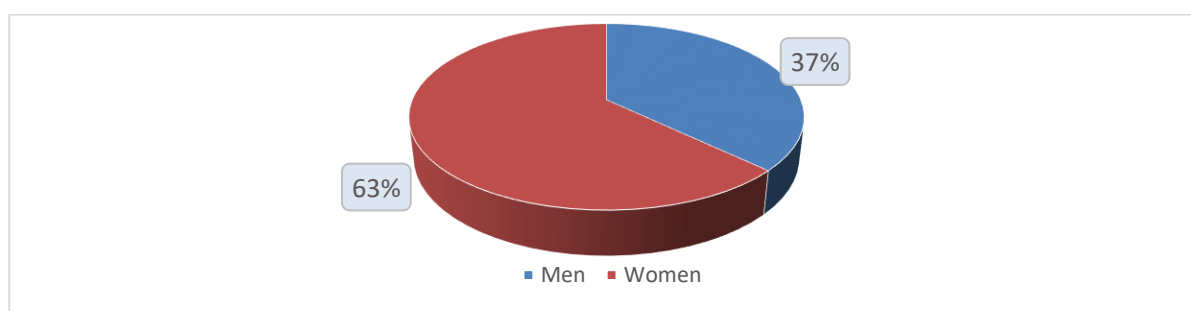


Table 29. Gender pay gap

Mean gender pay gap	1.9%
Median gender pay gap	Nil

Table 30. Composition of the top 5% of earners



### 3.7 Retain Staff

A healthy rate of turnover is between 10%–13%, allowing for new ideas and innovation. Turnover at NYCC (table 14) has been 15-16% for the last 2 years reflecting a competitive labour market (table 15). Council employees worked with Unison to review the current councils' pay terms and conditions, to ensure the new council offer is attractive to existing employees and new recruits, affordable, and relevant for the needs of the future. Changes have been made to encourage uptake of the new offer and minimise inconsistent pay and working arrangements.

- 3.8 Changes have included removing compulsory unpaid leave and simplifying and standardising the leave entitlement to ensure no-one is worse off. Features particularly valued at district and boroughs have been incorporated, including long service payments and reimbursement of professional fees where they are a statutory or essential role requirement. Pay progression is still dependent upon satisfactory performance and contribution but is no longer halted automatically due to the number of days of sickness absence. Other changes include measures to minimise climate impact (encouraging green transport options), and to promote health and wellbeing, (improved compassionate leave). Attractive terms and conditions, hybrid working, and market benchmarked pay rates is expected to see the proportion of NYC employees choosing these new terms and conditions (table 4) to increase from the current 75%.

- 3.9 NYC operates a variety of different contractual arrangements (table 5) and has equal numbers of full time and part time employees (table 6). Most organisations have a core (established) and flexible (temporary and casual) workforce. Ensuring the proper balance between different contract types and offering both full time and part time contractual arrangements can help to retain talent at different stages of the working life e.g. to work around family caring responsibilities, school times, or flexible retirement.



- 3.10 A range of training and support to help managers and staff with the transition to NYC has been developed including:
- Manager induction and training - management accountabilities, expectations and responsibilities at NYC. In addition to policy related training, it includes softer skills training such as having difficult conversations, managing performance, resilience and managing change;
  - Mentoring/buddying - Webinars to support leaders in developing mentoring relationships to support change;
  - Navigating Change - Toolkit to support managers to explore change with their teams;
  - Hybrid working - training for managers on the policy and how to implement this, exploring scenarios and case studies, highlighting how the hybrid working framework is to be used and applied in the management of staff working in a hybrid way;
  - Social and media training - training for managers that enables them to be media and social media savvy and manage that interface safely and appropriately;
  - Equality, Diversity and Inclusion - rolling programme of training and support, including an eLearning package, and in-person training for managers and frontline staff exploring lived experiences, challenges and sharing ideas and concepts.
- 3.11 The NYC workforce is diverse (tables 2 to 13) with a huge range of different roles. Work is underway to finalise a comprehensive training matrix for each service, detailing the training requirements for each role within the council. This will then form the annual training calendar for NYC and the core requirements for business-as-usual training delivery. An enhanced programme of development will both attract and grow our own talent. This is a collective mix of apprenticeships, graduate opportunities, coaching and mentoring, targeted development programmes and the launch of a leadership academy. Alternative solutions are being implemented to deliver training to staffing groups identified as 'non-digital' i.e. without easy access to a device or online service, including sessions at team meetings and digitisation of training records. The Multiply scheme has been promoted within the workforce to enhance the growth in maths and digital skills. 'On Demand' video content has had 203 views to date, 'Learn at Lunch' sessions have seen 63 learners attend a total of 232 sessions.
- 3.12 The formation of NYC enables further apprenticeship opportunities to be explored in hard to recruit to areas such as trades, leisure, and planning (table 18). Work is underway to map out new areas of opportunity to both attract new apprentices or train and upskill existing members of the workforce. Apprentices from districts and boroughs have been brought into the NYC Apprenticeship Programme (table 19) and levy fund management integrated (table 28).
- 3.13 **Attraction for All**  
The labour market remains challenging across all sectors and job types with low unemployment (table 21) and high pressure on agency use (tables 23 – 24). The most challenging professions are explained in table 25. Whilst challenging most vacancies are filled (table 22) and some campaigns have been particularly successful, for example 538 applications for a recent driver/loader waste campaign and 98 applications for a customer service role.
- 3.14 Agency use is high for Care Workers, Educational Psychologists, Social Workers, and Mental Health Assessor\* and Best Interest Assessors. \*MHAs cannot be directly employed as they are required to be independent, therefore there is no ability to reduce agency spend. Former district and borough hotspots include Planning (predicted £2m per annum), Environmental Health, Legal Services, Revenues & Benefits and Housing (table 24). Whilst agency spend for the former County Council has increased by 240% in the last year, the Council is still below local and comparable councils (table 23) and the lowest spend per population. Locally, York spent £9.5m on agency 21/22, Bradford £17m 21/22 and Leeds was £8.5m 20/21 and were forecasting significant increases for 22/23.

- 3.15 Graduates and apprentices will form part of the solution for growing our own talent and addressing workforce pressures. Services are being supported to identify where graduates can play a key role for both individual and service gain.
- 3.16 Due to the national scarcity of social workers, tables 22 and 26 set out the successful international recruitment. 19 are still to join with the remaining arrivals subject to significant delay with Social Work England registrations (who have received an increase of 160% applications) but subject to this will arrive June/July.
- 3.17 The Yorkshire Humber region has successfully bid for £1.38m of the £15m national fund for international recruitment to the Care Sector. The region seeks to support care providers with navigating the complexity of international recruitment and ethically recruit, providing £3k match funded bursaries for up to 360 internationally recruited care workers (a proportion of which will be available to NYC).
- 3.18 Hybrid working has become an essential attraction tool. The hybrid working policy is now launched for NYC, supported by additional resources: team checklist, hybrid working toolkit, and FAQs for managers and employees. The launch involves manager-led summer conversations across all teams and in 1-2-1s, to determine the approach for the team and service, that will then be moderated at directorate leadership teams and reviewed at management board at the end of Summer 2023.
- 3.19 **Engage and Listen**  
Through focus groups with staff from all eight councils during 2022 2022 and discussions with relevant LGR workstreams, the values and behaviours, leadership principles and the Employee Value Proposition (titled 'Our Shared Commitment') for the new council were co-created and launched. Over 400 middle managers took part in 12 online and in-person sessions in January 2023 to share, engage and support managers to embed the new values, behaviours and leadership principles as part of the new council transformation. Sessions were hosted by senior managers from all councils and facilitated by HR and OD colleagues.
- 3.20 Equality, Diversity & Inclusion (EDI) and Health & Wellbeing (H&W) reports have been approved and the approaches for embedding in the new council are in development. Health & Wellbeing resources are available on the new intranet.
- 3.21 Following research of ways of working across all councils, propositional principles to help shape the way we work for the new council were developed and have been shared with staff. Supporting tools and resources are in development. A Change Toolkit has been developed following engagement with staff. The toolkit has been designed as a resource for all staff across all councils to help in the change journey and support resilience in the organisation as part of the transformation programme. The toolkit provides information, templates, signposting to shared resources as well as models and video links that could be used to help managers start conversations in team meetings.
- 3.22 To understand needs and provide relevant support to staff ahead of the new council, engagement has taken place with staff across all councils with three pulse surveys undertaken in the past 12 months. The answers to the surveys have helped shape the delivery of information and support from the TUPE process to manager support to help teams through change. In the first LGR pulse survey more than 2,000 staff completed the survey, with over 1,700 responses to the second survey. As part of further engagement the NY1000 pilot was developed with a purpose to give opportunity for staff to get involved and share ideas on projects. The terms of reference were shared with trade unions and over 250 staff volunteered to be part of the NY1000.
- 3.23 Following a successful pilot scheme, the knowledge transfer toolkit for people leaving has now been rolled out to all, with the purpose of ensuring that information is seen as an organisational asset and is retained within the council to safeguard smooth and efficient

business continuity. Feedback from the pilot and those that have engaged since the launch in April is largely positive. It will feature within the Starter / Movers / Leavers process hosted in MyView, prompting all managers to prioritise knowledge transfer at the appropriate times within the employee lifecycle.

- 3.24 Improvements are being considered to the exit interview process to ensure we listen to and learn from leavers. These include exit interviews happening at the earliest opportunity when the employee submits their resignation to explore the reason for leaving and whether there is anything to be done to retain them, for example a change in working pattern or workplace issues. Exit interviews in a SNAP survey format will make this much more accessible for employees and data more easily collated and manipulated for reporting. And employees need reassurance about who will see their feedback and how the information will be handled and shared.
- 3.25 **Establish One Council**  
As far as practicable all employees are working to a single set of policies and systems, with some exceptions for TUPE protected terms and conditions. The Individual Performance Management (IPM) policy has been updated and guidance and support for managers will be rolled out as part of the new council transformation.
- 3.26 All roles across all former councils have been reviewed as part of the requirement to ensure equal pay for work of equal value. Jobs in former districts and boroughs are being evaluated to enable employees to choose to move to the NYC pay grades should they wish. Newly appointed Assistant Directors are clarifying the coordinated roles that will be required as we merge as one council.
- 3.27 Values and behaviours have been developed through engagement with staff across all 8 councils and now launched for NYC: inclusive, ambitious, creative, together (IACT). The new lanyards for NYC staff show the IACT values and provide a route to weave these into every-day focus. Leadership principles were formed following on from the values and behaviours engagement, to provide steer to managers across the organisation and contribute to the development of one council culture.
- 3.28 Through engagement, staff also helped to define what was important for them as employees as well as what they would expect from the organisation. The 'shared commitment' was developed illustrating the People Strategy ambitions and to communicate this across the workforce. 'Meet the team' videos developed by the Communications team, showcased different roles and teams across the 8 councils to raise the profile of service delivery coming together as NYC.
- 3.29 A new NYC corporate induction has been available to all staff since vesting day and regular communications have been issued to staff to complete this by the end of June. The package showcases the councils' values and behaviours and the shared commitment to its employees as well as the range of services and challenges ahead. As at mid-May, nearly 50% of the workforce have completed this.
- 3.30 The future is positive for the new Council's diversity and inclusion. The new Council's gender pay gap is predicted to be at or around 0 (table 29) and the proportion of women in the top 5% of earners is close to representing the overall difference in the % of men and women in the council (tables 7 and 30). Further work is needed to extend the quantity and quality of workforce data on protected characteristics (tables 6 to 12). Through engaging with staff, and senior leadership support, employees can be confident the Council is a place that values them. Future work includes:
- Building on employee networks and enabling groups to shape the change needed;
  - Improved Equality and Diversity training and development for staff and managers;
  - Ongoing education and cultural awareness communication programme;

- Development of our external and internal inclusive employer profile;
- Improve D&I analytics and inclusive engagement indicators to measure success.

#### **4.0 FINANCIAL IMPLICATIONS**

4.1 There are no implications.

#### **5.0 LEGAL IMPLICATIONS**

5.1 There are no implications.

#### **6.0 EQUALITIES IMPLICATIONS**

6.1 There are no implications.

#### **7.0 CLIMATE CHANGE IMPLICATIONS**

7.1 There are no implications.

#### **8.0 REASONS FOR RECOMMENDATIONS**

8.1 This is an exciting time as we build the new council through its workforce to be able to deliver the services set in the council plan. We will return with updated data sets from 2023/2024 in June 2024 and narrative around the priorities across the workforce.

#### **9.0 RECOMMENDATION**

9.1 Members are asked to note and comment on the report.

Trudy Forster  
Assistant Chief Executive (Business Support)  
County Hall  
Northallerton  
25 May 2023

Report Author – Emily Wren, Senior HR Advisor  
Presenter of Report – Trudy Foster, Assistant Chief Executive

**Background Documents:** None

**Appendices:** None

**Note:** Members are invited to contact the author in advance of the meeting with any detailed queries or questions.



## North Yorkshire Council

### Corporate and Partnerships Overview and Scrutiny Committee

5 June 2023

#### North Yorkshire Refugee Resettlement

##### 1 Purpose

- 1.1 To provide an update and progress report on refugee resettlement in North Yorkshire relating to the United Kingdom Resettlement Scheme and Afghan resettlement programme.

##### 2. Background

###### 2.1 Global Context

Refugee resettlement involves the transfer of refugees<sup>1</sup> from a country of asylum to another country that has agreed to admit them and ultimately grant them permanent residence.

- 2.2 Less than 1% of refugees identified by UNHCR are resettled each year<sup>2</sup> and so overwhelmingly, low-income countries, often with intractable socio-economic problems of their own, continue to disproportionately host the largest percentage of refugees from other nations. Many of those countries do not offer a long-term resettlement solution for refugees because they have not signed up to, or only partially signed up to, the UNHCR 1951 Refugee Convention or 1967 Protocol<sup>3</sup>. This means refugees living in those countries have no prospects for local integration and in most cases are not able to work legally and so rely on limited and unreliable financial assistance.

- 2.3 Many refugees cannot go home because of continued conflict, wars, and persecution. They also face life-endangering situations or have needs that cannot be met in the country where they have sought protection.

- 2.4 As of mid-2022, the UNHCR calculated that 72% of refugees originate from just five countries: Syria (6.8 million), Venezuela (5.6 million), Ukraine (5.4 million), Afghanistan (2.8 million) and South Sudan (2.4 million). The number of people forcibly displaced from their homes (either internally displaced in their own country or having fled to another

<sup>1</sup> *The UN Refugee Convention 1951 – definition of a refugee*: "A person who owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside the country of his former habitual residence as a result of such events, is unable or, owing to such fear, is unwilling to return to it."

<sup>2</sup> <https://www.unhcr.org/uk/resettlement.html>

<sup>3</sup> [The 1951 Refugee Convention | UNHCR](#)

country) is estimated to exceed 103 million across the globe.<sup>4</sup> Armed conflicts, violence and human rights violations are the leading causes of displacement followed by disasters, extreme weather events and the other effects of climate change.

## 2.5 North Yorkshire

Between July 2016 to February 2018 the eight local authorities in North Yorkshire received 238 refugees (50 families) in total under the Home Office's **Syrian Vulnerable Persons Resettlement Scheme** (VPRS) and **Vulnerable Children's Resettlement Scheme** (VCRS). Those families have now reached the end their five-year resettlement support.

2.6 In 2019, the UK government announced a successor scheme to the VPRS and VCRS scheme called the **United Kingdom Resettlement Scheme**. The intention of this was to introduce a single refugee resettlement scheme for the UK to respond to refugee crises anywhere in the globe. North Yorkshire district councils and the county council responded to the government's call to participate in the UKRS by agreeing to resettle 200 refugees between 2020 and 2024 on a pro-rata population basis. However, the Covid-19 pandemic delayed the first arrivals in North Yorkshire until February 2021.

2.7 From August 2021 to date North Yorkshire has helped to respond to the evacuation of people from Afghanistan who qualify to come to the UK under one of three categories under the **Afghan Relocations and Assistance Policy** (ARAP)<sup>5</sup>, or the **Afghan Citizens Resettlement Scheme**<sup>6</sup>. This has involved permanently resettling families and co-ordinating the service provision to the Afghan families in two 'bridging accommodation' hotels in North Yorkshire whilst they await to be moved to permanent housing elsewhere in the UK.

2.8 Since February 2022 North Yorkshire has experienced the arrival of families from Ukraine, initially in relation to households who arrived through the **Ukraine Family Scheme**<sup>7</sup> and then through the **Homes for Ukraine scheme**<sup>8</sup>. Those schemes work in a different way to previous refugee resettlement schemes, so are not covered in further detail in this report. A separate report on North Yorkshire's response to the Ukrainian crisis could be submitted to a future committee meeting on request.

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<sup>4</sup> UNHCR Mid-Year Trends 2022 [UNHCR - Refugee Statistics](#)

<sup>5</sup> Category 1: Employees of the UK Government in Afghanistan on or after 1 October 2001, who are assessed to be at high and imminent risk of threat to life/ Category 2: People who were directly employed by the UK Government in Afghanistan, or those who were contracted to provide linguistic services to or for the benefit of the UK's Armed Forces in Afghanistan, on or after 1 October 2001/ Category 4: People who on or after 1 October 2001 were directly employed in Afghanistan by a UK Government department; provided goods or services in Afghanistan under contract to a UK Government department; or worked in Afghanistan alongside a UK Government department, in partnership with or closely supporting and assisting that department.

[Afghan Relocations and Assistance Policy: further information on eligibility criteria, offer details and how to apply - GOV.UK \(www.gov.uk\)](#)

<sup>6</sup> The ACRS scheme prioritises those who have assisted the UK efforts in Afghanistan and stood up for values such as democracy, women's rights, freedom of speech, and rule of law; and vulnerable people, including women and girls at risk, and members of minority groups at risk.

<https://www.gov.uk/guidance/afghan-citizens-resettlement-scheme>

<sup>7</sup> The Ukraine Family Scheme allows applicants to join family members, or extend their stay, in the UK <https://www.gov.uk/guidance/apply-for-a-ukraine-family-scheme-visa>

<sup>8</sup> Homes for Ukraine allows UK based sponsors to offer accommodation to Ukrainians in their own homes or other property.

<https://www.gov.uk/guidance/homes-for-ukraine-scheme-frequently-asked-questions>



- 2.9 Separate to the Homes for Ukraine scheme, a **community sponsorship scheme** has been in existence in the UK since 2016. This has allowed community groups including charities, faith groups, churches, and businesses to resettle refugees in the UK, providing they meet qualifying criteria<sup>9</sup>. A community sponsorship group in Settle was the first in North Yorkshire (and in the region) to do so and since then has been followed by Pateley Bridge and Ripon. Community sponsorship groups in Scarborough and Thirsk are currently applying to the scheme.
- 2.10 In January 2021, following China's clampdown of political freedoms in Hong Kong, the UK government opened the **Hong Kong British National (Overseas) (BN(O)) route** – a UK-wide welcome programme to support the integration of new arrivals from Hong Kong. BN(O) status is a form of British nationality created for people from Hong Kong who were born prior to the handover of Hong Kong in 1997 so they could retain ties to the UK after Hong Kong's handover to China. Those with BN(O) status and their eligible family members can apply to come to the UK to live, study and work and then after five years in the UK will be able to apply for settlement, followed by British citizenship after a further twelve months.<sup>10</sup> Local authorities have a limited role in terms of support provision, chiefly in relation to providing English language classes for the adults (if required) and destitution support. The Hong Kong BN(O) scheme is not covered in further detail in this report due to its minimal impact to date in North Yorkshire.

### 3 United Kingdom Resettlement Scheme (UKRS)

#### 3.1 General overview – North Yorkshire

Planned UKRS arrivals into North Yorkshire continued throughout 2022 and into 2023. However, local authorities are now waiting for Ministerial sign-off to allow new family cases to be provided. A range of existing cases previously sent to local authorities by the Home Office have not been able to be placed due to family size or because they require complex support needs that cannot be met in the local area. With no new cases being brought forward by the Home Office at present, it means that what was originally intended to be the key safe and legal route for resettlement in the UK, is currently on-hold.

- 3.2 At the time of writing this report, North Yorkshire has resettled 163 persons (42 families) under the UKRS across six of the former North Yorkshire districts. One person has subsequently moved out of county on a permanent basis. Preparations are underway to receive a further two UKRS families. Beyond that future participation in the scheme is uncertain and so the original agreed target of 200 persons by 2024 might not be achieved.

District	UKRS target by 2024	Actual number of UKRS persons resettled	Number of UKRS persons remaining in North Yorkshire
Craven	19	0	0
Hambleton	30	30	30
Harrogate	52	57	57
Richmondshire	17	17	17
Ryedale	18	10	10
Scarborough	35	21	21
Selby	29	28	27

<sup>9</sup> <https://www.gov.uk/government/publications/apply-for-full-community-sponsorship>

<sup>10</sup> Media factsheet: Hong Kong BN(O)

<https://homeofficemedia.blog.gov.uk/2022/02/24/media-factsheet-hong-kong-bnos/>

<b>Total</b>	<b>200</b>	<b>163</b>	<b>162</b>
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- 3.3 The bulk of the UKRS arrivals to date in North Yorkshire have been Syrians, reflecting the fact that Syrians remain the largest refugee group. However, as part of the scheme we have also resettled a small number of Iraqis, Afghan Hazara, Sudanese and South Sudanese.
- 3.4 Where possible we try to ensure that newer arrivals have a similar cultural background and language to earlier arrivals within a given district (typically Arabic speakers). However even where this has not been the case there continue to be examples of existing refugee families helping to support new arrivals. This new dynamic of support has not only allowed the new arrivals to feel more settled but in turn has led the existing families to reflect on how far they themselves have progressed since arriving in the UK. Some of the earlier arrivals have become official volunteers trained by the Refugee Council.
- 3.5 The period of resettlement support for VPRS/VCRS/UKRS refugees has been for five years. From 2022/23, the period of support was anticipated to be reduced to three years, to make it in line with the support period provided to Afghans resettled through the ARAP and ACRS schemes. However, this has not happened.
- 3.6 As with the VPRS and VCRS 'legacy' schemes and the ARAP and ACRS schemes, the UKRS scheme is intended to be fully funded by the UK government. However due to idiosyncrasies within the Home Office funding arrangements the local authority does not receive funding for an individual in Years 2 to 5 (or Years 2 to 3 for the Afghan schemes) if they move out of the local authority area prior to that year of support ending. Local authorities are instead asked to contact and claim back some of the funding from the local authority that the family has moved to. This only works though where the new local authority is willing to provide the integration support to the individual, otherwise neither local authority receives funding. We have raised this with the Home Office as an unfair arrangement. It also contrasts with the funding arrangements for the Homes for Ukraine scheme overseen by the Department for Levelling Up, Housing and Communities (DLUHC).
- 3.7 The Home Office is now many months behind schedule in paying local authorities for the resettlement support provided to individuals resettled under the UKRS scheme (and the Afghan resettlement schemes). This also includes exceptional needs expenditure for people with complex needs, typically persons with SEND.

