

West Midlands Police and Crime Panel**Monday 8 September 2025 at 14:00 hours****Solihull Council, Committee Room 1, Civic Suite, Rear of Council House, Manor Square,
Solihull, B91 3QB**

This meeting will be livestreamed at [WMPCP - Monday 8 September 2025, 2:00pm - Solihull Metropolitan Borough Council Webcasts](#)

More information about the Panel, including meeting papers and reports, can be found on the Panel website [West Midlands Police and Crime Panel Link](#)

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AGENDA

Supporting Document	Item	Topic	Pages
	1	NOTICE OF RECORDING This meeting will be webcast for live or subsequent broadcast and members of the press/public may record the meeting. The whole of the meeting will be filmed except where there are confidential or exempt items.	
	2	APOLOGIES	
	3	DECLARATIONS OF INTEREST (IF ANY) Members are reminded they must declare all relevant pecuniary and other registerable interests arising from any business to be discussed at this meeting. If a disclosable pecuniary interest is declared a Member must not participate in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation. If other registerable interests are declared a Member may speak on the matter only if members of the public are allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation. If it is a 'sensitive interest', Members do not have to disclose the nature of the interest, just that they have an interest. Information on declaring interests at meetings is available on the Local Government Association's Model Councillor Code of Conduct .	
Attached	4	MINUTES OF THE PREVIOUS MEETING To consider the Minutes of the meetings held on the 28 July 2025	3 - 11
Attached	5	POLICE AND CRIME PANEL ACTION TRACKER To consider the progress of actions arising from previous Panel meetings.	12

Supporting Document	Item	Topic	Pages
	6	PUBLIC QUESTION TIME <p>To receive questions from members of the public notified to the Panel in advance of the meeting.</p> <p>Any member of the public who lives, works, or studies in the West Midlands (other than police officers and police staff) can ask a question at the meeting about the Panel's role and responsibilities. Questions must be submitted in writing 4 days before the meeting to wmpcp@birmingham.gov.uk</p>	
Attached	7	NEIGHBOURHOOD POLICING <p>Report of the Police and Crime Commissioner.</p> <p>To receive a report on Neighbourhood Policing.</p>	13 - 88
Attached	8	PANEL WORK PROGRAMME <p>The Panel to identify issues for consideration for a work programme for 2025/26 and arrangements to take forward.</p>	89 - 97
	9	DATE OF NEXT MEETING <p>17 November 2025 – City of Wolverhampton Civic Centre, Committee Room 3</p>	
	10	URGENT BUSINESS <p>To consider any items of business by reason of special circumstances (to be specified) that in the opinion of the Chair are matters of urgency.</p>	

**MINUTES OF THE MEETING OF THE WEST MIDLANDS POLICE AND CRIME
PANEL HELD ON 28 JULY 2025 AT 14:00 HOURS –, COUNCIL CHAMBER,
DUDLEY METROPOLITAN BOROUGH COUNCIL,**

PRESENT: -

Members

Cllr Suky Samra, LLB (Walsall Metropolitan Borough Council – Chair)

Cllr Jackie Taylor (Sandwell Metropolitan Borough Council – Vice Chair)

Cllr Jilly Bermingham (Birmingham City Council)

Cllr Rashad Mahmood (Birmingham City Council)

Cllr Abdul S Khan (Coventry City Council)

Cllr Stuart Henley (Substitute Member for Dudley Metropolitan Borough Council)

Cllr Sardul Marwa MBE, JP (Solihull Metropolitan Borough Council)

Cllr Richard Holt (Solihull Metropolitan Borough Council)

Cllr Ram K. Mehmi, MBE (Walsall Metropolitan Borough Council)

Adelle Brown (Independent Panel Member)

ALSO PRESENT: -

Simon Foster – Police and Crime Commissioner

Natalie Queiroz, MBE – Victims' Advocate, Office for Police and Crime
Commissioner

Simon Down – Head of Policy, Office for Police and Crime Commissioner

Ellie Parsonage – Policy Officer – Office for Police and Crime Commissioner

Chief Superintendent Richard North – West Midlands Police

Chief Inspector Sara Beech – West Midlands Police

Tom Senior – Lead Officer (Dudley Metropolitan Borough Council)

Sarah Fradgley – Overview & Scrutiny Manager (Birmingham City Council)

Sam Yarnall – Interim Scrutiny Officer (Birmingham City Council)

889 NOTICE OF RECORDING

The Lead Panel Officer announced the meeting would be webcast for live or subsequent broadcast and members of the press/public may record the

meeting. The whole of the meeting would be filmed except where there were confidential or exempt items.

890 APOLOGIES

There were apologies tendered on behalf of Cllrs Alex Dale, with Cllr Stuart Henley acting as substitute, and Izzy Knowles. There were apologies from Independent Panel Members Ravinderjit Briaah and Amy Mullins-Downes.

891 ELECTION OF CHAIR OF THE POLICE AND CRIME PANEL 2