#### **4 Afghan Relocations and Assistance Policy (ARAP)/Afghan Citizens Resettlement Scheme**

##### **4.1 General Overview – North Yorkshire**

To date North Yorkshire has resettled 138 persons (30 families) under the Afghan resettlement schemes. From that figure five persons (one family) have moved out of county.

<b>District</b>	<b>Original target number</b>	<b>Actual number of persons resettled</b>	<b>Number of persons remaining in North Yorkshire</b>
Craven	15	14	14
Hambleton	20	30	30
Harrogate	25	30	30



Richmondshire	45	43	43
Selby	23	21	16
<b>Totals</b>	<b>128</b>	<b>138</b>	<b>133</b>

- 4.2 The ARAP scheme remains open for people eligible to come to the UK. However, the UK government is, with very limited exceptions, not authorising new arrivals unless they have been allocated a property in the UK before arriving. The government is also intending to close all the Afghan bridging hotels in the UK by late October 2023.
- 4.3 There are still an estimated 4600 Afghans (including spouses and dependants) eligible to come to the UK under the ARAP scheme. The nature of the rapid withdrawal from Afghanistan (Operation Pitting) meant that they were not able to be evacuated in time before the Taliban takeover. Meanwhile the situation in Afghanistan continues to deteriorate.
- 4.4 North Yorkshire County Council's Executive agreed on 14 February 2023 to use 10 additional Service Family Accommodation properties in Catterick Garrison for eligible Afghan citizens currently residing in Afghanistan or in third countries seeking relocation to the UK under the ARAP. Planning is now underway for those families to arrive by September 2023. The families will subsequently be moved into permanent housing should they decide to stay in the county.
- 4.5 Bridging accommodation hotels  
A new element of resettlement arising from Operation Pitting was in relation to providing support to Afghan families in two '**bridging accommodation**' hotels in the county.
- 4.6 It was the Home Office's decision to use the hotels, but local partner agencies led by North Yorkshire County Council were required to put in place services to support the families, and at short notice.
- 4.7 New families continued to arrive at the two bridging accommodation hotels in North Yorkshire in 2022 but at a considerably slower pace and in much smaller numbers than was the case in Autumn 2021. One of the hotels closed at the end of July 2022 as part of the Home Office's rationalisation of the hotel estate and following concerns raised by North Yorkshire County Council about the hotel's rural isolation and poor access to services. To date, 549 people have been supported across the two hotels in the county.
- 4.8 Whilst over 9,000 Afghans have been supported into settled homes nationally as part of the ARAP and ACRS schemes, around 8,000 Afghans remain in bridging accommodation in the UK.
- 4.9 Minister for Veterans' Affairs, the Rt. Honourable Johnny Mercer MP, made an Oral Statement to Parliament on 28 March 2023 highlighting the Government's commitment to support Afghan families and individuals out of bridging hotels and into settled accommodation.<sup>11</sup>
- 4.10 The UK government's current plans are that all bridging hotels in the UK will close by this Autumn. This timeline is subject to change.
- 4.11 The Home Office expects families to lead the way in finding accommodation. Where an offer of accommodation can be made through Home Office allocations, it will now only be

<sup>11</sup> [Afghan Resettlement Update - Hansard - UK Parliament](#)

one offer (reduced from two previously). If families have not sourced accommodation by the hotel closure date, they may need to access advice and support through homelessness provision.

- 4.12 The remaining bridging hotel in North Yorkshire is scheduled to close in August 2023. Families have been given notice to quit and have three months to leave the hotel before they are made homeless.
- 4.13 Additional funding is being made available by the Home Office to help move people in the bridging hotels into private rented housing. However, challenges remain around longer-term affordability due to the benefit cap impacting upon large households and, up to this point, unwillingness amongst some Afghans to move to areas outside of their preferred locations, typically large cities.
- 4.14 DLUHC has also made funding available to local authorities through the Local Authority Housing Fund to provide housing for Ukrainian and Afghan evacuees. This includes a ringfenced element to help move some of the larger Afghan households in the hotels into four-bedroom properties, which for North Yorkshire equates to three properties. A second round of funding has been announced but no detail has been provided yet to local authorities at the time of writing.
- 4.15 The Home Office is now ramping up its messaging to Afghan households about the implications of not accepting the single housing offer. Our housing options team in Scarborough is also going into the hotel to speak to the hotel residents in that regard. Alongside this we have employed a social enterprise to help families search for and secure private rented housing in the UK.
- 4.16 We are currently investigating what our approach should be should there be persons remaining in the bridging hotel on the day of closure, and what our legal duties are in respect of homelessness legislation to this client group.

## **5 UKRS and Afghan resettlement service provision**

### **5.1 Integration Support**

UKRS and Afghan families resettled into permanent housing in North Yorkshire continue to have the benefit of the Refugee Council to assist with day-to-day issues. The support is particularly intensive in the first 18 months of a family's resettlement. For the remainder of the three years support, the focus is on building up the independence of the adults to encourage them to do more things for themselves so that they do not experience a 'cliff edge' of support once their resettlement period has ended. Drop-in meetings are held on a frequent basis in towns where there have been new arrivals from 2021. Briefings on a range of topics relating to life in the UK have been made and some areas have women's groups supported by volunteers.

### **5.2 English Classes**

Adults with a poor to moderate understanding of English have access to 8hpkw formal language learning (ESOL) each week in their local area. This includes face to face lessons in classrooms as well as online sessions: the split being six hours classroom/two hours online. In addition to ESOL, learners can study supplementary subjects such as ICT, Life in North Yorkshire, and Pathway into Maths, where not only do they learn new skills, but they also have the chance to practice their English conversation. An online learning platform called 'Flash Academy' has also been introduced to help support and accelerate progress.

- 5.3 North Yorkshire Council's Adult Learning and Skills Service (ALSS) provides the classes but encourages the young adults to attend a College of Further Education so that they can pursue vocational-related training. This also has the benefit of being able to expand their social circle. In one area of the county, ALSS has recently arranged bespoke provision for a small group of 16- to 18-year-olds, as college places were unavailable until new academic year begins, September 2023.
- 5.4 In some parts of the county volunteers run conversational classes, either in groups or on a one-to-one basis. This helps supplement North Yorkshire Council's formal provision and provides invaluable befriending support to the families and wider connections in their town. Volunteers also help with some of the classroom lessons giving learners further opportunity to take part in real-world, local, British English as well as providing invaluable encouragement and support.
- 5.5 English as an Additional Language (EAL) support in schools  
A small team of staff based in the Children and Young People's Services Directorate provide EAL support to schools and facilitate communications between parents and their children's schools. This includes amongst other aspects, providing EAL guidance and resources for teachers, providing briefings and an ongoing point of contact for advice and support for teachers and parents. The number of families and schools that the team support has increased substantially due to the Afghan arrivals in 2021 and the arrival of children from Ukraine in 2022 and 2023. Accordingly, additional staff have been recruited.
- 5.6 Employment  
Progress in getting the UKRS and Afghan adults into employment continues but has been slower than anticipated for some of the more highly qualified Afghans. We are finding that although the spoken English of the Afghan males is generally good, their written understanding is less so. This impacts upon their ability to provide good quality employment applications and to perform well in written tests in interviews.
- 5.7 Jobs range from professional (a minority of cases) to the bulk being in semi-skilled or low-skilled employment.
- 5.8 Barriers to getting into employment continue to be the lack of skills match; physical and mental health problems; high levels of competition for jobs from people educated in the UK; and poor understanding of the English language, particularly for the UKRS refugees.
- 5.9 Utilising the Home Office grant, North Yorkshire Council continues to fund one full-time member of staff in the HR Resourcing Solutions team to provide employment support to the working age adults. This also involves the provision of relevant training to validate existing skills and to provide additional skills and training. A full report is contained in **Appendix 1**.
- 5.10 Scarborough Job Centre has worked closely with the working-age adults in the bridging hotel in Scarborough to help them secure local paid employment. Subsequently there has been a good take-up rate, especially in jobs in the hospitality sector. Several of the men undertook and passed the Security Industry Authority (SIA) training, enabling them to gain an SIA licence to work in the industry. Some of those who secured local employment in the Scarborough area with national hotel chains were able to transfer jobs within the same company to their preferred location in the UK. Morrisons supermarket has also expressed an interest in providing transfers. Having an offer of employment to go to also made it easier for those individuals to secure private rented housing if their hours of work in their new job meant that they would no longer incur the benefit cap.

- Health and social care services:
  - 5.11 All family members are registered with a local GP practice and provided with a medical health assessment when they first arrive in North Yorkshire. This also included the Afghan families in the bridging accommodation hotels. NHS Clinical Commissioning Groups (CCGs) are reimbursed by the Home Office for primary and secondary health care costs for the first 12 months after a family has arrived in the UK.
  - 5.12 North Yorkshire Council can claim back funding from the Home Office for 'exceptional costs' relating to an individual's social care support and for the initial costs of special needs provision. However, in common with other local authorities, we are experiencing long delays in the Home Office reimbursing us those costs.
  - 5.13 Several families continue to access counselling support through the regional children and families' specialist mental health service provided by Solace. This provision allows clients to be fast-tracked for support from trained counsellors (with interpreters) experienced in supporting survivors of persecution and exile.
  - 5.14 Volunteer Support  
There are refugee support groups in most of the towns where refugees have been resettled in North Yorkshire. They provide additional invaluable support including befriending support to the families. Some of the volunteers are Refugee Council trained volunteers assisted by a Refugee Council Volunteer Co-ordinator.
  - 5.15 Volunteers have helped families feel more settled in their local area and helped them to develop wider links in their local area. Some volunteers for instance have signposted families to clubs and activities. Volunteers have also provided conversational English sessions and organised trips and activities. An example is the 'Loving Earth - Healing Through Creativity', community textile project, which brought together Syrian, Iraqi, Afghan and English women in the Richmond/Catterick Garrison area to socialise and learn new craft skills. This culminated in them collaborating on an exhibition, which was showcased at The Station in Richmond earlier this year.
  - 5.16 Wrap-around Support Provided in the Bridging Accommodation Hotel  
The range of support includes:
    - Supporting new arrivals to get their children into local schools as quickly as possible and providing ongoing support and guidance to schools.
    - Wrap-around support provided by the Refugee Council. This centres upon helping families with a range of general enquiries and putting them in contact with relevant agencies.
    - Scarborough Job Centre staff arranging the Universal Credit Claims, providing general advice on employment and training in the UK, providing a course on ESOL for employment across three cohorts (beginner/upper-beginner and advanced level) and signposting to paid employment in the local area.
    - Mental health support provided through a tailored approach of group sessions on a range of topics and where required followed up with 1-2-1 support.
    - North Yorkshire Youth and North Yorkshire Sport providing a range of activities for the children and young people, including at weekends and on an evening during the week. Some of the men joined Ravenscar Cricket Club and some of the women joined Wykeham Cricket Club, helping to improve the cricketing success of those teams!
    - English language classes (ESOL) for the adults provided by our Adult Learning and Skills Service. The learners have progressed well, which is to be commended as the

hotel is not always an environment conducive to learning. Attendance levels have been good, and the Flash Academy platform was also used as additional support with learning. In addition to the hotel ESOL classes, Functional Skills English Level 2 was delivered to a group of 15 learners, mostly doctors and other medical professionals, in a classroom outside of the hotel. All those learners were successful in achieving their Level 2 English qualification, which should support them to successfully pass their IELTS language test. Passing the IELTS language test is a necessary requirement to allow people from overseas to work in the health profession in the UK.

- A Friday crafts class arranged by our Adult Learning and Skills Service for the women in the hotel. This was a varied programme and was led by the learners and what they were interested in trying. These sessions were well attended and included crafts such as quilting, card making, decoupage and paper bunting design. It gave learners another opportunity to practice English conversation, encouraged social interaction, taught learners' new skills and knowledge and helped promote general wellbeing – crafting is known to help relieve stress and anxiety and helps with concentration.

## **6. Key Implications**

- 6.1 Local Member: None.
- 6.2 Financial: There are no additional financial implications to North Yorkshire Council arising directly from this report. The Home Office funds the UKRS and Afghan refugee resettlement schemes in North Yorkshire.
- 6.3 Human Resources: There are no additional human resources implications to North Yorkshire Council arising directly from this report. North Yorkshire Council employs staff on the refugee resettlement programme, but they are funded through the Home Office grant.
- 6.4 Legal: There are no legal implications to North Yorkshire Council arising directly from this report. The UKRS and Afghan refugee resettlement schemes are voluntary schemes. However, participating local authorities are required to meet specific obligations set out in the funding instruction to local authorities from the Home Office.
- 6.5 Equalities: None.
- 6.6 Environmental Impacts/Benefits including Climate Change Impact Assessment - No Impact.

## **7 Recommendation:**

- 7.1 That the Corporate and Partnerships Overview and Scrutiny Committee notes the progress of the UKRS and Afghan resettlement programme in North Yorkshire.

Jonathan Spencer  
Refugee Resettlement Manager  
North Yorkshire Council

23 May 2023

Appendix 1: North Yorkshire Council Refugee Employability Project.

Background documents: None.

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## North Yorkshire Council Refugee Employability Project

(Report as at 19 May 2023)

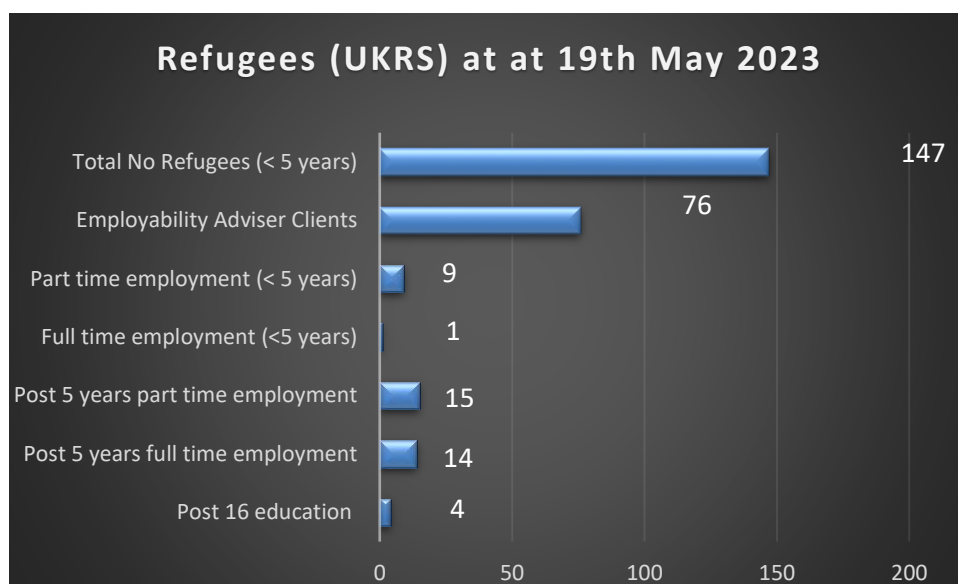
### Overview

The Refugee Employability Project was set up to assist with the resettlement of Syrian refugees in North Yorkshire as part of the UK Government's commitment to relocate refugees under the Syrian Vulnerable Persons Relocation Scheme (VPRS) and the Vulnerable Children's Resettlement Scheme (VCRS). Since 2021, new arrivals are now supported under the United Kingdom Resettlement Scheme (UKRS), which provides the same level of support as the previous schemes.

In addition, we now have 3 Afghan families in the county, which equates to 73 Employability Adviser Clients.

The primary aim of the Employability Adviser is to support refugee clients into meaningful and sustainable employment and, through this, help them move towards full integration and independence. This also requires the provision of relevant training to validate existing skills and also to provide additional skills and training.

For the UKRS refugees resettled from 2021 onwards and VPRS and VCRS arrivals resettled between July 2016 and February 2018, the position as at 19 May 2023 was:



The 147 individuals, and 76 Employability Adviser Clients, detailed above are accounted for within 38 families who are still within their five-year support period. There is one family and 1 individual who have relocated to other areas. There are now 44 families (112 individuals), and 105 previous Employability Adviser Clients who are past their five-year support period.

Despite the issues around COVID, continuing language barriers and employer reluctance, the number of clients in either part or full time employment continues to show an upward trend. The number of post-16 UKRS refugees in education (4) has reduced, although this will increase in time due to new arrivals expressing an interest in further education.

The figures on the chart account for all UKRS refugee families who arrived during 2021 and 2023, with additional families due to arrive over the period 23/24.

### Families from Afghanistan



The majority of Afghan families include at least one individual who supported the British government and/or troops with interpretation, translation, and other services during the occupation.

The table below indicates the current numbers and locations of Afghan Employability Adviser Clients:

Location	Number of Clients
Harrogate & Knaresborough	19
Northallerton	13
Richmondshire	25
Selby	9
Skipton	7
<b>Total</b>	<b>73</b>

There are currently 30 Afghan families being supported in the county through the Afghan resettlement programme.

There are currently 20 Afghans in full-time or part-time employment but this figure continues to fluctuate as some adults have done agency work or are on temporary contracts.

Under the Afghan resettlement programme, support will be provided for up to three years. It mirrors the support provided to the UKRS families (5 years) but is of shorter duration because people arriving on the Afghan schemes are perceived to have better English skills and should therefore require less support to achieve employment and integration.

In reality, the level of English demonstrated by the Afghan arrivals varies tremendously and many will require higher levels of support than first anticipated. Most will require substantial help to integrate effectively into the UK. Those with higher levels of education and experience are seeking jobs in more professional and skilled sectors, which are very competitive. In some cases, this will make it more difficult to secure employment. It has also been apparent that the majority of those who have a good grasp of speaking English (formally interpreters) and not so good with their reading and writing skills. Something both the Curriculum Manager and Employability Adviser are trying to address.

We continue to obtain 'Statements of Comparability' for the degree level, and above, qualifications held by many of the Afghan adults. This is being done through the NARIC scheme provided by Ecctis.

The Employability Adviser continues to meet with new families within a few weeks of arrival and actively attends all drop in centres on a regular basis to build rapport. As with the other refugees resettled in North Yorkshire, they will continue to be supported to secure employment, training and with other work related activities.

### **Self-Employment**

Self-employment continues to be the aim of many of our refugee adults. In reality, few have the skills required to set-up and run a business in the UK whilst they are in their resettlement support period. The levels of control and legislation are much greater in the UK and, for those who wish to pursue this option, a substantial amount of support is required from the Employability Adviser and other organisation such as TERN (The Entrepreneurial Refugee Network) and the North Yorkshire Growth Hub.

There are currently five businesses being operated within the county. They are:

- Takeaway business in Scarborough
- Barber Shops (2) in Scarborough & Harrogate
- Tailoring business in Malton



- Carpet & Rug sales – operated from home

### **Apprenticeships**

We do not have any active apprentices as the level of English reading and writing is not at an acceptable level currently. There is a possibility of a Plumbing apprenticeship being sought later in the year.

### **DWP Communications**

The Employability Adviser has continued to maintain contact, with various offices of the DWP, in relation to issues with benefit claims, ESOL attendance, and employment.

### **Other Support**

Support is provided to clients relating to:

- College, and training applications
- Online training
- DBS applications
- Qualification conversion (NARIC)
- Preparation for interviews
- Job applications
- Benefit related support
- New businesses and self-employment
- ESOL issues
- General advice

### **Work with Employers**

As most success in securing work has been achieved when working with local employers, or through local organisations, this approach will continue. Applications will still be made online, through agencies, and by networking with the Volunteers, the DWP Employer Engagement teams and employer organisations. The issues continue to be the skills match and, for many, their levels of English. The employability Adviser continues to contact local employers to discuss the impact of the level of English but highlight the relevant skills the refugees have.

A 'refugee' website, which can be used to promote the skills, experience and availability of all refugees across the County has been live for around 8 months but even though it is updated regularly it is not having the desired effect. This is being monitored and the Employability Adviser is working to look at any possible changes that can be made to increase viewing figures.

### **Volunteering**

Volunteering continues to be a valuable method of improving English language and social skills and we currently have individuals in charity shops, schools and working with the Refugee Council. Discussions with voluntary networks, and organisations such the Citizens Advice Bureau, are ongoing.

### **Training & Education**

Individuals have secured training courses with local colleges in areas such as Plumbing, Tiling, Painting and Decorating and Electrical one individual recently passed his HGV 2 driving test and has secured employment for a local dairy firm.

**English for Speakers of Other Languages (ESOL)**

ESOL is delivered both online and face2face. Attendance in some areas, and with some clients, is still an issue and the Employability Adviser is supporting ESOL Tutors, and Refugee Council Advisers, to reduce the levels of non-attendance. As English language skills continues to be the most common barrier to achieving progression and employment, this is of great importance.

**Key Challenges**

Even though some clients have lived in the UK for almost five years, their level of English continues as a barrier to them securing employment.

The level of English of some of the Afghan clients is lower than previously expected and they will require more intense support. Refugees are often competing for work against individuals with higher and more appropriate skills. For many, in both communities, the level of their English remains a distinct barrier.

**Key statistics 2022/23**

- Continuing upward trend for those in employment
- Attendance at drop-in sessions to build rapport
- Level of part-time jobs and full-time jobs maintained, or increased
- Five businesses continue to operate, this will increase over time as there is a high level of interest in self-employment.

**Priorities 2022/23**

- Continue to meet with all Refugees on a regular basis
- Improve ESOL attendance but working with the Curriculum Manager and promoting the classes with the refugees
- Continue to support and enable all Refugees to apply for, and secure, work
- Develop 'Refugee' website

**Julie Tasker**  
**Refugee Employability Adviser**  
**19 May 2023**

# North Yorkshire Libraries.

Supporting our communities 2022-2023.



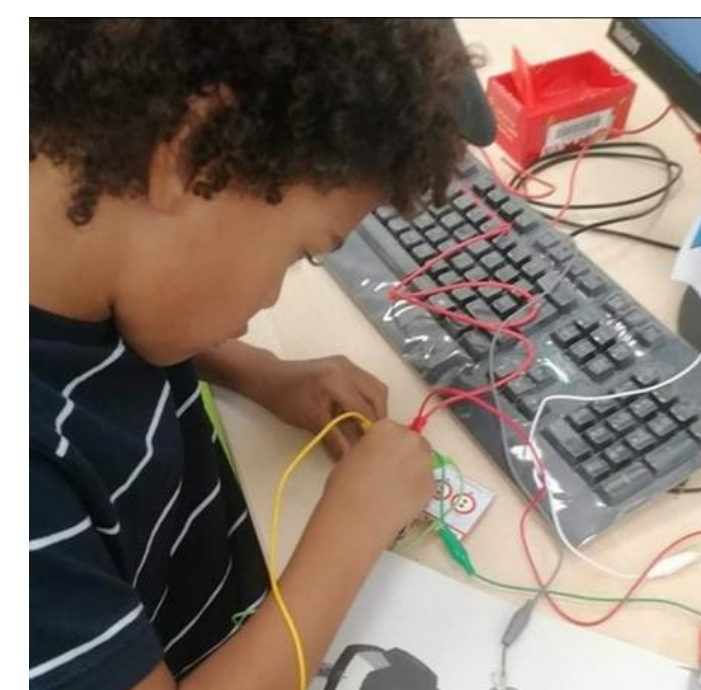
Promoting  
literacy and  
learning



At the heart of  
communities



Championing  
health and  
wellbeing



Tackling the  
digital divide



Your library,  
your place  
2020-2030

Libraries strategy  
2020-2030



# North Yorkshire Libraries.

## Supporting our communities 2022-2023.

A statutory service delivered under the Public Libraries and Museums Act 1964: councils must provide a "comprehensive and efficient service".

- **6 Core libraries** - Harrogate, Scarborough, Malton, Skipton, Northallerton and Selby
- **5 Hybrid libraries** - Whitby, Ripon, Knaresborough, Pickering and Filey
- **31 Community Libraries** in a variety of villages and towns, run in partnership with volunteer groups offering local access to countywide services
- **7 Library outlets** and **7 local library collections**
- **1 Supermobile** serving 20 rural communities

# Some highlights from 2022 – 2023 – compared with 2021-22

**Library visits**

**1,617,664**  
**44% up**

**New members**

**31,335**  
**40% up**

**Active users**

**73,031**  
**29% up**

**Book issues**

**1,676,538**  
**15% up**

**Volunteer hours**

**126,096**  
**24% up**

**Assisted IT  
sessions**

**14,625**  
**177% up**

**Events and  
activities**

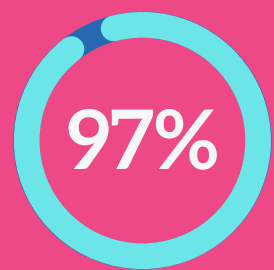
**6,378**  
**175% up**

**eBooks &  
eAudio issues**

**303,268**  
**No change**

# Our Public Library User Survey.

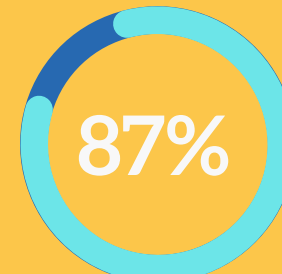
October 2022



are happy with  
our libraries!



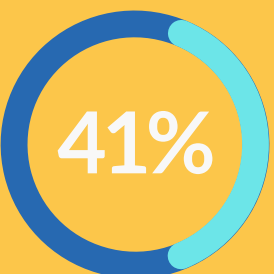
are happy  
with our  
customer care.



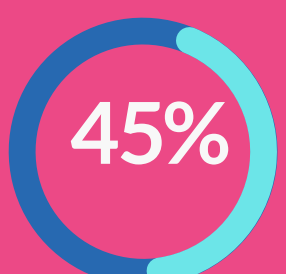
think book choice is  
great.



of visits are  
'green' - no cars!



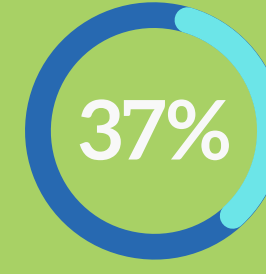
say libraries  
helped with  
their studies.



say libraries  
helped with their  
mental health.



use our PCs to get  
online.



say libraries  
helped with  
meeting people.



OFFICIAL



# Literacy and Learning: providing the best start in life.

Our children's offer plays an important role in supporting early years development, family well-being and in laying the foundations for improved life chances.



Working in partnership with our colleagues in Registration we have welcomed 1,100 babies as new library members.

In partnership with Early Years and the Healthy Child teams we have delivered a new Bookstart programme, supporting low-income and targeted families with free book packs for 1-2 and 3-4 year olds. 1,425 packs delivered so far.

**Under 5s Week across all our libraries held in March 23**

A vibrant week of activities, including theatre, science, music & dance, baby massage, cooking, and Code-a-pillar storytimes.

69 activities with 1,400 attendees  
...and a further 111 children joined Buzzy Bee's Honey Hunt, our under-5s reading scheme.





# Literacy and Learning: improving life chances.



Promoting reading during the school holidays:  
8,007 primary age children took part in our 'Gadgeteers' Summer Reading Challenge.  
205 events delivered celebrating STEM learning throughout.  
  
2,431 children took part in our Christmas Reading Challenge.



Listening to Young People.:  
Working with Youth Voice and Young Inspectors, hosting Teen Talk and engaging with Young Leaders to ensure that we are making libraries relevant to our young people.



Tackling Tough Topics:  
Book packs launched to support 3-8 year olds with big life-changing events such a divorce, separation and bereavement.



Winner of the NAG Award 2022





# Literacy and Learning: lifelong learning.

Libraries are great places to work and study:  
Free books, free computers, wi-fi, printing and friendly support from staff and volunteers

Libraries provide a suite of curated free online resources to support informal learning, employability and business start-ups.  
Keeping people connected with Local and Family History resources - 14,000 Ancestry sessions last year.

Chosen to be part of a national pilot of Ask for a Book, an Arts Council funded project to support reading for pleasure.

Building confidence:  
Successful piloted 2-week work placements with long term unemployed as part of the Restart Scheme.

Beyond Carbon:  
Raised awareness of the climate emergency and encouraged people to think about their own environmental impact with 69 library events aimed at all ages.





# Communities: A warm welcome

42 libraries (and one mobile), 42 warm and welcome spaces supported people struggling with the rise in energy bills. We also contributed to the Martin Lewis guide 'Setting up a warm space in your community'

Supporting Sanctuary Seekers: we offer a safe and welcoming space, visit temporary accommodation and make accessing library services as easy as possible.

402 sanctuary seekers welcomed as library members

**Ey Up!** A successful ACE funded project exploring local dialect.

Exhibitions reached 62,671.

Workshops held with hard to reach groups.

**Exclusively Inclusive:**

Touring photographic exhibition telling the story of the discrimination and isolation faced by people living with disabilities.





# Health and Wellbeing:

**Reading Well for Teens:**  
Launched a new collection with reading lists, digital resources and virtual events to improve young people's mental health.

**Slipper Socials:** Events at 10 libraries to support falls prevention and support wider well-being.  
Over 500 pairs of anti-slip slippers gifted.

**Health and Digital Literacy Pilot**  
Collaborating with the NHS to improve our knowledge and confidence to empower people to take control of their own health and wellbeing.

**Self Care Toolkits for Young People.**  
Developed in partnership with young people.





## Digital: providing opportunity and closing the digital divide.



Offering infrastructure to help people get online and connected:  
Free WiFi in all our libraries.  
A network of over 220 public computers - used for 97,328 hours this year!

Support for all:  
6,398 hours of support from our IT buddies – giving 1 to 1 support with how to use computers and other devices.

ReBoot: Working in partnership to provide donated devices to tackle the digital divide. 263 devices gifted.

Household Support Fund: Supported over 3,000 people in libraries to access their household support vouchers.

**\*\* Shortlisted for the STEM family learning award!\*\***

Offering innovative sessions introducing families to coding and a range of digital equipment.



Always improving: great places to visit  
Ripon

Inspiring the next generation with  
Ripon Library’s new junior area.





# Always improving: great places to visit

## Malton

Embracing a green future with decarbonisation at Malton Library. New heating installed March 23.  
A remarkable 5,039 kg/CO2 estimated annual CO2 saving!





# Always improving: great places to visit Scarborough

Attracted £200,000 of DCMS funding to make Scarborough Library fit for the future and meet the changing needs of its community.





## **What's next? Plans for 2023-24 and beyond**

- **Embedding Libraries in the new Community Development directorate and more partnerships with other Culture, Leisure and Arts colleagues**
- **Libraries of Sanctuary accreditation**
- **More Slipper Socials – subject to funding**
- **Library Management System renewal**
- **Digital support for Household Support Fund round 4**
- **Summer Reading Challenge (Ready, Set, Read!) in all libraries**
- **Continuing to look to improve our library buildings and infrastructure e.g Skipton**
- **Working with Booktrust to deliver more free book packs to targeted families**





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**Hazel Smith: General Manager – Libraries**



Chartered  
Member



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## North Yorkshire Council

### Corporate and Partnership Overview and Scrutiny Committee

5 June 2023

#### Notice of Motion on PFCC to Resign

Report of the Assistant Chief Executive (Legal & Democratic Services)

#### 1.0 Purpose of Report

- 1.1 To present information in response to a Notice of Motion at Full Council in May 2023 that sought the resignation of the Police, Fire & Crime Commissioner. This information has been provided to enable the Committee to consider the proposal made and draft a response for full Council's consideration.

#### 2.0 Background

- 2.1 At Full Council on 17 May 2023, the Chairman decided that a Notice of Motion seeking the resignation of the Police, Fire & Crime Commissioner should be passed to the Corporate and Partnerships OSC for consideration, with the intention of it being considered and recommendations brought back to the July 2023 meeting of the County Council.

- 2.2 The Notice of Motion proposed by Councillor Bryn Griffiths (and seconded by Councillor Mike Schofield) stated:

*'His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) has recently published two reports on the performance on North Yorkshire's Police. The first was published on 17th March regarding the Police Effectiveness, Efficiency, Legitimacy: PEEL 2021/22 – An inspection of North Yorkshire Police (NYP). It graded North Yorkshire Police's performance across eight areas of policing and found the force was 'inadequate' in one area, 'requires improvement' in four areas, 'adequate' in two areas and 'good' in one area. The strapline was "North Yorkshire must make improvements to help keep people safe and reduce crime".*

*The second report was published on 3rd May, entitled "North Yorkshire – National child protection inspection post-inspection review". This inspection reviewed the progress made by North Yorkshire Police since the publication of the last report for North Yorkshire in 2021. HMICFRS had audited 33 child protection cases - 11 cases were found to be good, 8 required improvement and 14 were inadequate. For so many cases to be found inadequate is a damning indictment not only on the Police, but also on the overall management of the force by the Police & Fire Commissioner.*

*The police, fire and crime commissioner (PFCC) is elected to be responsible for generally overseeing both the police force and fire service. Clearly the PFCC has failed in this duty and is continuing to fail to hold the North Yorkshire Police force to account and therefore to keep the public and in particular children safe. Urgent action is therefore needed to remove the existing Commissioner immediately and install a far more effective manager.'*

#### 3.0 PEEL (Police Efficiency, Effectiveness and Legitimacy) Assessment 2021/22

- 3.1 The Assessment was published on 17<sup>th</sup> March 2023 – see Appendix 1. Following changes to the inspection regime, HMICFRS judged NYP in nine areas of policing and made graded judgments in eight of these areas as shown below. Previously, the regime asked a serious

of questions under just three areas (Efficiency, Effectiveness and Legitimacy) and graded against these three, so this is quite a change in approach for all forces.

Outstanding	Good	Adequate	Requires improvement	Inadequate
	Treatment of the public	Preventing crime	Responding to the public	Good use of resources
		Managing offenders	Investigating crime	
			Protecting vulnerable people	
			Developing a positive workplace	

3.2 Further information about the inspection and the full report can be found at the link below:  
[North Yorkshire PEEL Assessments 2020/2021 - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services \(HMICFRS\) – Home | His Majesty's Inspectorate of Constabulary and Fire & Rescue Services \(HMICFRS\) – Home \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/hmicfrs/north-yorkshire-peel-assessments-2020-2021/)

3.3 This outcome against the eight graded areas is concerning because at the previous 'PEEL' inspection for 2018/19 (published September 2019) NYP was rated 'Good' in two areas and 'Requiring Improvement' in just one area. For further details see:  
[North Yorkshire - His Majesty's Inspectorate of Constabulary and Fire & Rescue Services | His Majesty's Inspectorate of Constabulary and Fire & Rescue Services \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/hmicfrs/north-yorkshire/)

3.4 The Commissioner responded to the published report with the following statement –

*"I welcome regular inspections from His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), because the reports are an independent and rigorous assessment which I can use to intensify the level of scrutiny required to ensure North Yorkshire Police are aspiring towards becoming an outstanding service.*

*I'm pleased to see the latest report recognises the good work that takes place to engage with the public and treat people with fairness and respect. Notably this includes the creative ways in which Neighbourhood Policing Teams engage with communities and how North Yorkshire Police monitors the use of force and stop and search powers well.*

*The ways in which North Yorkshire Police responds to the public has been criticised but I expect to see immediate change in this area after recently approving an investment of 1.8 million into the Force Control Room. This is expected to transform how quickly 999 and 101 calls are answered and re-instate confidence amongst the public, whilst also ensuring the wider Customer Contact Function is fit for the future and continuing to meet the needs of communities in the longer term. I have been assured this will continue and that I'll see a drastic improvement by the end of the year.*

*Unfortunately, I'm more than disappointed with other findings in the report and I'm sure members of the public will be too. It's unacceptable that North Yorkshire Police requires improvement in multiple areas, in particular its strategic planning, organisational management and value for money – clearly more needs to be done and is being done as I*

*continue to hold the Chief Constable to account. Our Police Force needs to do significantly better.*

*I'm confident that the Chief Constable is overseeing significant transformation work within North Yorkshire Police to improve these outcomes, and that since October 2022 has implemented a trusted organisational improvement plan that can be effective at pace. To reinforce this confidence, HMICFRS have acknowledged that North Yorkshire Police has worked closely with inspection staff, responded well to initial findings and acted quickly to address concerns and areas for improvement.*

*As Commissioner my role is clear, to intensify scrutiny activity, challenge the areas that need improving and continue to be the advocate for communities who want their voices heard. I'm bolstering my approach to this in 2023 with a relaunch of my Public Accountability Meetings, during which I will regularly question and request information from North Yorkshire Police in relation to specific areas of the HMICFRS report and hold Chief Officers to account for progress made on behalf of the public. My scrutiny work does not stop at these meetings and will continue in every scrutiny panel, executive board, committee and other frequent interaction I have with police services for assurance the Force is on track with their plans. There is no accepting simply what I am told; I must receive evidence of transformation in all areas for improvement.*

*The Chief Constable has spoken out about the operational concerns and good practice detailed in the report and I will dive deeper into this response during a live broadcast of my Public Accountability on Monday 20 March at 2.30pm. Documents relating to the meeting can be found on my website from today and I invite the public to watch the session if they can and if not, a recording will be made available. Please visit:*  
<https://bit.ly/PAM20March2023>

*In addition, I encourage any member of the public to send questions or concerns for us to address during the live meeting. Please email [info@northyorkshire-pfcc.gov.uk](mailto:info@northyorkshire-pfcc.gov.uk) or to ask a question during the live broadcast, post your question on Twitter using #NYscrutiny HMICFRS have expressed Cause for Concern about North Yorkshire Police's internal governance. Essentially, they say that the Chief Constable and her team must have a better system in place for running the internal workings of their organisation. The Force needs to make sure that they are clear what their business needs are from their support services and how they can best be met. I agree with HMI about that.*

*Ultimately what I expect to see from North Yorkshire Police is the clear delivery of outcomes in line with the public priorities set out in my Police and Crime Plan, which include enhancing positive culture, working to prevent harm and damage and to deliver the "Right people, Right Support" every time.*

*The inspection team identified that North Yorkshire Police staff are proud to serve their communities and I proudly believe that North Yorkshire Police continues to be a dedicated and hard-working public service, however, there needs to be significant progress to address the issues raised in this report and I have set the expectation with the Chief Constable that upon re-inspection in October 2023, I need to see overall gradings moved into the 'good' category."*

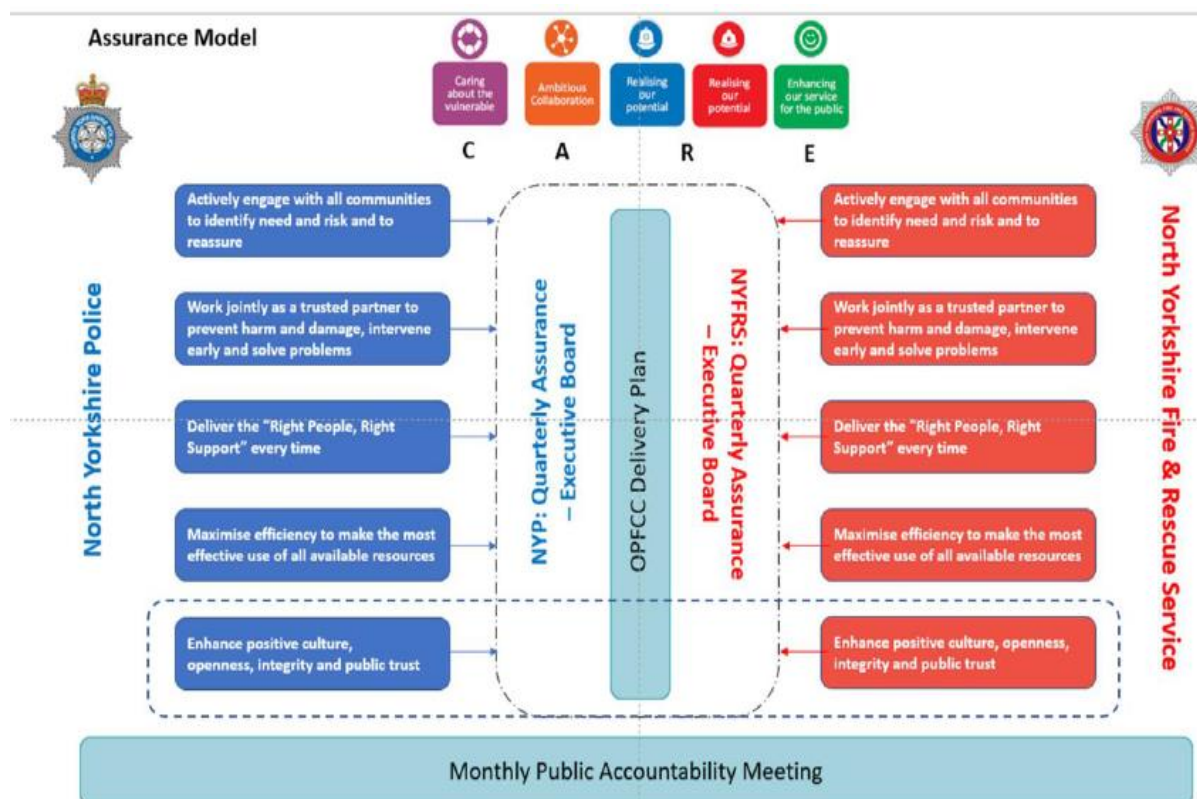
- 3.5 The Commissioner also held an urgent Public Accountability Meeting, on 20 March 2023 during which the Chief Constable went through the gradings and what was being done and took challenge/questions from the Commissioner and team – a recording of the meeting can be viewed at: [Public accountability meeting – 20 March 2023 - NYP - Police, Fire and Crime Commissioner North Yorkshire \(northyorkshire-pfcc.gov.uk\)](https://www.northyorkshire-pfcc.gov.uk/public-accountability-meeting-20-march-2023-nyp-police-fire-and-crime-commissioner)
- 3.6 The force will likely be re-inspected later this year to check in on progress, but as yet the exact date is unknown.



## Response of the Police, Fire & Crime Commissioner

3.7 The Commissioner has already made a number of changes in the last six to nine months around monitoring and assurance structures and processes, as follows:

- An Assurance Model has been adopted underlining those areas where the Commissioner expects both the police and fire services to deliver through their own operational delivery plans and those aspects of the statutory Plans in which the OPFCC will work closely with them.



- This has been backed by a detailed Assurance Framework, which sets out how the Commissioner will hold NYP and NYFRS to account through a variety of regular meetings and structures. This is available as part of a section on the PFCC's website on "Holding the Chief Constable to account" – see [What Commissioner Zoë is doing to hold the Chief Constable of North Yorkshire Police to account - Police, Fire and Crime Commissioner North Yorkshire \(northyorkshire-pfcc.gov.uk\)](https://www.northyorkshire-pfcc.gov.uk/what-commissioner-zoe-is-doing-to-hold-the-chief-constable-of-northyorkshire-police-to-account)
- One element of this Framework – the online Public Accountability Meetings (PAM) was re-launched in April 2023 to ensure tighter focus in holding the service leads to account for improvements and a rolling agenda item in particular on progress against HMI inspections outcomes. The high-level improvement plan for NYP following the recent HMI inspections outcomes is now available on the OPFCC website and will be reviewed at PAM meetings – as an example, see the copy taken to the PAM on 25 May 2023 - [Improvement Plan \(northyorkshire-pfcc.gov.uk\)](https://www.northyorkshire-pfcc.gov.uk/improvement-plan). The PAMs also provide a means of ensuring the public can ask questions on issues of concern. An improvement plan for NYFRS will be made available shortly.
- Additional measures put in place include the PFCC seeking evidence relating to any assurances given from the Chief Constable following the HMI revisit on child protection arrangements and seeking a detailed action plan with timescales for progress against all recent NYP inspections and which sits behind the high-level improvement plan.
- The organisational structure at the OPFCC has also been re-configured in the last six months to introduce leadership roles around Delivery and Assurance and Public Confidence – to help drive forward progress against the priorities of the statutory Plans

for both services and to ensure effective engagement with and capturing of public concerns.

#### 4.0 **National Child Protection Inspection – Post-Inspection Review**

4.1 In November 2021, HMICFRS visited North Yorkshire Police as part of a national thematic inspection on child protection where every force in England and Wales was to be assessed. As part of the assessment, 73 child protection cases were selected – of these 13 were determined as ‘good’, 34 ‘require improvement’ and 26 ‘inadequate’.

4.2 The findings were published in a report in March 2022 (note the delay), and a number of positives and negatives were identified, including:

##### Positives:

- The force control room uses flags well to highlight risks to children
- The force has developed an efficient system of sharing information with safeguarding partners
- The force holds strategy discussions promptly when the risk is clear

##### Negatives:

- Officers often don’t speak to children, listen to them or record their behaviour and demeanour
- The force’s initial response to missing children is inconsistent and leaves some children at high risk
- The force allocates some investigations to officers without the right skills and experience.

4.3 The HMICFRS report set out ten recommendations for North Yorkshire Police, five of which were for immediate action and five identified by the Inspectorate for action within three months. In response, a Public Accountability Meeting was held and plans/progress were set out by the Chief Constable as to how they were going to improve.

4.5 The Police Fire & Crime Panel met in July 2022 and scrutinised this – an extract from the Minutes of that meeting is attached at Appendix 2.

4.6 NYP were then re-inspected by HMICFRS in 2022 and the re-inspection report was published on 3<sup>rd</sup> May 2023. The inspectorate confirmed it would continue to evaluate NYP’s performance as part of its routine monitoring, which suggests there will not be a re-inspection in the near future.

4.7 The re-inspection report highlighted that only some of the actions from NYP’s plan had been completed – see Appendix 3.

4.8 Responding to the re-inspection, the Commissioner issued the following statement:

*“First and foremost, I am here for the public, victims and survivors impacted by the issues covered by this latest report. My Supporting Victims service which sits separately from North Yorkshire Police is available to anyone impacted by crime to help them to cope and recover. So, if you or someone you know needs support, please visit the website at [www.supportingvictims.org](http://www.supportingvictims.org) or call 01609 643 100 to speak to a trained professional who can offer help and advice.*

*I acknowledge the areas where improvement has been made, specifically changes to training of staff about understanding vulnerability, the notable increase in the quality and number of referrals for children to the local authorities, and the force control room response to calls where children may be at risk. However, my focus must be on the areas which do*



*not deliver for our most vulnerable and to understand why the highest standards are not currently being met.*

*North Yorkshire Police have had a year to progress their action plan following the first HMICFRS report on child protection. My team and I were regularly assured that all concerns would be tackled head on, and improvements made at a significant pace but instead, 12 months later, the force is not in the position I expected them to be in. Not enough has been done and there is simply no excuse – North Yorkshire Police have let the public and the most vulnerable in our society down.*

*As Commissioner and a mother of two children, one of whom is vulnerable and has complex needs I share the frustration, deep disappointment and upset many people will be feeling. I know that it is my responsibility to increase the accountability of and pressure on the Chief Constable, to demand answers and not accept anything other than immediate and significant improvement.*

*Whilst a debrief provided by the inspectorate in preparation for this report revealed North Yorkshire Police still had areas to progress, this progress has been much slower than anticipated – as a result, I am making arrangements for an additional layer of scrutiny – I expect evidence in relation to any assurances I am given.*

*It is my duty to ask questions the public expect and deserve answers to, and I have transparently and consistently done so in my regular online public meetings. I will publicly hold the Chief Constable to account for this slow progress in a specially arranged online public meeting today, Wednesday 3 May at 1pm, where I expect to hear clear and focused answers from the senior leadership of North Yorkshire Police. Documents relating to the meeting can be found on my website from today and I invite the public to watch the session if they can and if not, a recording will be made available. Please visit: <https://bit.ly/OPM-3May2023>*

*During the meeting I will also request a detailed plan from the Chief Constable on how the force will complete their original schedule of improvements, with associated timescales for achieving all outstanding recommendations. In addition, I encourage any member of the public to send questions or concerns for us to address during the live meeting. Please email [info@northyorkshire-pfcc.gov.uk](mailto:info@northyorkshire-pfcc.gov.uk) or to ask a question during the live broadcast, post your question on Twitter using #NYscrutiny*

*Subsequent regular online public meetings will follow a new structure to incorporate updates on all HMICFRS independent inspections and will require extensive evidence of progress in all areas of improvement.*

*“The reinspection report recognises that North Yorkshire Police work well with safeguarding partners and are sharing good quality information. I want to thank our local authorities; external agencies and the victim support services I commission for the work they do in partnership with the Force to support and protect vulnerable children.*

*If anyone living in North Yorkshire doesn't feel confident or comfortable with the services offered by North Yorkshire Police, I want to know about it.”*

- 4.9 A further Public Accountability Meeting was held on 3 May 2023, at which the Commissioner requested a detailed plan on how NYP would complete the original schedule of improvements with associated timescales for achieving all outstanding recommendations. A recording of the meeting can be viewed at: [Online Public Meeting - 3 May - National Child Protection Inspection - Post Inspection Review - Police, Fire and Crime Commissioner North Yorkshire \(northyorkshire-pfcc.gov.uk\)](https://www.northyorkshire-pfcc.gov.uk/online-public-meeting-3-may-national-child-protection-inspection-post-inspection-review-police-fire-and-crime-commissioner-northyorkshire-pfcc.gov.uk)

## **5.0 Police, Fire and Crime Panel**

- 5.1 The HMI reports are an assessment of the performance of NYP and the Chief Constable, **not** of the Commissioner herself. However, the Panel has a role in reviewing the performance of the Commissioner in respect of her oversight of performance at NYP and whether what she is doing is adequate.
- 5.2 The Panel last met on 9 March 2023 (due to needing to avoid the pre-election period for York). This came before publication of these two reports above. There will be a Special Meeting of the Panel on 21 June 2023 at 2:30pm to focus on the PFCC's performance in relation to recent HMI inspection outcomes, and the progress being made etc. The Panel will also revisit progress against the Commissioner's improvement plans periodically and after the inspectorate has re-visited (where applicable).

## **6.0 Way Forward**

- 6.1 In considering the Notice of Motion put to full Council in May 2023 and the information provided in this report, Members have a number of options:
- i. Consider the issue today and make a recommendation to the meeting of the full Council on 19 July 2023;
  - ii. Agree to hold an additional meeting on this Committee between 22 June – 7 July 2023 to consider the outcome of the North Yorkshire Police, Fire & Crime Panel on 21 June 2023 and use that to inform this Committee's feedback Report to Full Council on 19 July 2023. To support your considerations at that additional meeting you could also choose to invite the Commissioner to attend;
  - iii. Agree an alternative way forward and identify what additional information is required to support your considerations;

## **7.0 Recommendation**

- 7.1 Members are asked to consider the information contained within this report and agree a way forward

Melanie Carr  
Principal Democratic Services & Scrutiny Officer

25 May 2023

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# **PEEL 2021/22**

## **Police effectiveness, efficiency and legitimacy**

An inspection of North Yorkshire Police

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# Overall summary

## Our judgments

Our inspection assessed how good North Yorkshire Police is in nine areas of policing. We make graded judgments in eight of these nine as follows:

Outstanding	Good	Adequate	Requires improvement	Inadequate
	Treatment of the public	Preventing crime	Responding to the public	Good use of resources
		Managing offenders	Investigating crime	
			Protecting vulnerable people	
			Developing a positive workplace	

We also inspected how effective a service North Yorkshire Police gives to victims of crime. We don't make a graded judgment in this overall area.

We set out our detailed findings about things the force is doing well and where the force should improve in the rest of this report.

## Data in this report

For more information, please [view this report on our website](#) and select the 'About the data' section.

## Important changes to PEEL

In 2014, we introduced our police effectiveness, efficiency and legitimacy (PEEL) inspections, which assess the performance of all 43 police forces in England and Wales. Since then, we have been continuously adapting our approach and during the past year we have seen the most significant changes yet.



We now use a more intelligence-led, continual assessment approach, rather than the annual [PEEL inspections](#) we used in previous years. For instance, we have integrated our rolling crime data integrity inspections into these PEEL assessments. Our PEEL victim service assessment also includes a crime data integrity element in at least every other assessment. We have also changed our approach to graded judgments. We now assess forces against the characteristics of good performance, set out in the [PEEL Assessment Framework 2021/22](#), and we more clearly link our judgments to causes of concern and areas for improvement. We have also expanded our previous four-tier system of judgments to five tiers. As a result, we can state more precisely where we consider improvement is needed and highlight more effectively the best ways of doing things.

However, these changes mean that it isn't possible to make direct comparisons between the grades awarded in this round of PEEL inspections with those from previous years. A reduction in grade, particularly from good to adequate, doesn't necessarily mean that there has been a reduction in performance, unless we say so in the report.

## HM Inspector's observations

I have concerns about the performance of North Yorkshire Police in keeping people safe and reducing crime. In particular, I have serious concerns about its strategic planning and organisational management. In view of these findings, I have been in regular contact with the chief constable, as I do not underestimate how much improvement is needed.

These are the findings I consider most important from our assessments of the force over the last year.

### **Senior leaders should ensure they have effective oversight of the force's enabling services and develop an effective workforce plan so they can provide policing services**

Senior leaders in the force haven't had enough oversight of their enabling services, such as HR and IT, or of the impact that failures in these areas have had on policing services. Structures that control the support functions aren't effective. At the time of our inspection, the force was working to improve its performance management plans, but significant challenges in its enabling services were hampering service delivery. The lack of an effective workforce plan is creating workforce pressures. A lack of trained staff and a high number of vacancies are also hampering the service the force provides.

**The force should review its operating model for investigations and protecting vulnerable people, and the resources required to meet those demands**

My inspection team found that the force didn't have enough trained detectives and there was only a limited plan to address this. This is a challenge nationally, but in this force the pressures placed on individual investigators were apparent during the inspection.

**The force should improve the speed with which it answers and responds to emergency and priority calls**

The force is substantially below the national standard of answering 90 percent of 999 calls within 10 seconds, with only 41.9 percent being answered in this time frame. The time taken for officers to arrive at emergency and priority calls is another area where the force needs to improve.

**The force works well with partner organisations and communities to keep people safe**

The force works well with partner organisations to prioritise early intervention to safeguard vulnerable people. This includes Operation Ambience multi-agency visits to people identified as being vulnerable, designed to reduce vulnerability and make people safer.

**The leadership team has accepted and responded quickly to address the issues we have identified**

The leadership team have worked closely with my inspection staff and I am pleased that they haven't waited for this report to be published to respond to our findings. The force has developed a detailed plan to address the concerns and areas for improvement we have established.

My report now sets out the fuller findings of this inspection. While I congratulate the individual officers and [staff](#) of North Yorkshire Police for their efforts in keeping the public safe, I have concerns about corporate processes. I will monitor the progress towards addressing the [cause of concern](#) and areas for improvement I have established.



**Roy Wilsher**

HM Inspector of Constabulary

## Reducing crime assessment

We have identified seven themes underpinning a force's ability to reduce crime effectively which, taken together, allow an assessment of the extent to which the force is doing all it can to reduce crime. This is a narrative assessment, as police recorded crime figures can be affected by variations and changes in recording policy and practice, making it difficult to make comparisons over time.

The force has comprehensive performance information, but it doesn't use this effectively to inform its problem-solving approach. The force has a focus on early intervention and prevention. We found good examples of the force working with other organisations to divert young people away from offending and to reduce the vulnerability of people who may become victims of crime.

Other factors contributing to the force's ability to reduce crime are:

- The force neighbourhood teams have positive engagement with local communities and work with them to solve problems.
- The force works with local organisations in community safety hubs to solve local problems and is effective in reducing vulnerability.

I am pleased that the force is addressing the right areas of policing to reduce crime.

But the following areas may negatively affect the force's ability to reduce crime:

- The lack of an embedded performance framework and a strategic workforce plan is hampering the force's ability to meet the policing needs of the community.
- The force operating model for investigating crime and protecting vulnerable people doesn't have the capability or capacity required to meet the demands placed on it.
- There is a lack of effective strategic oversight of neighbourhood policing, which is reducing their ability to prevent crime.
- The force doesn't consistently record victim needs assessments as required by the [Code of Practice for Victims of Crime](#). The force also needs to ensure there is an auditable record of the reasons a victim has withdrawn their support for an investigation.

Until the force improves its strategic oversight and implements its performance framework, it will not be able to reduce crime effectively.

# Providing a service to victims of crime

## Victim service assessment

This section describes our assessment of the service North Yorkshire Police provides to victims. This is from the point of reporting a crime and throughout the investigation. As part of this assessment, we reviewed 90 case files.

When the police close a case of a reported crime, it will be assigned what is referred to as an 'outcome type'. This describes the reason for closing it.

We also reviewed 20 cases each when the following outcome types were used:

- A suspect was identified and the victim supported police action, but evidential difficulties prevented further action ([outcome 15](#)).
- A suspect was identified, but there were evidential difficulties and the victim didn't support or withdrew their support for police action ([outcome 16](#)).
- Police decided formal action wasn't in the public interest (outcome 10).

While this assessment is ungraded, it influences graded judgments in the other areas we have inspected.

### **The force needs to improve the time it takes to answer emergency calls. Repeat and vulnerable victims aren't always identified**

When a victim contacts the police, it is important that their call is answered quickly and that the right information is recorded accurately on police systems. The caller should be spoken to in a professional manner. The information should be assessed, taking into consideration threat, harm, risk and vulnerability. The victim should also receive appropriate [safeguarding](#) advice.

The force needs to improve the time it takes to answer emergency calls. When calls are answered, the victim's vulnerability isn't always assessed using a structured process. Repeat victims aren't always identified, which means this information isn't taken into account when considering the response the victim should have. Call handlers give victims advice on crime prevention and usually give advice on how to preserve evidence.

### **The force doesn't always respond to calls for service promptly**

A force should aim to respond to calls for service within its published time frames, based on the prioritisation given to the call. It should change call priority only if the original prioritisation is deemed inappropriate, or if further information suggests a change is needed. The force's response should take into consideration risk and victim vulnerability, including any information obtained after the call.

The force isn't always responding to calls for service within appropriate timescales. The force hasn't set published targets for response times and occasionally there are long delays before officers respond. Victims weren't always informed of delays and therefore their expectations weren't always met. This may cause victims to lose confidence and disengage from the process.

### **The force makes sure that investigations are allocated to staff with suitable levels of experience**

Police forces should have a policy to make sure investigations are allocated to suitably trained officers or staff for investigation or, if appropriate, not investigated further. The victim of the crime should be kept informed of who is dealing with their case and whether the crime is to be investigated further.

We found the force allocated recorded crimes for investigation according to its policy. In nearly all cases, the crime was allocated to the most appropriate department for further investigation.

### **The force carries out effective and timely investigations with appropriate levels of supervision**

Police forces should investigate reported crimes quickly, proportionately and thoroughly. Victims should be kept updated about the investigation, and the force should have effective governance arrangements in place to make sure investigation standards are high.

In most cases, the force carried out investigations quickly and completed relevant and proportionate lines of inquiry. Most investigations were well supervised, but victims weren't always kept updated throughout. Victims are more likely to have confidence in a police investigation when they receive regular updates.

A thorough investigation increases the likelihood of perpetrators being identified and a positive result for the victim. In most cases, victim personal statements were taken, which gives victims the opportunity to describe how that crime has affected their lives.

When victims withdrew support for an investigation, the force didn't always consider progressing the case without the victim's support. This can be an important method of safeguarding the victim and preventing further offences from being committed. On most occasions the force recorded whether it considered using orders designed to

protect victims, such as a [domestic violence protection notice](#) or [domestic violence protection order](#).

The [Code of Practice for Victims of Crime](#) requires forces to carry out a needs assessment at an early stage to determine whether victims need additional support. The force didn't always carry out this assessment and record the request for additional support.

### **The force doesn't always assign the right outcome type. An auditable record of victims' wishes isn't always held**

The force should make sure it follows national guidance and rules for deciding the outcome of each report of crime. In deciding the outcome, the force should consider the nature of the crime, the offender and the victim. And the force should show the necessary leadership and culture to make sure outcome types are used appropriately.

When a suspect has been identified and the victim supported police action, but evidential difficulties prevent further action, the victim should be informed of the decision to close the investigation. The force used this outcome correctly on most occasions and always updated the victim.

When a suspect has been identified but the victim doesn't support or withdraws their support for police action, an auditable record from the victim should be held confirming their decision. This will allow the investigation to be closed. Evidence of the victim's decision was absent in some cases reviewed. This represents a risk that victims' wishes may not be fully represented and considered before the investigation is closed.

In some cases, when an offender has been identified, the police can decide that formal action isn't in the public interest. If this outcome type is to be correctly applied and recorded, it must be appropriate for the nature of the offence and can be applied only if certain criteria are met. In most cases we reviewed, the circumstances of the case didn't meet the national criteria for the use of this outcome type. The force didn't always inform suspects of the decision to take no further action and to close the investigation.

# Engaging with and treating the public with fairness and respect

Good

North Yorkshire Police is good at treating people fairly and with respect.

## Main findings

In this section we set out our main findings that relate to treating people fairly and with respect.

### **The neighbourhood teams engage with local communities to identify problems**

The neighbourhood teams engage with local communities to identify local problems and then work with other organisations, such as the council, schools and housing providers, to resolve them. The inspection team found good examples of creative ways to engage with communities. One example is ‘cops v kids’, where officers join young people in online game competitions and discuss safety-related topics while playing. A further example is one officer’s initiative to engage with the Afghan community, culminating in him taking a night course, to better understand the communities he served. This resulted in improved engagement from the community and better relations with local officers and police community support officers.

### **The force doesn’t have a finalised county-wide engagement strategy, making it difficult for it to assess the impact of its engagement and how it influences the policing of North Yorkshire**

There is evidence of good levels of engagement, in person and through social media, both in terms of broadcasting information and two-way discussion with communities. But there is no force-wide view of engagement or evaluation of the impact of its approach. Despite this, we found that neighbourhood teams are identifying and engaging well with their communities and there is good oversight locally of the work being done. The force is finalising an engagement strategy, which will include an engagement plan, with appropriate [senior officer](#) oversight and governance.



## **The workforce understands the importance of treating the public with fairness and respect**

The force has provided [unconscious bias](#) training to all its staff. This allows individuals to identify and avoid allowing stereotypes and cultural influences to affect their behaviour and decisions. All police officers have received training in the use of [stop and search powers](#), effective communication and the use of force. The training emphasises the importance of explaining each stop and search and considering how the search is conducted. Where student officers were found not to meet the expected standards of behaviour, we found evidence that they were challenged and supported to improve their policing approach. This challenge was less clear with officers outside their initial training period. The force is aware of this and has started training supervisors to address this.

## **The force monitors the use of force and stop and search powers well**

Officers are aware that they must use [body-worn video \(BWV\)](#) for all stop and search encounters and when they use force. The video is used as part of ongoing monitoring. The force has developed an automated system for monitoring use of stop and search. The officer submits a stop and search record, and the system then notifies a supervisor to prompt a review of the circumstances. This notification has a link to the record of search and the BWV footage; once reviewed, a feedback notification is sent to officers. Stop and search champions select random samples of the quality of the supervisory reviews. Any common themes that emerge are shared with a stop search working group and the new use of powers board.

The force has established area-based community review groups, which review stop search and use of force and then share cases with the force-wide strategic scrutiny group. The scrutiny and community review groups are independently chaired and attended by a good representation of the community. All attendees have received training in stop and search and have been offered the opportunity to go on patrol with officers. Both groups review documents connected to the incident, view the BWV footage and provide feedback to officers. The force responds to this feedback and has recently undertaken detailed reviews of all strip searches and all searches involving young people.

During our inspection, we conducted an audit of stop and search records. This assesses the grounds the searching officer recorded when completing the stop search form. 'Reasonable grounds for suspicion' is an objective test, in that it expects that a reasonable person given the same information would also suspect that the individual is carrying the item sought. We reviewed a sample of 205 stop and search records from 1 January to 31 December 2021. Based on this sample, we estimate that 86.8 percent (with a confidence interval of +/- 4.4 percent) of all stop and searches by the force during this period had reasonable grounds recorded. This is broadly unchanged compared with the findings from our previous review of records from 2019, where we found 83.0 percent (with a confidence interval of +/- 3.9 percent) of stop and



searches had reasonable grounds recorded. Of the records we reviewed for stop and searches on people from ethnic minorities, 12 of 15 had reasonable grounds recorded.

The force uses analytical reports to understand the effect of stop and search and use of force on communities, which is changing operational practice and training. The force is making progress in understanding disproportionality in these areas and improving the recording of the self-defined ethnicity of those involved.

# Preventing crime and antisocial behaviour

## Adequate

North Yorkshire Police is adequate at prevention and deterrence.

### Areas for improvement

#### **The force should review its approach to problem-solving to ensure consistency**

The force benefits from positive partnership working for problem-solving within its communities. However, the force's approach to problem-solving and its recording of these plans, internally and externally with community safety partners, needs to be reviewed. There were strengths in its approaches, but there is a lack of consistency and analytical capability to ensure that the issues that most affect communities are addressed effectively.

#### **The force should review its approach to neighbourhood policing and the resources required to provide these services**

The force has a good understanding of the neighbourhood policing-related demands. It should use this understanding to review the number of staff required in neighbourhood policing, when they should be available and when they could undertake other duties. Our inspection found that neighbourhood officers and staff were undertaking other duties and the force had no oversight of this.

## Innovative practice

### **The force has worked with other organisations to develop innovative approaches to tackling drug and alcohol misuse and knife crime among young people**

The force works with schools and a range of organisations (such as social care and youth offending services) to identify young people who are vulnerable to the misuse of drugs and alcohol or may be likely to carry an offensive weapon. Even in the absence of evidence to prove criminality, the force and other organisations will develop a plan to work with a young person to prevent them engaging in criminal activity. These approaches are referred to as Operation Choice and Operation Divan.

### **The force and other organisations identify people who are vulnerable and work together to make those people safer**

Operation Ambience is an approach in North Yorkshire where organisations meet and identify people they are concerned about due to their vulnerability. They then agree which is the best organisation to work with that person to address their vulnerabilities.

## Main findings

In this section we set out our main findings that relate to prevention and deterrence.

### **The force prioritises prevention and early intervention**

The force has a prevention and early intervention strategy, underpinned by a delivery plan. A board chaired by an assistant chief constable oversees this. There is a focus on early intervention and working with other organisations to make people safer. The board has successfully implemented an improved briefing system and is working to improve local services for communities.

### **The force is professionalising neighbourhood policing**

The force has developed an accredited level three qualification in neighbourhood policing to professionalise its approach, supplemented by additional continuous professional development events which share good practice. The [chief officer](#) team also formally recognises and celebrates innovative problem-solving activities at an annual event, which reaffirms the wider importance that neighbourhood policing brings to the force.

During our inspection, the positive impact of neighbourhood policing was evident in the results of a community-led process called Deep Democracy. Here, the police and other organisations help communities take responsibility for long-standing local problems and use local knowledge to develop sustainable solutions for dealing with them.

### **The governance and performance management for neighbourhood policing is unclear**

Responsibility for the management of neighbourhood police officers and staff differs across the three force command areas. As a result, the partnership hub and local neighbourhood teams lack strategic direction, meaning co-ordinated efforts to prevent crime and [antisocial behaviour](#) may be lost. The force has now established a neighbourhood policing strategic meeting to address this.

### **The force would benefit from reviewing its approach to problem-solving**

The three policing areas benefit from local problem-solving community hubs, which bring together operational teams and partner agencies to solve problems using a shared case management system called ORCUMA. The inspection team were impressed with this co-located approach to solve issues, reduce vulnerability and make people safer.

The force has developed IT data dashboards designed to help frontline neighbourhood staff quickly identify vulnerable victims, repeat callers and locations where there are increased levels of crime and antisocial behaviour. However, some officers and staff are yet to receive the required software training to effectively undertake this type of analysis, meaning some of their observations are based more on knowledge gained from interactions with the public and partner agencies. To better understand the root causes of problems and some repeat demand, the force would benefit from the provision of training to address this gap.

The police partnership hub retains oversight of problem-solving activity through an IT dashboard implemented in summer 2021. At the time of the inspection, the dashboard had a record of 8 of approximately 50 problem-solving plans the force believed they were managing. Significantly more problem-solving activities were being undertaken with partners using the ORCUMA system, which aren't reflected on the police dashboard. Neighbourhood staff described the process of creating a problem-solving plan as being complicated and time-consuming. Many indicated it was easier to work with partner agencies to problem-solve using the ORCUMA system.

**The force needs to review its resources within neighbourhood policing using its understanding of likely future demand**

The force has an understanding of neighbourhood policing demand and how this is likely to change in the future. However, this level of understanding isn't reflected in the number of staff allocated to neighbourhood policing roles required to service that demand. There is a reliance on officers from neighbourhood policing to undertake daily response duties, which takes them away from their core role of problem-solving, targeted activity and community engagement. The creation of the initial enquiry team was designed to reduce demand on response and neighbourhood staff, and has resulted in the removal of six police community support officers from neighbourhood police teams. Their new role is to deal with antisocial behaviour calls over the telephone, collect exhibits such as CCTV footage and to help investigators. This has effectively moved staff from a preventative role to a call handling position, and misses the opportunity to improve the contribution from local neighbourhood teams.

The [force management statement](#) indicates that in the 12 months to July 2021, the deployment of neighbourhood policing to incidents has reduced by 90 incidents a month. In contrast with the feedback to inspection staff, there is no monitoring to understand when neighbourhood officers are removed from their areas, or a policy to specify when this is allowed to happen.

# Responding to the public

Requires  
improvement

North Yorkshire Police requires improvement at responding to the public.

## Areas for improvement

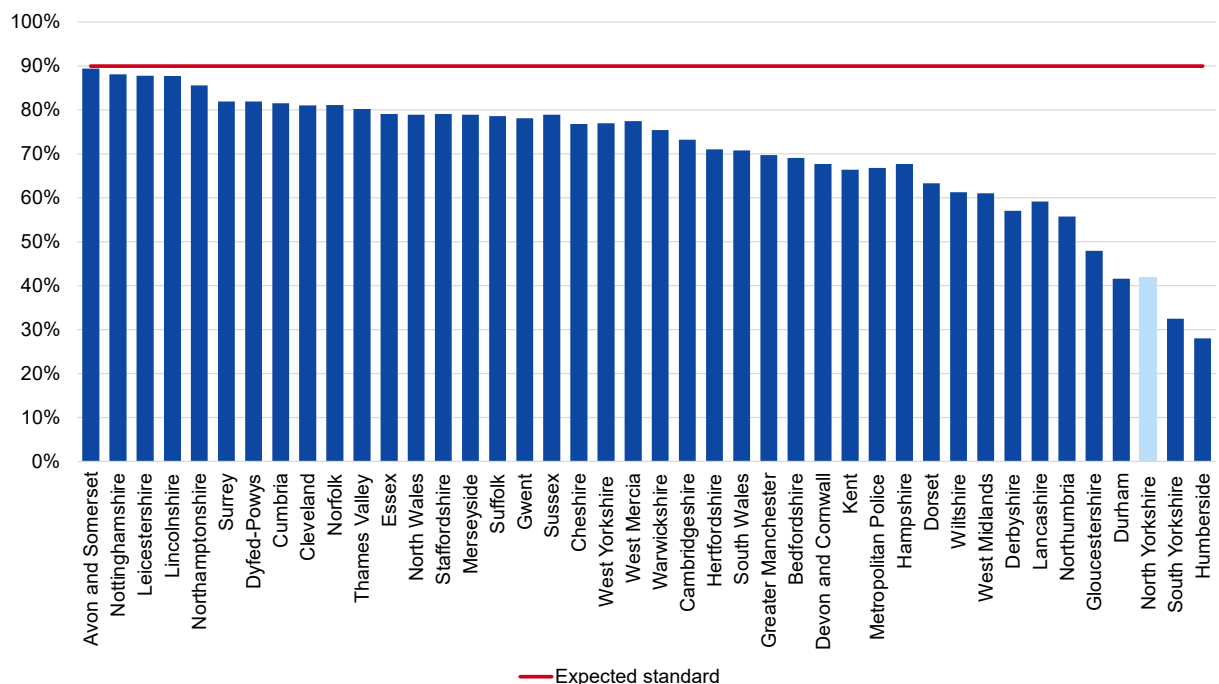
### **The force should improve the time it takes to answer calls for service**

On 31 May 2022, the Home Office published data on 999 call answering times. Call answering time is the time taken for a call to be transferred to a force, and the time taken by that force to answer it. In England and Wales, forces should aim to answer 90 percent of these calls within ten seconds.

We have used this data to assess how quickly forces answer 999 calls. We do acknowledge, however, that this data has only been published recently. As such, we recognise that forces may need time to consider any differences between the data published by the Home Office and their own.

The speed of answering 999 calls and the number of abandoned calls on the [101](#) system is poor compared to other forces. The force has told us that between February and December 2022, an average of 33 percent of all 101 calls were abandoned by the caller. Between 1 November 2021 and 31 July 2022, North Yorkshire Police answered 41.9 percent of 999 calls within ten seconds. This was substantially below the standard of answering 90 percent within ten seconds and was the third lowest proportion across all forces in England and Wales.

**Figure 1: Proportion of 999 calls answered within ten seconds by forces in England and Wales between 1 November 2021 and 31 July 2022**



**The force should ensure that call handlers use and correctly record structured initial triage and risk assessments to improve their identification of vulnerable and repeat callers. Risk assessments should be repeated where attendance is delayed or circumstances change**

The force completed structured initial risk assessments in 56 of 63 cases we reviewed, but on 13 of 55 relevant occasions the incident record didn't accurately reflect the information obtained. Checks to identify if the caller was vulnerable or a repeat victim weren't completed in, respectively, 5 of 67 and 15 of 68 relevant cases we reviewed. We also found that where attendance to an incident was delayed, or further information was received by the force, the risk assessment wasn't refreshed. This will help vulnerable and repeat callers to be identified, and inform the prioritisation given to the call and the most appropriate response.



**The force should review the effectiveness of its response to emergency and priority calls. It should consider whether its current approach provides an efficient and effective service which manages risk well for victims of crime**

The force doesn't have targets for response times for emergency or priority calls, but notionally it aims to arrive at an emergency in an urban area within 15 minutes and for a rural setting within 20 minutes. For a priority call the force aims to arrive within one hour. The force told us that officers arrived at 62 percent of emergency calls and 59 percent of priority calls within the notional time frames. While the force understands its call demand, it needs to review how it uses its resources to meet this demand.

## **Main findings**

In this section we set out our main findings that relate to how well the force responds to the public.

### **The force understands its daily demand and the associated risk and vulnerability**

The force has a daily management morning meeting in each of its operational areas to understand any risks to services. The leads for each of these areas then attend an online force-wide meeting to ensure that resources are allocated to the emerging issues of the day. This meeting was chaired by the duty superintendent who could, where required, move resources across the force. Since our inspection, arrangements have been reviewed and the governance of this meeting has been reinforced. The duty chief officer chairs this meeting to provide strategic oversight of the risks being managed by the force. The force would benefit from taking a longer-term view of how it allocates resources to meet current and predicted future levels of demand.

The force does benefit from mental health services working within its control room during busier times, and a 24-hour contact number to mental health specialists to provide advice to responding officers. This results in timely information from specialists being shared with officers to help them to reach better-informed decisions for people whose mental health conditions make them vulnerable.

### **Methods of online contact are limited**

The public can contact the force on its webpage, but other online methods of contact are limited. The use of online reporting is an opportunity for the force to reduce the number of telephone calls it receives and to allow a member of staff to potentially speak with more than one person at a time. We found that staff were looking at the online reports on an ad hoc basis, which delays both the assessment of risk and the response to the member of the public. This represents a missed opportunity to increase the efficiency of handling contact from the public.

**The force is attempting to improve its service to the public by resolving calls at first contact over the telephone**

The force has recently invested a considerable number of experienced officers into an initial enquiry team, which is designed to improve service to victims and free officer time by increasing the number of incidents resolved without the need for officers to attend in person. The team undertakes an initial investigation to a point where there is enough evidence to either question a suspect or close the investigation. A team of police community support officers is available to deal with calls relating to antisocial behaviour and to attend locations to collect evidence such as CCTV. The police officers for this team have been taken from other areas of policing and are a mixture of officers who are undertaking restricted duties and those who are unrestricted. The force would benefit from considering the efficiency and effectiveness of its whole approach to resolving calls raised by the public.

**The force has a large number of vacancies both in its control room and on response teams, which adversely affects services and staff welfare**

The occupational health unit's offer to support contact staff and response officers is positive, but inspection staff found that officers and staff don't feel that well-being is a force priority. The force told us that the control room loses 25 percent of its staff each year mainly because people don't wish to stay in the role. Its attempts to fill these vacancies hasn't been effective, placing more pressure on staff and encouraging further staff to leave. The force has recently changed its approach to recruitment in this area. Early indications are that this has had a positive impact on the number of applications for roles.

The uniform response teams have a large proportion of student officers and, as is the case in many forces, the increased training away from the work is reducing the numbers of officers available to respond to calls for service. Following the inspection, the force has reviewed its approach to training and placed additional student officers on the response teams.

# Investigating crime

Requires  
improvement

North Yorkshire Police requires improvement at investigating crime.

## Areas for improvement

### **The force needs to review its operating model for investigations and the resources required to meet the demand placed on it**

The force operating model for investigations, and the resources allocated to it, needs to be reviewed to assure the force that it has enough trained detectives to meet the demands placed on it. As of 31 March 2022, 79 percent of the force's 202 PIP2 roles were filled with accredited detectives. (A PIP2 detective investigates more serious and complex criminal investigations.) This represented a shortfall of 42 accredited detectives. With a limited plan to address this, there is a need to review the investigative operating model and associated governance.

### **The force needs to make sure that the requirements of the Code of Practice for Victims of Crime are complied with, particularly the completion of victim needs assessments**

The [Code of Practice for Victims of Crime](#) requires forces to carry out a needs assessment at an early stage to determine whether victims need additional support. The inspection team couldn't find a record that a victim needs assessment had been completed in 20 of 56 cases we reviewed.

**The force should make sure that there is an auditable record of the decision of the victim and their reasons for withdrawal of support. The force should make sure it documents whether evidence-led prosecutions have been considered in all such cases**

When victims withdrew support for an investigation, the force didn't consider progressing the case without the victim's support in 8 of 14 cases we reviewed. This can be an important method of safeguarding the victim and preventing further offences from being committed.

## **Main findings**

In this section we set out our main findings that relate to how well the force investigates crime.

### **The force is undertaking effective investigations, but there are areas to improve**

Our victim service assessment found that in 86 of 90 cases we reviewed, effective investigations were carried out. In 73 of 78 relevant cases reviewed, appropriate investigative opportunities were taken from the outset and throughout investigations. However, during our two recent inspections we have found examples of more serious investigations being undertaken by officers who aren't sufficiently trained to undertake them. This is mainly because the force doesn't have enough trained staff. The force is trying to resolve this by providing increased supervision from trained detective sergeants for specific crimes. This is placing significant pressure on all staff.

### **The governance and oversight of investigations needs further development**

The force has a good understanding of crime demand and an allocation policy which is based on threat, harm and risk. However, the force isn't using its understanding of crime demand to improve services, and its strategic oversight of investigations requires improvement.

In 2018, the force reviewed the resource required for investigations and increased the number of detectives accordingly. However, since then, the force has never been fully resourced, nor has it further reviewed the number of resources required in this area. The approach across the three area commands is inconsistent, resulting in different levels of service being provided to victims across the county. Managers and staff criticised the practice of investigators working across all types of crime rather than in specialist areas.

Inspection staff found that the investigation hubs were a good approach that created a positive learning environment, where detectives worked with uniformed officers who were seeking to become detectives. But this approach wasn't consistent across the force. There was a frustration from staff that senior officers weren't addressing the challenges experienced by investigators and this was making their role more difficult. Despite this, the officers and staff are working hard to mitigate the impact of this ineffective governance. The occupational health unit was working closely with investigation staff who clearly needed support, but many staff didn't engage as they described being too busy to do so.

The force has adopted a new performance approach, which is led by the deputy chief constable and results in senior officers reviewing how they provide services to then make improvements. One performance meeting was focused on the response to serious sexual offences. This identified that a previous decision to stop training had resulted in insufficient trained officers to deal with the initial reports of these crimes. The training has now restarted to improve the initial response.

### **The force needs to reduce the backlog within its digital forensic unit**

The force has invested to increase the staffing within its digital forensic unit and to update the technology it uses to examine the content of mobile phones and computers linked to investigations. The inspection team identified that the force had a 12-month backlog in these digital lines of inquiry, resulting in delayed investigations that adversely affected victims. In April 2022, the increased staffing for the digital forensic unit was approved, but in October 2022 it was still not fully resourced due to delays in recruitment and further staff resigning. The force has a plan to address these vacancies and to work with existing staff to discourage them from leaving for jobs in the private sector.



# Protecting vulnerable people

Requires  
improvement

North Yorkshire Police requires improvement at protecting vulnerable people.

## Areas for improvement

### **The force should review its operating model for protecting vulnerable people and the resources required to meet the demands placed on it**

The force approach to investigations relating to the protection of vulnerable people needs to be reviewed. The force has adopted a generalist approach to investigations as opposed to smaller specialist teams. The force should review this area to provide assurance that its approach is resilient and has the required capability and capacity to meet the demands placed on it.

### **The force needs to improve its strategic oversight of how it protects vulnerable people**

The force has an established vulnerability board, but at the time of our inspection this hadn't met in over six months. This board is responsible for the oversight and strategic direction of the force approach to protecting vulnerable people, ensuring resources are aligned to meet the demands placed on it. The absence of this board for this prolonged period reduces the force's ability to assure itself that its services are efficient and effective in this area.

## Main findings

In this section we set out our main findings that relate to how well the force protects vulnerable people.

### **The force has a good understanding of the nature and scale of vulnerability, but it fails to use this insight to ensure that resources are allocated to meet this demand**

Protecting vulnerable people is strategic priority for the force and is in the [police and crime plan](#). The force has a good understanding of the nature and scale of vulnerability, which is informed by partner information and included in its force management statement. However, the force fails to use this insight, and resources aren't aligned in a way that meets the demand, which reduces the resilience of the force's approach. The inspection team saw the negative personal impact on staff at all levels caused by inefficient working practices and large numbers of vacancies. The absence of an effective vulnerability board has allowed this position to worsen, without senior officers being fully aware of the risks and impact on their ability to protect vulnerable people.

### **The force does provide ongoing safeguarding support to victims, but there is no strategic oversight of these services**

The force provides ongoing safeguarding support to vulnerable victims and recognises where there is a risk of harm. Staff have been given training to speak with children when they attend incidents, to ensure their voice is captured and the impact of the incident on them is understood. The force is introducing more detailed child protection training to officers in response to the [National Child Protection Inspection \(NCPI\)](#).

The force is proactive in its use of ancillary powers, such as domestic violence protection orders and the [domestic violence disclosure scheme](#). Trained safeguarding staff review incidents to see where these powers can be proactively used. The inspection found good use of these powers and [positive action](#) where there were breaches.

The force has piloted Project Shield, which the inspection team has identified as good practice. This scheme enters all [non-molestation orders](#) onto the [Police National Database](#), so if a victim who is usually resident in North Yorkshire is elsewhere in the country, the local police force can directly access details of the non-molestation order.

The NCPI identified ten separate areas where the force needs to make urgent improvement to the services it provides. A [gold group](#) chaired by the deputy chief constable has been created to manage the force response to the recommendations made after the NCPI report. There remain areas that require further development following this inspection, which is reflected in the force action plan. These areas include the force response when children are reported [missing](#). While the approach has been reviewed and training has been given, there is still more to do to consistently

improve the response. The force should work to raise awareness of criminal exploitation – this will help officers and staff to understand why people should be supported as victims and not pursued as offenders. This will challenge perceptions that mean staff fail to understand exploitation and instead describe people as engaging in dangerous lifestyles. If staff don't understand exploitation, they will miss the vulnerability of those who are being criminally exploited, and options to make people safer won't be fully explored.

### **The force benefits from good partnership working**

Protecting vulnerable people is the core theme of the force tasking meetings, which are attended by local partners including local authorities in the force area. The inspection team found significant evidence of meaningful partnership working, including established [multi-agency safeguarding hubs](#).

[Multi-agency risk assessment conferences](#) are established, with positive engagement from partner organisations. These conferences follow the nationally recognised [SafeLives](#) guidance when considering [domestic abuse](#) cases.

# Managing offenders and suspects

## Adequate

North Yorkshire Police is adequate at managing offenders and suspects.

### Areas for improvement

**The force should improve its performance monitoring and supervisory oversight of the management of registered sex offenders. Supervisory reviews should be tailored to each particular case and set clear direction and actions to manage risk**

The force needs to improve its performance monitoring of the management of registered sex offenders to help supervisors to understand where visits to or assessments of these offenders haven't been completed in the required time frames. The inspection team found that each offender manager self-regulates their own workloads and schedules their visits and assessments, resulting in an inconsistent approach. The risk caused by this inconsistent approach is increased as there is no clear way for supervisors to identify what visits or assessments are due or indeed overdue.

**The force should improve the way it records its visits and associated actions around the management of registered sex offenders to ensure it can demonstrate that it complies with authorised professional practice**

The inspection team found that officers who manage registered sex offenders were visiting the offenders alone and on an announced basis. This isn't in line with [authorised professional practice](#). The guidance suggests that two staff should undertake these visits, which should be unannounced wherever possible in line with best practice. This ensures officer safety, supports the quality of home visits and reduces the risk of manipulation by the offender.

## Main findings

In this section we set out our main findings that relate to how well the force manages offenders and suspects.

### **The force is effective in apprehending and managing suspects and offenders to protect the public from harm**

The force takes a risk-based approach to arresting outstanding suspects. The three areas hold daily management meetings each morning, which review the previous day's activities and plan for the day ahead. They discuss the management of suspects and wanted offenders, who are prioritised based on the risk they pose to the public. Suspects considered a higher risk, or who have been difficult to arrest, can be escalated to the force's daily management meeting so force-wide resources can be deployed to arrest them.

The force uses [bail](#) and the alternative of [released under investigation](#) effectively for suspects, with a focus on the threat, risk and harm from the circumstances of the investigation.

### **The force has an established programme for integrated offender management**

The force's approach to [integrated offender management](#) follows the guidance from the [College of Policing](#). It benefits from a good working relationship with the probation service to identify offenders to be managed to reduce their offending. Offenders are selected using a scoring system that considers how recent, frequent and serious the offending was and how many victims were affected. The force has identified a 19 percent reduction in offending by those on the programme. The force has now appointed a dedicated sergeant to lead the approach to integrated offender management, which will be beneficial.

### **The force effectively risk assesses registered sex offenders, but would benefit from clearly recording police activities to reduce risk**

The force uses a nationally recognised risk assessment tool for the management of registered sex offenders. The risk assessments are completed by trained staff, and were found to be detailed and identified potential risk areas to monitor. The risk management plans were found to be generally clear in structure, but some changes should be made to improve quality and consistency. The police activities to reduce risk weren't always clearly documented. The absence of effective supervisory oversight and performance management, with the need to improve recording and consistency, does make this an area that the force should focus on.



All breaches of registered sex offender [notification requirements](#) or breaches of order are recorded. The force uses polygraph technology and benefits from two dedicated digital media investigators to support the examination of devices belonging to offenders, enabling early identification of further offending. The force would benefit from reviewing the equipment (including vehicles) provided to staff to support the management of registered sex offenders to improve the efficiency of their approach.

**The force has a dedicated team dealing with all online child abuse. The force would benefit from reviewing how this team shares information with multi-agency safeguarding hubs**

The force has a dedicated team dealing with all online child abuse. When dealing with these investigations, its preferred approach is to promptly arrest the suspect and not to wait for them to attend a police station voluntarily. The team is able to undertake research and develop [intelligence](#) about suspects. The caseloads within the team are manageable. The force monitors these investigations, so that the level of risk and the speed of enforcement action can be managed.

The team told the NCPI that it had agreed with social care services that it wouldn't share information until enforcement action had been taken. The force should review this approach because any delay in sharing information potentially delays opportunities to safeguard vulnerable people.

The online abuse team relies on the digital forensic unit to download data from mobile phones and computers to be used as evidence. The digital forensic unit has delays of approximately 12 months, and these delays are slowing down investigations. This is compounded by the fact that the equipment used to assess the information obtained from computers is old and slow, which hampers investigations further.

## Disrupting serious organised crime

We now inspect [serious and organised crime \(SOC\)](#) on a regional basis, rather than inspecting each force individually in this area. This is so we can be more effective and efficient in how we inspect the whole SOC system, as set out in HM Government's SOC strategy.

SOC is tackled by each force working with [regional organised crime units \(ROCUs\)](#). These units lead the regional response to SOC by providing access to specialist resources and assets to disrupt [organised crime groups](#) that pose the highest harm.

Through our new inspections we seek to understand how well forces and ROCUs work in partnership. As a result, we now inspect ROCUs and their forces together and report on regional performance. Forces and ROCUs are now graded and reported on in regional SOC reports.

Our SOC inspection of North Yorkshire Police hasn't yet been completed. We will update our website with our findings (including the force's grade) and a link to the regional report once the inspection is complete.

# Building, supporting and protecting the workforce

## Requires improvement

North Yorkshire Police requires improvement at building and developing its workforce.

### Areas for improvement

**The force should develop an effective workforce plan, with strategic oversight that aligns resources with the right skills to meet the demand likely to be placed on policing services**

The force has a basic understanding of the numbers of people it needs to recruit, but its approach to recruitment isn't effective. The force needs to develop its understanding of what resources and skills are required to meet the future demands on policing services. It should then develop a plan to achieve this. The current recruitment approach is failing to fill vacancies, which is placing increased pressure on existing staff and resulting in fewer officers and staff providing policing services.

**The force should improve its understanding of staff well-being to develop a detailed well-being plan**

To develop a more detailed well-being plan and better support the workforce, the force needs to better understand the well-being of its workforce using a range of engagement methods. The force hasn't undertaken a staff survey in the last two years, which is limiting its understanding of staff well-being. The force should consider undertaking a staff survey. The occupational health unit has a new patient record system that will identify what causes people to seek help from this service. This information should be used to inform the well-being plan that the occupational health unit is developing for the newly formed well-being board.

### **The force should improve its preventative focus on the well-being of staff to better support staff**

The inspection found officers and staff who were struggling with their workloads and the demands placed on them. We found people working excessive hours, regularly not taking rest days and carrying high or complex workloads. The force doesn't have enough measures in place to help prevent stress and poor well-being. For example, it isn't effectively monitoring workloads and working hours or identifying where staff are at risk of burnout. The force relies on supervisors identifying this risk, but it has large numbers of staff acting up in the next rank and a high turnover of supervisors, making this approach unlikely to be effective.

## **Main findings**

In this section we set out our main findings that relate to how well the force builds and develops its workforce.

### **Officers and staff are proud to serve the communities of North Yorkshire**

We found that staff were proud to serve the communities of North Yorkshire and that there was a sense of belonging within the force, particularly when they spoke about their teams. But there was a consistent theme of frustration from staff at all levels about raising issues with senior leaders and nothing ever changing as a result. Staff raised communication within the force as an issue. We found many examples of force-wide communications to staff, but it was clear that staff didn't pay attention to them as they were focused on their tasks that day and disengaged from this type of communication. The force should consider how it communicates information to the workforce to ensure reasons for changes are fully understood and enable greater involvement.

### **The force has restarted its work to make its workforce more representative of the communities it serves**

The force previously had a dedicated team working to increase the diversity of the workforce, promote equality in the workplace and to make the force more inclusive. However, with the changes to their people services, this work was paused for over 18 months. The deputy chief constable has recognised the gap and has overseen a new strategic approach, developed an effective operational plan and provided enough resources to lead this work. The force has stated that it has seen an increase in the diversity of people applying for the most recent round of recruitment for police officers. The increase in applications for roles is positive, particularly following previous recruitment campaigns that have been unable to identify suitable candidates to fill the vacant roles. However, this is yet to translate to a more diverse cohort of new police officers joining the force. In the year ending 31 March 2022, 1.7 percent of police

officer joiners to North Yorkshire Police were from an ethnic minority background. This was less diverse than the 2.4 percent of officers in the force from an ethnic minority background (as of 31 March 2022).

### **The force has promoted the code of ethics and an ethical culture**

The deputy chief constable chairs the ethics board made up of representatives from throughout the organisation, supported by the ethics strategy and delivery plan. Each of the departments and divisional areas has a vision group, which considers local issues affecting local staff. These will be discussed by the group and escalated, where appropriate, to local senior officers and to the force-wide board for discussion. One example of the discussion related to how staff were coping with the cost-of-living crisis and what the force could do to offer support.

The force is providing training to supervisors to improve their leadership skills and to help them have difficult conversations with staff, focused on improving standards and performance. We also saw the [professional standards department](#) using reflective practice to improve how officers and staff discharged their duties.

### **The force has invested in the policing education qualifications framework**

The force was an early adopter of the [policing education qualifications framework](#) and has developed its approach with the Open University. The courses have been developed for the Police Constable Degree Apprenticeship and more recently the Degree Holders Entry Programme. The transition to the policing education qualifications framework was completed within the College of Policing time frames. The force has methods in place to monitor the progress of officers from the start of the programme. It can demonstrate its understanding of the supportive interventions required to ensure students improve and maximise attainment in scored assessments.

The force has described considerable pressure on response due to the increased proportion of training abstractions for officers on the programme. Since the inspection, the force has reviewed the secondments for student officers and removed the non-essential elements, resulting in an increase in officers available for response duties. This change in approach has also enabled the movement of experienced officers from the response teams to their investigation teams.



## Vetting and counter corruption

We now inspect how forces deal with vetting and counter corruption differently. This is so we can be more effective and efficient in how we inspect this high-risk area of police business.

Corruption in forces is tackled by specialist units, designed to proactively target corruption threats. Police corruption is corrosive and poses a significant risk to public trust and confidence. There is a national expectation of standards and how they should use specialist resources and assets to target and arrest those that pose the highest threat.

Through our new inspections, we seek to understand how well forces apply these standards. As a result, we now inspect forces and report on national risks and performance in this area. We now grade and report on forces' performance separately.

North Yorkshire Police's vetting and counter corruption inspection hasn't yet been completed. We will update our website with our findings and the separate report once the inspection is complete.

# Strategic planning, organisational management and value for money

## Inadequate

North Yorkshire Police is inadequate at operating efficiently.

### Cause of concern

North Yorkshire Police does not have adequate governance in place.

#### Recommendations

Within three months, North Yorkshire Police should:

- make sure that senior leaders have effective oversight of the force's enabling services and the current challenges associated with capability;
- develop an effective workforce plan so it can provide a service that meets the policing needs of the community, now and in the future; and
- develop and align departmental operational and strategic plans that are informed by accurate information and a detailed performance framework.

Senior leaders in the force haven't had enough oversight of the impact that failures in this area are having on performance and management. The structures currently in place for control of the function aren't effective. At the time of our inspection, the force was still working on producing its performance plans and there were significant challenges in its enabling function. These problems were hampering service delivery.

We were told that the force had focused on implementing its command and control changes, but we found that senior leaders in the force hadn't had enough oversight of how it provides enabling functions. It had also failed to make sure that good governance and planning arrangements were in place to drive efficiency and effectiveness in relation to policing priorities. For example, the police fleet hadn't been supported by an effective replacement strategy, which necessitated vehicles being taken off the road for safety reasons. The force put no interim plans in place to support its workforce in providing everyday policing services.

The lack of an effective workforce plan is reflected in several areas where demand challenges are creating workforce pressures and a lack of resource is hampering service delivery. This includes the control room and investigations. It has created uncertainty and hindered effective decision-making in relation to where the force needs to invest to support current and future demand.

The inspection found that the workforce lacked confidence in senior leaders to address the concerns that have been raised about specialist areas. At the same time the workforce lacked effective back office support, such as IT and analysis. This is creating a disconnect with the wider workforce leading to a lack of confidence and support across the force. The force shares enabling functions such as HR, IT, vehicle fleet management, estate management and business insight with North Yorkshire Fire and Rescue Service and the office of the police, fire and crime commissioner. At the time of the inspection, it wasn't operating as effectively as it could and this was having a marked effect on the force's operational performance. Senior leaders haven't been carrying out effective oversight and governance of systems which are essential to providing effective police services.

In addition, it wasn't clear whether the force had made enough progress on its policing priorities or the police, fire and crime commissioner's operational and strategic priorities contained in the police and crime plan. It isn't clear how the force can effectively provide these requirements while it faces capacity challenges in areas such as response policing, neighbourhood policing and investigations.

The failure to provide enough oversight and governance of its enabling functions and performance means the force is failing to provide the standard of service that the community, including its most vulnerable people, expects and deserves.

## Areas for improvement

### **The force should use its available data to develop a detailed understanding of demand and use this to improve the efficiency and effectiveness of its allocation of resources**

The lack of a comprehensive understanding of demand is affecting how the force uses its resources. This is creating demand and pressures elsewhere, which the force is failing to address. For example, the force doesn't have enough trained staff to deal with more complex and serious investigations which is affecting the communities it serves. The force has substantial data about people who are vulnerable to crime and the demand this is likely to create, which it could use to direct resources effectively. But it makes only limited use of this information, resulting in resources being allocated ineffectively.

Officers are working excessive hours, the force is overspending on overtime and there are no clear plans in place to understand and manage current demand.

### **The force must make sure it has the capability and capacity it needs to manage demand**

North Yorkshire Police is focused on managing current demand and doesn't demonstrate a wider awareness of the impact that moving resources is having on other areas.

The unintended consequence of the transfer of the workforce from one area to another results in the movement of workloads rather than a solution. For example, the movement of neighbourhood officers to support response teams means neighbourhood and prevention activity doesn't take place. The force doesn't effectively measure the abstraction rate, it has no information regarding skills and capabilities and is unable to track specialist skills effectively. We found staff working excessive hours with high demand. The force doesn't understand how often this is happening and the true impact.

There is a lack of investment in developing capability to meet demand. For example, the force told us it currently has 217 people in temporary promotion positions. There is insufficient supervisory and leadership training, which is worsening the force's core services.

**The force should review its IT to make sure it can provide what is required to improve services to the community and improve efficiency for staff**

During the inspection we found that force systems hadn't been updated, which presented risk to the organisation and victims. The introduction of its information management system ([NICHE Universal](#)) left staff critical of the training and support programme, which resulted in simple tasks taking longer to complete. The command and control system has been prioritised to answer the challenges the force has in response, but other areas of IT have been delayed, such as body-worn video replacement, and these are significantly affecting wider demand in areas such as investigations.

The force has many ongoing IT projects which haven't been prioritised effectively and it lacks the staff to deliver what is required. This means it is unable to deliver what the public and workforce need.

The force doesn't always check that IT systems or equipment it buys are being used and adding value, nor was the force making it clear who is responsible for its management and use. This means productivity wasn't effectively managed.

## **Main findings**

In this section we set out our main findings that relate to how well the force operates efficiently.

**The force lacks an understanding of future demand and lacks effective plans to make sure it has the right resources in place to meet future needs**

The force has an understanding of future demand based on previous and current data. It doesn't have plans in place to ensure it has the capability and capacity to meet the changing nature of future demand, such as cyber-enabled crime. The force doesn't have an effective understanding of the current skills of the workforce, nor the learning and development needs of its staff.

Overall analysis should be improved, and a comprehensive workforce plan is required to make sure that the force has the capacity and capability to meet future demand, specifically in areas such as investigations.

The number of detectives in the force is insufficient to meet demand and this has been a problem for the force since 2018. There are vacancies in investigation teams that manage more serious and complex investigations. This is in addition to response teams being under-resourced. The force has been aware of these gaps and has a plan to increase the number of staff, but it doesn't have enough tutors to support their development.



The lack of investment or supporting plans has placed additional pressure on the existing workforce. Detectives are required to support inexperienced staff working towards their accreditation on top of their own workload and this isn't sustainable.

**The force financial plan is balanced but lacks detail on how the force will meet its future demands**

There is a good level of fiscal management in the force; the force is well funded and has reported year-on-year underspends. The force acknowledges that this needs to be addressed. Despite the available funds, the force isn't making sufficient progress on its priorities due to the challenges it has. This means that the communities in North Yorkshire receive less policing than they have paid for. The failure in service delivery presents a risk to future funding through precept (income from local council tax). The force confirms that in 2021/22 it will deliver a balanced budget, that there is sufficient capital financing to deliver its plans for the year, that it holds sufficient reserves and that the council tax precept rise is in line with Government thresholds.

The force is a high precept force, receiving 44 percent of its total funding for 2021/22 through local precept, and isn't as challenged as others in relation to its finances. The force states it needs to save £825,000 for the period 2022/23 and has identified savings of £500,000 for that period. Based on these figures provided by the force, it needs to make further savings of £325,000. The identified potential savings of £500,000 are made through budget adjustments and include areas such as staff vacancy management. We found little evidence that a detailed efficiency plan was in place.

Without detailed planning it isn't clear how the force can assure itself that its finances are being used in the best interest of the communities of North Yorkshire. The force will need to continue to balance an underspend while seeking increases in precept, so will need to produce a more detailed public report on future demand and investment.



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**Extract from Minutes of Meeting held by North Yorkshire Police, Fire & Crime Panel  
on 21 July 2022**

**6.5. HMICFRS National Child Protection Inspection of North Yorkshire Police (item deferred from May 2022)**

Considered –

The Commissioner's report regarding the response to the HMICFRS national child protection inspection report, published in March 2022.

The Commissioner highlighted both her and the Chief Constable's disappointment at the report but that the areas identified for immediate action have been addressed and other areas are underway. The Commissioner is holding a Public Accountability Meeting later today to update on this issue and to enable the public to ask further questions. The Commissioner feels assured that everything is being done to protect children in the force area.

Members highlighted concern by the low standards of some of the investigations referenced in the report and that some were also supervised badly. It was also noted with concern that the service is relying on distance learning packages to train officers. It was further identified that a Direct Entry route may mean officers becoming involved in investigations with little or no prior policing experience.

In response to these concerns, the Chief Constable advised that North Yorkshire Police are looking at Direct Entry for detectives from next year. Entrants now spend a more significant period of time in hubs in CID learning about investigations. Additionally, it was highlighted that there are specialist detectives working in agencies such as HMRC who can join the police service and do a very competent job at investigations without any prior policing experience. It was clarified that every officer receives face-to-face training on investigations and some interactive follow-up training is done remotely.

The Commissioner was asked about how the inspectorate's recommendations regarding embedding the voice of the child more in investigations is being taken forward. The Panel heard that the Youth Commission have been part of this process. The police now ensure that it is not only specially-trained officers who interview a child but that all officers receive training and have an aide memoire on signs to look out for in a house call generally that might suggest neglect or abuse for example. The Chief Constable advised that she would welcome further conversations with partner agencies around how quickly intelligence is being acted upon when it comes in as protection requires a swift partnership approach.

The Commissioner was asked whether she is reassured that there is sufficient capacity and adequately skilled officers to take on investigations. The Commissioner acknowledged gaps in resourcing but that every effort is being made to ensure this is the focus. The Chief Constable highlighted that around a third of detective posts are currently vacant in the service, but that officers can retire and re-join the service and they are looking at ways to retain people in the organisation. It is no longer possible to allocate someone to an investigation without the requisite skills.

The Commissioner was asked about the timescales for a repeat inspection by HMICFRS. The Panel were advised that HMICFRS have indicated that they are already assured at the initial response to the report but it isn't known when or how long the inspection will take. A full PEEL inspection will take place in the autumn.

**Resolved** – That the Panel:

- (a) Notes the report provided; and
- (b) Receives an update report from the Commissioner in six months' time.





# **National Child Protection Inspection Post-Inspection Review**

**North Yorkshire Police  
5–16 December 2022**

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# Introduction

## Our 2021 inspection

In November 2021, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) inspected how well North Yorkshire Police keeps [children](#) safe. We made ten recommendations in the [North Yorkshire – National child protection inspection](#) report.

In December 2022, we returned to the force to undertake a post-inspection review.

During this inspection we:

- examined force policies, strategies and other documents;
- interviewed senior leaders, managers and spoke with frontline staff; and
- audited 33 child protection cases (11 cases were good, 8 required improvement and 14 were inadequate).

## Summary of findings from the 2022 post-inspection review

After we published our 2021 inspection report, North Yorkshire Police made an action plan to co-ordinate work to improve its child protection services.

Leaders established a [gold-silver-bronze](#) structure to allocate management responsibility and strategic oversight for all aspects of the action plan. We found the force had made some positive progress but not all the actions were fully implemented and completed.

During our inspection, the force held the first meeting of its new vulnerability board. Positively, this meeting's agenda included themed [vulnerability](#) topics, such as [missing](#) children, and gave the assistant chief constable and senior managers an opportunity to scrutinise the quality of the force's responses to risk in these areas. The force is clearly committed to using this forum to help it be more effective in how it protects children.

North Yorkshire Police collects performance data about crime, incidents and responses. This information is available on force systems. The force also has an intelligence capability and analysts. But managers aren't making best use of this data to understand demand and allocate resources to deal quickly with problems.

The latest force exploitation profile is dated September 2020. This means much of the information is too dated to be of use.

The lack of qualitative information from the force systems means leaders and managers can't be sure of the progress staff are making against priorities. For example, in improving investigations or managing the risk of registered sex offenders.

Officers aren't always using systems effectively to support routine operational work. For example, automated systems aren't used to tell schools about pupils affected by [domestic abuse](#) incidents. And there can be delays in telling the local authority when a missing child is returned home. We also saw officers completing paper booklets about risks to children who had run away from home, rather than using electronic systems so the information can be seen immediately by other staff.

Staff have reacted positively to [vulnerability training](#), and we found control room responses to calls where children may be vulnerable had improved.

But not all decisions in the [force control room](#) about incidents with vulnerable children are fully supported by [intelligence](#) from force systems. This is because specialist intelligence officers aren't included in the current control room arrangements. And it means some risk assessments are incorrect. So, there are delays in getting the right response to vulnerable children. This is also reflected in how some missing children investigations are allocated to area-based officers who don't always have the resources to assess risk and act quickly.

Leaders have prioritised training to help their workforce understand why it is vital to speak to children and record their views. Staff we spoke to have enthusiastically adopted the AWARE principles. They told us it gave them a clear structure and helped them record their concerns in better detail. This approach is also praised by senior managers from both local authorities.

### **AWARE principles**

A checklist to encourage staff to develop their professional curiosity and record information about children's vulnerability in a structured way.

- A – appearance;
- W – words;
- A – activity;
- R – relationships and dynamics; and
- E – environment.

There has been a notable increase in the quality and number of referrals for children to the local authorities. But even so there are no delays in the system. The force's own review of all these reports means that good quality information about risk and vulnerability is shared with the [safeguarding](#) partnership at an earlier stage. This is [promising practice](#).

We are concerned about delays in the force's [digital forensic](#) unit (DFU) and that some complex investigations into online sexual abuse of children are allocated to inexperienced officers. There are delays in some online indecent image investigations before referrals are sent to partner agencies. This means that these children can remain at risk unnecessarily.

The supervision of most investigations has improved and the force has introduced a new template to structure this. But more work is needed to make sure that investigations remain focused on the best results for the children involved and that all safeguarding concerns are addressed.

The force's offender management unit (OMU) hasn't improved its operational practice enough. Registered sex offenders in the community need careful and professional management by the police and statutory partners. The force follows national guidance and [College of Policing](#) approved professional practice. But we found significant weakness in the way this team operated.



# Initial contact

## Recommendations from the 2021 inspection report

We recommend that North Yorkshire Police immediately reviews its processes regarding incidents relating to child protection, paying particular attention to how control room staff make decisions on officer response.

We recommend that within three months North Yorkshire Police acts to make sure officers obtain and record children's concerns and views (including noting their behaviour and demeanour). This will help influence the decisions the force makes about them.

## Summary of post-inspection review findings

Control room staff have been given focused training, which has improved the understanding of the [voice of the child \(VoC\)](#) and [THRIVE assessments](#) for missing children.

There is good supervision of calls and responses to vulnerable children and those reported as missing. Supervisors manage and review control room processes and give feedback to staff.

But control room decisions and responses to vulnerable children still need to be better informed by intelligence and information held on force systems.

The force is training its workforce to use the AWARE principles and substantially improving the quality of how they record the VoC. As a result, the number and the quality of referrals for vulnerable children to safeguarding partners have increased. But supervisors and line managers don't check their staff's [public protection notice \(PPN\)](#) reports.

## Detailed post-inspection review findings

### The force has improved control room practice and supervision

We inspected how control room staff and supervisors responded to calls where there were concerns for children. We found they made good quality risk assessments and allocated incidents to response staff without delay. Decisions are recorded on force systems and are clearly focused on getting positive outcomes for children. We saw effective supervision and improved processes, which are helping staff respond better to vulnerability and assign appropriate responses to calls for help. In one case we saw an effective escalation to a detective inspector, who immediately reviewed the incident. They told officers to preserve the crime scene and protect another vulnerable person.

Managers have introduced 'power hour' training for control room staff. This makes sure that staff are trained in key subjects without having to wait for formal training days. And it avoids removing them from their main role for long periods. Specialist officers also provide training and guidance about responding to risk for control room staff and supervisors.

Control room staff told us VoC training was informative and helped them in their roles.

We also saw control room staff identifying vulnerability and risk for children and then appropriately grading responses to incidents. They use THRIVE assessments effectively. When new information is received about ongoing incidents, the THRIVE assessment is repeated. This means good decisions can be made quickly to assign officers to calls about children at risk of child [sexual exploitation](#) (CSE) or when children are reported as missing.

Control room managers complete monthly call monitoring, including at least two child protection cases.

The force has introduced a new policy that means control room staff can't downgrade calls without a supervisor's approval. And calls where there are concerns for a child's welfare aren't assigned to the force's initial inquiry team, as these staff don't have the necessary skills to deal with these incidents. Positively, the force doesn't use a diary appointment system for responses to vulnerability incidents. But we were told this policy is under review.

### **Control room staff give a better response to reports of missing children**

Call handlers should complete missing child questionnaires and THRIVE assessments for all missing children. This includes initial intelligence research of force systems to establish risks, warning markers or other information to help find the child quickly. But we found that records holding detailed information to help find missing children weren't always clearly accessible on the force's systems. This means vital information isn't always used to assess risk correctly. Or, used by officers to find children without delay.

Control room staff send all reports of missing children and calls about concerns for the safety of children to the force incident manager (FIM) for review and grading. FIMs review the quality of assessments and record decisions and supporting rationale. They feed back to staff about the quality of the initial reports and assessments.

Missing children are graded as either high or medium-risk. High-risk children are assigned immediate responses.

Medium-risk children are given a priority deployment. They are assigned to area critical incident inspectors (CIIs) who are then responsible for each missing child's investigation and safeguarding approach.

### **The force still needs to improve some control room practice**

Control room managers told us that their training is focused primarily on improving responses to incidents of missing children. They acknowledged more training was needed to improve responses for children at risk of CSE, child criminal exploitation (CCE) and online abuse.

We found call handlers weren't always telling callers how to keep evidence secure on their mobile devices when they or their children were victims of online abuse.

We also found that control room staff didn't always use information held on force systems to inform risk assessments and allocation decisions. This means that sometimes responding officers aren't aware of important information about risk and vulnerability when they need it.

Force leaders also haven't established a specialist 24/7 intelligence capability. This is a weakness and means it isn't always able to quickly understand the full extent of risk and act appropriately.

## **The force has introduced the AWARE principles to give its workforce guidance about the voice of the child**

All staff must use PPN templates to record children they are concerned about and to make referrals to local authorities about them.

Frontline staff and their supervisors have been trained by specialist officers in scheduled [continuing professional development](#) days. VoC training has been prioritised. This includes how to use [body-worn video](#) to record children's demeanours, their home circumstances and their views.

Detailed guidance on the force intranet supports this training. This includes a helpful video based on a police response to a domestic incident that is reported by a child.

The intranet also has accessible information to help the workforce respond better to children in different scenarios. For example, when they are missing or at risk of exploitation. It reinforces force policy about staff recording their observations of children's vulnerability and making appropriate referrals using PPNs. Hyperlinks are given to detailed PPN guidance and two example proformas are easily found on the system.

### **Case study: officers identify vulnerable children and act to protect them**

Officers responded quickly when a woman called the police after her partner assaulted her in their home.

The partner was arrested. The officers used body-worn video to record the scene, the woman's injuries and the voices of the children in the household. They took a statement of complaint and made a referral for the children using a PPN that contained details about the children's demeanours and their living conditions. This information was shared with the children's schools, local authority early help services and domestic abuse support workers.

The officers' supervisor gave clear direction and instructions on safeguarding. This included obtaining a [Domestic Violence Protection Notice](#). The offender was [bailed](#) with conditions in place to protect his family. Enquiries were also made with the housing provider to gain help and support for the victims.

### **A specialist team checks the quality of police referrals before they are shared with safeguarding partners**

The force's vulnerability assessment team (VAT) check every PPN. They told us that use of AWARE principles has improved officers' recording of the VoC. When AWARE isn't used, VAT staff contact the reporting officers to get the missing information and remind them of the force policy.

Overall, we found a much-improved approach to understanding children's vulnerability. But staff aren't yet consistently using the AWARE principles or identifying all vulnerable children. For example, we saw some children at risk from online abuse weren't included in PPNs when they should have been. This may be because the force doesn't require line managers or supervisors to check the quality of PPNs before they are completed.

This means the force now sends better information to its safeguarding partners. And this helps professionals understand more clearly and quickly what services are needed to help children.

Children's social care managers told us the improved quality of information in the PPNs helps them to work better with families. And the force told us it recently received feedback from a North Yorkshire social care manager who said:

"It's really positive that the child's and parent's views are now being recorded, and how consideration has been given to the impact on the family. I feel that should a child or parent in the future wish to see their files and see this new format they will feel valued and supported by the police. Thank you for the positive changes that are being made for the families in North Yorkshire."

The number of PPNs the force is sharing with safeguarding partners has substantially increased. Partners haven't told the force that these are inappropriate or unnecessary. Therefore force leaders can be confident that their investment in staff training is working. Officers are using vital information about vulnerable children to reduce risk. And so, early help and child protection measures can be implemented before crisis is reached. This is promising practice.

# Assessment and help

## Recommendations from the 2021 inspection report

We recommend that North Yorkshire Police immediately improves its missing children arrangements and practices. This is to make sure:

- its response is consistent with the risks it identifies; and
- its supervision of those inquiries is effective.

It should include a review of how it records incidents involving missing children. And it should make staff more aware of:

- their responsibility for protecting children reported missing from home, especially where this happens regularly;
- the importance of investigating where a child has been, and who with;
- their responsibility for conducting and recording safe and well checks when children return home; and
- the importance of sharing information with partner organisations.

We recommend that North Yorkshire Police immediately starts working more closely with its safeguarding partners, and that it reviews the structure and practices of its multi-agency risk management meetings, specifically about children at risk of exploitation.

We recommend that within three months North Yorkshire Police reviews its referral processes and supervision. This is to make sure it identifies risk to children effectively and shares the right information with the right people at the right time.

## Summary of post-inspection review findings

The force's response and assessment of risk for missing children is inconsistent. Inquiries to find them aren't always effective enough and safeguarding action isn't always prioritised. The force's specialist missing team is under-resourced and officers use inefficient processes to record information about vulnerable children.

Information about missing children's vulnerability and risks to them is still not consistently recorded on force systems.



The force works with its safeguarding partners to reduce risks of exploitation to vulnerable children. In both local authority areas there are structured multi-agency child exploitation (MACE) meetings.

The force doesn't have accurate intelligence profiles or a clear strategy for CSE or CCE. The latest CSE profile was completed in September 2020.

The force isn't using its data on exploitation risk to direct resources effectively against child exploitation.

The force's risk assessment process for PPNs and referrals is currently effective. But arrangements for referrals to schools for children affected by domestic abuse are inefficient and ineffective.

## **Detailed post-inspection review findings**

### **Analysis of children missing from home audits**

We audited six children missing from home incidents. Of these, we assessed that the management of one incident required improvement and that of the remaining five was inadequate.

Staff didn't respond to the risk and safeguard vulnerable children effectively enough due to:

- initial risk being inconsistently graded;
- investigation plans being inconsistently recorded;
- inquiries not being supervised well enough;
- investigations being allowed to drift; and
- information about these incidents not being recorded fully and accurately.

### **The initial response to reports of missing children remains inconsistent**

The force has clarified its policy so missing children should never be assessed as low-risk. They should be assessed as:

- high-risk, where the control room FIM will retain responsibility for the force's response; or
- medium-risk, where responsibility will be passed to one of the force's three area-based CILs.

But we saw some incidents where reported missing children returned home before the force made a report on its system. These cases were closed as 'concern for safety' incidents. This means the records about risk to vulnerable children may be incomplete.

Call handlers complete questions to gather vital information to help find the missing child. To help inform the initial risk assessment, staff should also check force systems for warning markers and flags. Children identified by the force as 'priority missing' should have [trigger plans](#) containing information to help officers find them quickly.

We saw some examples of control room staff adding intelligence from the force systems to their risk assessments. But this didn't always happen. Sometimes this was because the information wasn't clearly signposted, and other times it seemed that the staff and their supervisors didn't have the skills necessary to find and assess this information.

We also saw records where there were delays in the time it took FIMs to assess missing children incidents and assign investigations to area-based CILs.

The force doesn't have a 24/7 intelligence capability in the control room. This means that unskilled call operators have to make intelligence checks and assessments so these assessments may be incomplete or inaccurate.

Specialist intelligence staff aren't available to help control room staff and this can mean unskilled call operators make intelligence checks and assessments. These assessments may be incomplete or inaccurate. And high-risk cases can be assigned inappropriately to CILs who don't have the skills and resources to fully check force systems and reassess risk levels.

CIL risk gradings don't always consider all the relevant warning markers and flags on the force systems. And we saw that some CILs use templated wording in their initial risk grading and when recording actions to find missing children. This means investigations aren't always based upon information relevant to the individual child's circumstances. We also saw inconsistency in how FIMs and CILs recorded actions and the outcome. Reasons for delays in responses and investigation reviews aren't always recorded.

### **Case study: inconsistent risk assessment and investigation planning for a missing child**

Children's home staff reported a 17-year-old boy as missing. He is regularly reported missing and is at high risk of criminal exploitation. But there is no trigger plan recorded on force systems to help find him quickly.

Control room staff completed an assessment, which included information that the boy is involved in [county lines](#) drug supply. Other warning markers indicated risks from firearms, carrying combat knives, mental health vulnerability, and suicide.

The incident was assigned to an area-based CII, who assessed the incident within an hour as medium-risk because of the boy's age. The CII's rationale didn't include all the information about his risk and vulnerabilities such as intelligence about his debt bondage from distributing drugs.

The CII allocated the investigation to find the boy to response team officers but didn't record specific lines of inquiry or actions. Their supervisory direction was superficial, and it meant a delay of over two hours before officers searched the boy's room for information to help find him.

On this occasion, the boy returned home by himself. Officers visited him and recorded information about the incident on a PPN, which resulted in a multi-agency child protection strategy meeting.

We saw records of CII's using inappropriate victim-blaming language. For example, for a child who was frequently missing and at risk of criminal exploitation, the CII recorded: "This is not out of character for this child to go missing". In another report, for a 15-year-old girl at risk of criminal and sexual exploitation, the CII recorded: "She appears to engage in risky business".

### **The force hasn't improved arrangements for missing children well enough**

Senior leaders are told about missing children in the daily management meeting when the force's three area commanders give updates about investigations, high-risk incidents and safeguarding concerns. This meeting provides a forum for leaders to review the force's responses and allocate additional resources to resolve open incidents.

The force has a small missing from home and exploitation team (MHET). The team is responsible for checking force records to make sure vulnerable children are referred to safeguarding partners that can help them. The MHET staff we spoke to are dedicated and hard-working. But the MHET doesn't have enough staff or resources to provide a consistently effective service.

MHET officers review every reported missing incident and work with children's social care services in a daily meeting. They share information from 'management of return' records completed by responding officers when children are found. But they don't supervise the quality of information within frontline officers' missing from home reports. The content of these paper booklets isn't supervised by line managers or the CILs responsible for the investigations. Information from the booklets isn't recorded on the force's electronic systems, as the practice is to only scan and attach a copy. This is inefficient and it means the force doesn't quality control the information staff gather about risk to these children. And vital intelligence to help them in the future may be lost.

PPNs for missing children aren't always completed by response officers when other concerns are established. It means MHET staff often have to request that officers complete PPNs retrospectively.

There are often delays in receiving the information from children's services' [return home interviews](#) with children. MHET staff request the missing information, but this is an inefficient process. MHET and force leaders haven't escalated this problem to children's social care managers effectively enough.

MHET staff use standalone spreadsheets and master logs to record information about vulnerable children. This is inefficient and causes unnecessary duplication across three separate logs for missing children, exploitation risk and other safeguarding concerns. The MHET detective inspector told us they were trying to resolve this situation.

### **The force doesn't have a current intelligence profile or a clear strategy for CSE or CCE**

The force told us it hasn't updated its CSE profile since September 2020. The information and analysis in that profile are police generated, are clearly out of date and don't represent the wider relevant information its safeguarding partners hold. But the force includes some CSE intelligence in its monthly area-focused [contextual safeguarding](#) reports.

This means there isn't a fully co-ordinated and comprehensive police or safeguarding partnership strategy to protect children or disrupt offenders. Individual officers and teams are working hard to protect children but their efforts are narrowly focused. Leaders aren't using data to understand where the critical risks are or to decide the level of resources they need and where to deploy these for best results.

It also means that locations where children are most at risk aren't identified quickly enough and operational resources to deal with the problems can be delayed. For example, we observed a meeting where a disused hotel was discussed because missing children were known to go there. This situation was clearly well known to meeting attendees – but no one had dealt with it. And a suggestion made in the

meeting to create a problem-solving plan was sensible, but this should have been dealt with earlier.

### **The force works with safeguarding partners to protect children from exploitation**

North Yorkshire Police works with its safeguarding partners to reduce risks from exploitation to vulnerable children. In both local authority areas there are structured MACE meetings.

In North Yorkshire, these arrangements are clearly described in the safeguarding partnerships' [\*Multi-Agency Child Exploitation \(MACE\) and Contextual Safeguarding Strategy for 2020/23\*](#).

For the City of York, the arrangements for MACE and risk management meetings are described in its [children's safeguarding partnership arrangements document](#).

A series of multi-agency meetings are routinely held throughout the force area to discuss the best ways to help children who are vulnerable to exploitation. MACE meetings are held in local authority districts and chairing is usually shared between police managers and those from partner agencies. Partners use the same CCE and CSE risk assessment tool, which means improved joint assessment and better communication for those who attend several meetings.

The MACE meeting agendas are generally pre-arranged and are based on groups of children assessed as at risk. Some meetings include information about hotspot locations and perpetrators.

Local authority managers told us police MHET officers make a positive contribution to these meetings. Officers consistently attended meetings and the information they shared helped partners work to reduce the children's vulnerability.

We saw police officers sharing information about child exploitation perpetrators with other professionals. The force's 'perps on a plan' initiative establishes a useful way to gather and present information about suspected offenders. Information on these plans is regularly updated by an assigned police officer lead. And the plans are available to all other staff on the force's briefing system to build their knowledge of those who are a risk to children in the community. These plans are also used to inform partnership activity to disrupt offenders.

In Harrogate, a police sergeant works closely with the local authority community safety hub staff and has access to some systems. This information helps build a clearer picture of vulnerability and risk in the area and informs joint activity to prevent crime and help the community.

In Scarborough and Harrogate, [police staff](#) work closely with the local authority in No Wrong Door schemes that provide help and support to vulnerable children on the edge of care. This is a successful approach and provides opportunities to engage closely with children. This scheme helps reduce the number of times children go missing or are in the presence of people who may exploit them, therefore reducing risk.

### **The force isn't using its data on exploitation risk to direct resources effectively against child exploitation**

We visited all the force's areas. Officers, their supervisors and managers from other agencies told us about their activity to reduce the risk of child exploitation. But there is little strategic oversight. Activity mostly relies on individuals using their initiative or responding to immediate incidents and concerns. Officers and managers told us there was some enforcement activity but it was mainly focused on county lines drug supply. We didn't find evidence that the police and its safeguarding partners were gathering and sharing information about child exploitation in a co-ordinated or systematic way. We asked managers about the force's performance management information for disruption and arrests of child exploitation offenders, but this wasn't available.

The force does have performance data, intelligence and information about child exploitation offences in its area. Safeguarding partners also hold relevant information, and the force should ask for this to be shared to help gain a clearer understanding of risk to children. But the force isn't assessing or using the information available to help it understand what is needed to reduce exploitation risks for children. This needs to change.

### **Officers are improving the quality of information on PPNs so referrals to help children are better**

We saw officers use body-worn video when speaking to children at incidents where they had welfare concerns. The officers also followed the AWARE principles as they referenced the body-worn video, and this improved the quality of the information they referred to safeguarding partners.

The force's training programme has increased the number and the quality of the content of PPNs. In most cases we saw, officers recorded their concerns appropriately and without delay, and this helps vulnerable children get the help they need. In one case, the officer contacted the child's social worker directly to discuss their concerns. This meant a child protection strategy meeting was held without delay.

The VAT provides an effective triage and supervisory function for PPNs. The team works closely with safeguarding partners so they understand which PPNs need to be shared and where to send these.



But officers don't always record children's ethnicity on PPNs and VAT staff don't query this missing information. The force should make sure staff accurately record these details to help it identify children who, due to their ethnicity or cultural heritage, may be at increased risk of harm such as [forced marriage](#), trafficking or [female genital mutilation](#).

### **The force has an effective risk assessment process for PPNs and referrals**

VAT officers are committed and professional and there are no backlogs in their system for processing PPNs. Due to the success of the force's AWARE training, the number of PPNs that VAT receives has increased. VAT staff told us they are concerned about their resilience to continue to meet this demand.

Children's social care service managers for both local authorities told us the VAT contributed to well-organised and effective multi-agency information sharing. And, when appropriate, VAT staff use partnership escalation processes to challenge them about decisions to help children get the best results. These partners complimented the improved quality of PPNs but also raised concerns about their ability to manage the increased number of referrals within existing resources. The VAT is essential to the force's approach to getting early help to vulnerable children and the leaders should make sure its operation is monitored to maintain its effectiveness.

The force relies heavily on its specialists in the VAT to complete all the quality assurance checks for referrals. Other supervisors aren't included in the process. This means that line managers don't have oversight of how well their own staff and officers understand child protection and safeguarding responsibilities. For example, we saw times when PPNs for missing children weren't completed or when they didn't contain enough detail about the child's vulnerability or the need to change a risk assessment.

The force needs to continue to work with its partners to make sure that referrals for contextual safeguarding and exploitation risks to risk management meetings are made at the right time to help vulnerable children.

We found the force wasn't consistent in where it stored information on its systems, such as the records of decisions and actions from strategy meetings. This makes it difficult for staff to quickly find and understand all the information they need to manage risks for vulnerable children. Leaders should provide clear guidance and check practice to make sure it is followed.

**Referral arrangements to schools for children affected by domestic abuse are inefficient and ineffective**

The force has arrangements in place to review and refer concerns about children affected by domestic abuse to the local authorities.

Most police forces now use an automated electronic system to tell schools and, sometimes, other agencies about children who are affected by domestic abuse. This system is often called [Operation Encompass](#) and is widely acknowledged as a vital part of getting help to vulnerable children.

But North Yorkshire Police isn't using automatic electronic notification systems. Instead, domestic abuse incidents are reviewed by officers and in some cases a telephone call is made to the children's school. A detective inspector told us that they personally made some of these calls. This means there are unnecessary delays in providing help and support to vulnerable children. And some calls may not be made at all because there is no system to check these are done. The current situation is very inefficient and potentially leaves children at risk.

# Investigation

## Recommendation from the 2021 inspection report

We recommend that North Yorkshire Police immediately improves child protection investigations by making sure:

- it assigns investigations to officers with the skills, capacity and competence to carry them out them effectively;
- it effectively supervises investigations, with reviews clearly recording any further work that is needed;
- safeguarding referrals are prompt and comprehensive;
- it gives enough support to multi-agency investigations; and
- it regularly audits the quality of its practice, including how effective its safeguarding measures are, focusing on getting the best end results for children.

We recommend that within three months North Yorkshire Police improves its understanding of CSE, in particular:

- improving staff awareness, knowledge and skills in this area of work;
- making sure it responds promptly to all concerns;
- carrying out risk assessments that consider all the child's circumstances and risks to other children; and
- improving the way it supervises and manages cases.

## Summary of post-inspection review findings

The force is increasing the number of trained detectives in specialist roles. The way investigations are allocated is better, but some complex investigations remain with inexperienced and unskilled officers.

The supervision of child protection investigations has improved but there are some inconsistencies.

There are excessive delays in obtaining digital forensic evidence.

The force works to improve staff awareness, knowledge and skills to respond more effectively to child exploitation.

There are multi-agency arrangements in place to review and assess exploitation risk to children. But the force needs a clearer strategy for reducing CSE risk.

Supervision of CSE investigations isn't always effective, so cases drift and safeguarding for all children isn't fully considered.

## **Detailed post-inspection review findings**

### **Case audits**

We assessed 11 investigations:

- three child protection investigations – two were good and one required improvement;
- two child sexual abuse investigations – one was good and one was inadequate; and
- six online sexual abuse investigations – two required improvement and four were inadequate.

In the cases we assessed as 'inadequate', we found serious failures in practice that resulted in children being harmed or left at risk. Cases assessed as 'requires improvement' had elements of effective practice missing but no widespread or serious failures that left children at risk of harm.

We brought four investigations to the attention of force leaders because we were concerned that the force needed to do more to be assured that children were safeguarded. The force responded immediately and appropriately to these concerns.

### **The force plans to increase the number of trained detectives in specialist roles**

North Yorkshire Police, like other police forces, faces significant challenges in keeping the numbers of trained and experienced detectives at the levels needed to investigate crimes competently. This is difficult because over 50 percent of the force's frontline officers, where specialists are often recruited from, have less than two years of police experience. An assistant chief constable chairs the force's strategic level people board and the head of learning and development chairs a quarterly skills and capabilities board.

Heads of departments are required to regularly update staff numbers and capabilities. They request additional staff and formal training needs annually as part of a costed training plan. The force is training significant numbers of officers as accredited investigators. In the year ending March 2023, 42 officers received [College of Policing specialist child abuse investigation development programme](#) training. And, for 2023/24, 2 more courses are already planned for a further 24 officers. The force is training additional supervisors to assess officers' progress on these programmes.

Investigating officers have received other relevant training, such as specialist interviewing, to improve their skills.

**The way investigations are allocated is better, but some complex investigations remain with inexperienced and unskilled officers**

The force has established a clear crime allocation procedure. A detective sergeant makes decisions to assign cases to teams for investigation. We saw that investigations where child abuse was obvious were allocated to appropriate investigation teams such as criminal investigation departments or the force's area-based investigation hubs.

Most frontline officers don't have the skills or the time to effectively investigate online child sexual abuse or CSE offences. Many frontline officers and their supervisors are inexperienced and don't have the knowledge or skills to understand how to secure forensic digital evidence, implement appropriate safeguarding measures and effectively deal with suspects. We saw this happen in some of the cases we reviewed.

**Case study: ineffective safeguarding and missed investigative opportunities**

A 14-year-old boy's mother reported that her son had shared naked images of himself on social media with an unknown girl. The girl had threatened to distribute these to two of his named friends unless he sent further images. The boy's mother said that her son was very upset and had talked about suicide.

Officers attended quickly because the call handler recognised the risk to the child. But neither the call handler nor the responding officers advised the mother to preserve the images and call data information on the boy's phone.

The responding officer spoke to the boy and his mother and recorded the incident on a PPN due to the boy's age. But the PPN didn't include details about the boy's trauma or his worries about his images being circulated on social media.

The family weren't told about support groups or materials, which are readily available on North Yorkshire's Safeguarding Partnership website.

The officer considered a subscriber check on the offender's username but didn't progress this because a colleague advised it wasn't possible without a screenshot from the phone. But the phone wasn't taken for evidential examination.

The victim's two friends were known to children's services, but no action was taken to speak to them or their parents about the incident or check on their welfare. Any information they may have had wasn't considered for this investigation. And they may also have been victims of crime in need of help. No PPNs were submitted for either of them.

Positively, a victim identification officer from the force's DFU added a message to the investigation log offering their assistance and how to request it. But this offer wasn't taken up and the investigation was closed by a supervisor.

We asked the force to review this incident and make sure that all the children were safeguarded. It responded positively.

### **Supervision of child protection investigations has improved but there are some inconsistencies**

The force has introduced a template for supervisors to follow in investigations. Most of the investigation records we saw didn't include this template. However, we did find good records of prompt and meaningful supervision directing lines of inquiry and often safeguarding actions. These included making referrals to children's services and making sure that child protection strategy meetings were held without delay to progress effective multi-agency investigations to protect children.

We also saw good supervisory evidential reviews, which meant that investigations where children were suspects were finalised appropriately. This included investigations into online offences where sexual images were sent between children and where those children weren't unnecessarily criminalised.

But in some specialist and non-specialist investigations, supervision isn't always effective. And we saw wider safeguarding risk and that some lines of investigation weren't addressed.

Officers and their supervisors don't always recognise wider risks and vulnerability for both offenders and children when considering investigation priorities. This indicates a lack of experience and training to think beyond the immediate incident. Effective investigative plans and safeguarding strategies should consider wider risks and all the offender's potential victims.

Supervisors in the force's online abuse team use templates to record their directions and reviews. But we found PPN referrals weren't always sent to partners quickly enough. This can delay safeguarding for children.

In five of the six online abuse team investigations we audited, we found unnecessary delays in the time taken to inform children's services about the potential presence of children at addresses. Sometimes officers delayed making referrals until search warrants were executed. In one case, the supervisor inappropriately recorded their decision:

"PPN to be completed once warrant executed, unable to do this in advance of the attendance at the property as we risk alerting the household and losing evidence".



This decision meant an unnecessary delay of 42 days from when the force had information that children were at risk of harm until they informed children's social care to start safeguarding activity.

Managers routinely audit a sample of investigations. They feed back their findings to officers and supervisors to help improve future performance. But this activity isn't yet making a sustained difference to the quality of investigations and the end results for all victims.

### **There are excessive delays in obtaining digital forensic evidence**

It takes too long for the force's DFU to complete examinations and give the evidence to investigating officers. This problem appears to have got worse since our last inspection and it now routinely takes at least 12 months before forensic digital examinations are started.

In one case we reviewed, the lead time for the initial device examination was extended from 6 to 12 months. In many child protection investigations, digital evidence from suspects' or victims' computers or devices is critical to proving the offences.

The delays in getting this evidence can lead to loss of victim confidence.

Or, frustration with how the police and safeguarding partnerships protect children from harm. It may leave children at risk as the extent of the offender's activity and abuse can't be checked until the examination results are seen.

DFU staff told us they can progress cases as a priority. But in the case records we reviewed, we didn't see this process used or requested.

In one ongoing investigation into the rape of a child, the forensic examination of digital devices hadn't yet started six months after they had been submitted. Neither the investigating officer nor their supervisors had challenged or escalated this delay.

Positively, we saw the DFU's victim identification officers proactively scan crime records to find online child abuse cases that were investigated by non-specialists. They guide frontline officers on how to preserve digital evidence. And they help inexperienced investigators to identify suspects with open-source checks and inquiries with international policing organisations.

Victim identification officers message investigating officers, telling them who to approach for guidance on the technical aspects of these investigations.

But unfortunately in two of the three cases where we saw these entries, the officers didn't respond to the offer of help.

Delays in getting evidence from digital devices and the workforce's lack of knowledge about online child abuse investigations are reducing the force's ability to safeguard children.

### **The force works to improve staff awareness, knowledge and skills to respond more effectively to child exploitation**

In October 2022, the force reviewed and revised its policy for managing child exploitation risk. It also added guidance, linked to the AWARE principles, to its intranet to help the workforce better understand CSE risk and improve their approach to victims. This is helping promote professional curiosity and how the force records concerns for all children.

The force works closely with its [statutory safeguarding partners](#) and provides detailed information about multi-agency responses to exploitation risk on its intranet. This helps all staff to record information and make effective interventions and referrals.

The force uses flags and warning markers on its systems to provide information about CSE perpetrators and vulnerable children.

The force lead for exploitation has been accredited by the College of Policing to train officers to investigate modern slavery and human trafficking offences. This increases the force's specialist capability to help victims of exploitation and bring the offenders to justice.

### **There are arrangements to review and assess exploitation risk to children**

MHET officers routinely review intelligence and information about all types of exploitation. Officers work alongside multi-agency professionals in risk assessment panels and they update force systems with information and risk management decisions. Any children assessed as at high risk of exploitation are included on the force's briefing system to alert frontline staff.

The MHET detective inspector co-ordinates the force's approach to disrupting those who exploit children. They use 'perp on a page' briefings to inform the workforce about the risk posed by CSE and CCE offenders in the force area. These suspects are flagged and assigned to a named local responsible officer (usually an area command inspector). The local responsible officer creates a '[4P](#)' plan to co-ordinate activity to reduce the perpetrator's risk. These plans are reviewed monthly to check they remain current and relevant to the assessed risk.

The force has created a pilot child exploitation team (CET) to help vulnerable children and victims of exploitation. The team has received training from multi-agency specialists in subjects such as understanding [adverse childhood experiences](#). CET staff work closely with other professionals and volunteers to help vulnerable children and obtain information to disrupt offenders.

The CET told us they were concerned about the approach of some of their colleagues, who continued to treat some children who have been exploited as offenders. This shows some officers lack understanding about the consequences of exploitation for children and force leaders should address this.

The CET initiative has the potential to provide local multi-agency help to very vulnerable children. But because the team is formed of police community support officers there are limitations on their deployment. The CET also told us they don't have enough staff to cover all the work within their terms of reference. So, they felt they weren't as operationally effective as they could be.

Positively, the force commissions services to support families affected by child exploitation. When exploitation happens outside the family, referrals are made to the parents against child exploitation organisation. Some children aged between 10 and 18 who are at risk of, or are currently being, sexually or criminally exploited, and children who are repeatedly reported as missing are referred to the charity Hand in Hand.

### **The force needs to be clearer about how it reduces the risk of CSE**

The force is working with its partners to tackle exploitation but more needs to be done if the response to CSE is to improve. Multi-agency child exploitation meetings are often focused on cases where the primary risk is criminal, rather than sexual, exploitation. And some meetings don't include children who have an allocated social worker although MHET staff told us these children may be included in the force's own meetings.

When responding to CSE, the force should make sure there is better communication and collaboration. For example, the CET doesn't routinely involve the MHET or the VAT. CSE risk can be difficult to deal with because of children's complex vulnerabilities and how perpetrators target their victims. But clear strategies and better management are needed to effectively co-ordinate resources and get better results. This is currently undermined by the lack of a CSE profile to inform strategy.

The force's proactive team, known as expedite, can be assigned to focus on disrupting CSE perpetrators, but we saw little evidence of this happening. Managers and their partners aren't using good performance data to make sure expedite staff consistently prioritise CSE perpetrators. The existing focus is mainly on CCE and particularly on drug supply linked to county lines activity.

### **Supervision of CSE investigations isn't always effective**

Child sexual abuse including CSE is a priority for all police forces. This means extra scrutiny should be in place to make sure inquiries and safeguarding activity are prioritised, so children get the best end results.

Supervisors should review investigations promptly and make sure there are no missed evidential opportunities or unnecessary delays. They should put action plans in place to address any concerns, and these should be recorded and monitored.

But we found sergeants and inspectors weren't consistent in how they reviewed and progressed these investigations.

**Case study: ineffective supervision hampers an active CSE investigation**

A vulnerable 15-year-old girl known to be at risk of CSE reported that she had been raped by a local man she knew.

She was on a child protection plan and was frequently reported as missing from home. She had left her home one night in early June 2022 without her carers' knowledge to meet friends.

In the early hours of the morning, a 42-year-old local man approached the group of friends. He invited the girl back to his flat and she agreed to go with him. Once there he sexually assaulted and raped her.

Officers responded quickly to the call and did what they should to secure and preserve evidence. A supervisor gave good instructions and reviewed the initial investigation. The officer made a safeguarding referral on a PPN and a multi-agency strategy meeting was held without delay.

Officers arrested the suspect quickly and he was taken into custody. He made a comment that he would "never do anything like this as I have children of my own". This was recorded on the detention log but officers didn't follow it up, for example by checking if the suspect had access to children or submitting the information on a PPN.

The potential risk was overlooked by officers and their supervisors. The suspect was bailed with conditions not to contact the victim.

But the investigation stalled and supervisors didn't address this.

There were delays before the investigating officer submitted forensic samples for examination. The first forensic submission, made on 5 July 2022, was returned because the accompanying instructions were incorrectly completed. The forensic submission was eventually made in September 2022.

At the end of September, the force was told the examination results were inconclusive. Scientists advised that further tests could now be tried but a new evidential sample would need to be taken from the suspect.

On 18 October 2022, a detective inspector directed that new samples should be taken from the suspect and sent for examination. This happened in November 2022. But these were returned on 2 December 2022 because they had been submitted with the wrong forms.

On 13 December 2022, we reviewed this investigation and the evidence hadn't yet been resubmitted. Nor had the DFU examination of digital devices taken place. The suspect remained on conditional bail.

We asked the force to make sure that all potential risks to children had been addressed and it responded appropriately.

# Decision-making

## Recommendation from the 2021 inspection report

We recommend that within three months North Yorkshire Police works with its partner agencies to make sure:

- it takes children to an appropriate place of safety when it uses police protection powers;
- it properly investigates offences; and
- it properly records, and makes accessible, all relevant information.

## Summary of post-inspection review findings

Officers protect children and take them to appropriate safe places.

Responding officers don't always investigate offences, but the force review makes sure these are identified and acted upon.

Record keeping about the use of police powers has improved but still isn't consistent enough.

## Detailed post-inspection review findings

### Case audits

We audited three incidents where police officers used their [section 46 Children Act 1989](#) powers to protect children from significant harm. We assessed the officers' actions as 'good' in two of the incidents and 'requires improvement' in the other.

### There is a good child-centred response

In each case, officers arranged for the children to be taken to appropriate places of safety and not police stations. Positively, we saw records of responding officers contacting children's services – including the emergency duty team – without delay. This is good practice because it allows multi-agency information sharing and joint working to help children.



After our last inspection, the force introduced new scrutiny oversight. The VAT detective inspector reviews every incident where these powers are used to protect children. They check all offences are identified and recorded and that records have been properly updated. This helps the force to make sure all safeguarding actions are completed.

### **Case study: officers protect children**

A children's social care safeguarding manager called police because a school teacher reported a mother of two young children had attended to collect them while barefoot and very intoxicated. She was refusing to leave the school without her children. The children were currently on child protection plans because they were at risk of emotional harm.

Officers attended quickly, but the mother had already left when they arrived. The officers took the children into police protection and children's services arranged emergency care for them.

An inspector, acting as the [designated officer](#), recorded the reasons for the police action clearly. The incident was recorded correctly on police systems. And a referral was made to children's services using a PPN, which included comprehensive information about the children and their views.

But the officers didn't investigate the mother's neglect and abuse of her children as they should have done. The force later recognised this omission and took appropriate action.

A monthly meeting is held to review cases and establish any opportunities for learning or good practice to improve future responses. A police superintendent attends with representatives from the two local authorities and other agencies. The force's partners told us that it was a useful and constructive arrangement because the managers bring their own agencies' perspectives.

### **Records about the use of powers to protect children are inconsistent**

Responding and designated officers still don't consistently record the circumstances and rationale for taking children into police protection. In spring 2022, those performing the role of designated officers were briefed on recording this information. And in the three cases we audited, the rationale had been recorded. But we were told that the force's own reviews sometimes find the circumstances aren't recorded at all or there is little detail.

The force uses a Word document – police protection authorisation record – to record the use of police protection powers. But the police protection authorisation record isn't always saved in the same place on the force's system. Sometimes it is attached to the occurrence log and other times it is attached to the person record. This makes it difficult to access this information.

Designated officers are inconsistent in making records, particularly when handing over responsibility or when rescinding the use of the power. In two of the three cases we audited, the transfer between designated officers and the rescinding of police protection powers weren't recorded.

This means the force has no record of the rationale for the end of the use of power or the change in circumstances that means the child is now safe. If this isn't managed, the benefits of the power will simply drift until the statutory maximum 72 hours have passed. The end of the power should be a clear decision within an active child-centred multi-agency plan.

Positively, we were told the force is acting to change its systems so it is clearer for officers to record their use of police protection powers.

# Managing those posing a risk to children

## Recommendation from the 2021 inspection report

We recommend that North Yorkshire Police immediately improves the way it manages registered sex offenders, paying particular attention to:

- how it records information on its systems;
- how it shares information with frontline officers; and
- how it shares information with children's social care.

## Summary of post-inspection review findings

Officers record information about offenders on force systems to help manage responses to risk.

OMU managers aren't effectively supervising and directing staff activity. OMU staff are inconsistent in identifying and enforcing offences. This means an offender's behaviour may not be properly considered if there are future incidents or escalating concerns about the offender's risk.

OMU staff aren't consistently making referrals to children's social care because there are delays and misunderstanding about police responsibilities.

## Detailed post-inspection review findings

### Case audits

We audited six offender management cases:

- one was good;
- two required improvement; and
- three were inadequate.

We saw incomplete records and breaches of offenders' orders not recorded or enforced by officers. We also found delays in officers making referrals to children's services. And we found delays in the taking of safeguarding action, such as disclosure of an offender's risks to children's parents.

### **Registered sex offenders are recorded on force systems and information to help manage assessed risk is shared with colleagues and partners**

The force's OMU is made up of three area-based teams, who work well with local partners such as the probation service officers. In York, OMU staff attend relevant children's social care meetings where there are concerns about offenders' contact with children. This is good practice and shows a commitment to multi-agency safeguarding.

OMU staff also brief frontline officers about registered sex offenders in their areas to give them the knowledge they need to protect the community and prevent crime.

The force and the National Probation Service jointly fund a member of staff to help inter-agency information sharing about offenders for both organisations. We saw evidence of effective joint working with probation services to complete visits to offenders and share information to improve risk management.

OMU staff make sure the way the force risk manages offenders' criminal and civil orders is consistent. They write the applications for civil orders. And they check custody records daily to make sure that applications for [sexual harm prevention orders](#) are attached to case files for those charged with relevant offences.

But there isn't a routine process to monitor when offenders are convicted by courts. This means the OMU isn't aware of the offender's requirement to notify unless the court sends the force a conviction certificate. We saw an example of a delay because the force waited for the offender to register with them, which was after a subsequent sentencing hearing.

### **OMU managers aren't supervising and directing staff activity effectively enough**

A detective chief inspector and a detective inspector are responsible for OMU management, and individual detective sergeants lead the three OMU teams. We found OMU senior managers didn't do enough to review the performance and practice of these teams. And supervisors aren't required to support each other during absence, for example for training or holiday. Instead the supervisory work remains outstanding or falls to an untrained junior member of staff. This can result in poor decisions and inappropriate operational practice.

We found records of supervision on the [violent and sex offender register \(ViSOR\)](#) system used to hold risk management plans. But too often these entries are superficial with basic comments such as "seen", "noted" and "agreed" being used without considered rationale or endorsements.

Too many OMU staff aren't ViSOR trained. Despite this, their managers allow them to use the system. Officers are doing their best, but there are inconsistencies in how information is recorded, and the system won't be used to its full potential. For example, the ViSOR actions section isn't used effectively to track the result of any

activity taken to manage the offender's risk. And we saw inconsistent use of the ViSOR relationship section for recording information about friends, family and associates. This reduces understanding about offender behaviour and opportunities to assess new information against existing knowledge.

Ideally, where appropriate, visits to offenders should be unannounced. But we found offender managers often made announced visits to offenders. And on many occasions managers complete home visits alone. This doesn't align with national guidance and puts officers at risk of grooming and manipulation by offenders. It also reduces the opportunities for extensive inquiries and checks to be carried out.

Offender managers routinely ask offenders to attend their offices for interviews. This means offenders can prepare and plan for meetings and potentially hide incriminating or inappropriate material. And it means the risk assessments may be inaccurate and evidence of escalating risk or criminal offences may be missed.

We saw OMU staff scheduling offender visits on a monthly or quarterly timetabled format. This is against national guidance, which recommends offender visits are planned according to the assessed risk of individual offenders.

It is a statutory requirement for registered sex offenders to make registration notifications to the police at designated police stations. But we found that OMU staff sometimes allowed these to take place at the offender's home or even by telephone. This is poor practice and means that breaches may be unenforceable in the future.

### **OMU staff aren't consistent in identifying and enforcing offences**

Offender managers don't consistently record details of offenders' electronic devices or information about which devices they check during home visits. This means that the force doesn't have accurate records of offenders' online activity.

We saw records where offender managers identified offences, such as breaching sex offender registration conditions. But sometimes these offences weren't recorded as crimes. And supervisors didn't make sure this always happened. This suggests offender managers lack investigative skills to focus on offences. Supervisors and managers should deal with this problem and solve it through training and performance management measures.

Offenders aren't always given written or oral warnings in a consistent way. And these aren't recorded with clear rationale on force systems where they can be seen by others. Failing to record these offences and breaches correctly means an offender's behaviour may not be properly considered if there are future incidents or escalating concerns about their risk.

### **Case study: ineffective offender management**

A registered sex offender, convicted of several sexual offences against girls, was passed by the probation service into police-only management when their supervision licence expired.

The offender made a late notification about changing his address to live with his mother. The offender manager didn't record this crime or deal with the offence.

The offender manager made a home visit and completed the new registration on the offender's behalf. This should have been done by the offender in person at a designated police station.

The offender manager completed a risk assessment and management plan later in an arranged appointment with the offender at a police station. It would have been better practice for two offender managers to make an unannounced visit to the offender's home to complete these tasks.

In a later home visit, the manager found that the offender had breached his sexual harm prevention order by getting a new mobile phone and not notifying the police of it. The offender manager didn't act to enforce this offence or record it as a crime. This wasn't addressed by a supervisor.

### **OMU referrals for concerns about children to children's services aren't consistent**

Offender managers and their supervisors are inconsistent in recognising potential risk and safeguarding children. They also don't consistently make prompt referrals to children's services or disclosures to adults who can protect children such as parents and carers.



**Case study: inconsistent OMU safeguarding practice**

A registered sex offender convicted for having indecent child abuse material was known to have access to his family's and other friends' children.

Offender managers had previously warned him when he deleted his internet search history, so his behaviour was already of concern.

Despite discovering he had contact with the daughter of his new partner, managers delayed for two days before they informed children's services about their concerns. And they were slow to make sure the child's mother knew about the offender's risk.

We also found there were additional concerns about the offender's access to his nephew and it took two weeks for managers to check that this child was safe. These concerns were never recorded on a PPN or shared with children's services.

# Police detention

## Recommendation from 2021 inspection report

We recommend that within three months North Yorkshire Police reviews how it manages the detention of children. The force should do this jointly with children's social care services, youth offending services and other partner agencies.

The review should consider, as a minimum, how best to:

- make sure [appropriate adults](#) promptly attend the police station;
- make sure officers consider the needs and voices of children, and refer them to children's social care services, when needed; and
- monitor how well the force works with its partners, and the support it gives children.

## Summary of post-inspection review findings

This inspection didn't inspect custody arrangements for children in North Yorkshire because between 27 June and 8 July 2022, we completed a [joint inspection visit to police custody suites in North Yorkshire](#) with His Majesty's Inspectorate of Prisons and the Care Quality Commission. That inspection report is published.

## Next steps

North Yorkshire Police still needs to improve some areas of its work to provide consistently better outcomes for children. There has been some progress, particularly in the way the force has trained its workforce to identify children's vulnerability and make good safeguarding referrals. Staff in the force control room have also made improvements so they are better at identifying risk and providing the right level of response to help vulnerable children.

Despite progress against some of our recommendations, the force has yet to make all the progress necessary to complete its action plan.

The force is developing performance monitoring and its governance systems, so it is clear leaders fully understand what still needs to be done.

As part of our routine monitoring of all police forces, we will continue to evaluate North Yorkshire Police's performance against these recommendations and instigate closer scrutiny if needed.



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## Corporate & Partnerships Overview and Scrutiny Committee Remit

### Scope

- The Council's corporate organisation and structure, resource allocation, asset management, procurement policy, people strategy, equality and diversity, performance management, communication and access to services.
- Partnership working, community development, community engagement, community strategies and community safety.
- This Committee is the Crime & Disorder Committee for the purposes of Part 3 of the Police and Justice Act 2006.

**Agenda Briefings** (Attended by Group Spokespersons only) - will be held at 9.30am on the day of the committee meeting

## Corporate and Partnerships Overview and Scrutiny Committee 2023-2024 Work Programme

### Committee Meeting – 5 June 2023 @ 10:30am

Locality Budgets	Annual review of Councillor Locality Budgets 2022/23 – Rachel Joyce, Assistant Chief Executive (Local Engagement)
Workforce Update	Provided by Trudy Foster, Assistant Chief Executive (HR & Business Support)
North Yorkshire Refugee Resettlement Update	Annual Programme Update – Jonathan Spencer, Refugee Resettlement Project Manager
Motion for PFCC to Resign	Delegated from full Council on 17 May 2023
Community Libraries	Annual Update on Library Services – Hazel Smith, Interim General Manager Libraries
Work Programme 2023/24	Consideration of the work programme

### Mid Cycle Briefing – 24 July 2023 @ 10:30am



Work Programme 2023/24	Consideration of the work programme
<b>Committee Meeting – 11 September 2023 @ 10:30am</b>	
Stronger Communities	Bi-annual update on work of the Stronger Communities team and progress update on the corporate volunteering project – Marie-Ann Jackson, Head of Stronger Communities & Keeley Metcalfe, NYCC Resourcing Solutions Business Partner
Customer Access	Update on the Operation of the Parish Portal and Parish Council engagement – Nigel Smith, Head of Highway Operations
Community Safety	Bi-annual Update on Community Safety Plan Delivery & Partnership Working – Odette Robson, Head of Safer Communities & Chair of CSP
Youth Justice	Performance Update – Steve Walker, YJS Planning & Development Officer
Resilience and Emergencies	Annual overview of the National Resilience Standards and NYC's current performance, together with an overview of ongoing Resilience and Emergencies work – Matt Robinson, Head of Resilience and Emergencies
Work Programme 2023/24	Consideration of the work programme
<b>Mid Cycle Briefing – 23 October 2023 @ 10:30am</b>	
Work Programme 2023/24	Consideration of the work programme
<b>Committee Meeting – 4 December 2023 @ 10:30am</b>	
Property Services	Bi-annual Performance Update – Jon Holden, Head of Property Services
Council Plan Development	Progress update on implementation of Council Plan Priorities – Simon Moss, Strategy & Performance Team Leader
Equality and Diversity	Overview of progress with achieving the Council's new Equality and Diversity objectives – Deb Hugill, Senior Strategy & Performance Officer
Customer Access	Update on the Operation of the Customer Portal – Madi Hoskins, AD Technology & Change
Work Programme 2023/24	Consideration of the work programme

<b>Mid Cycle Briefing – 15 January 2024 @ 10:30am</b>	
Work Programme 2023/24	Consideration of the work programme for the remainder of the municipal year
<b>Committee Meeting - 5 March 2024 @ 10:30am</b>	
Annual Workforce Plan	Review of Annual Plan – Justine Brooksbank, Assistant Chief Executive (Business Support)
Community Safety	Bi-annual Update on Community Safety Plan Delivery & Partnership Working – Odette Robson, Head of Safer Communities & Chair of CSP
Investment Strategy	Update on NYC's Investment Strategy & its Investments – Karen Iveson, AD Strategic Resources
Stronger Communities	Bi-annual update on work of the Stronger Communities team and progress update on the corporate volunteering project – Marie-Ann Jackson, Head of Stronger Communities & Keeley Metcalfe, NYC Resourcing Solutions Business Partner
Draft Work Programme 2024/25	Consideration of the draft work programme for the coming municipal year
<b>Mid Cycle Briefing – 15 April 2024 @ 10:30am</b>	
Work Programme 2022/23	Consideration of work programme

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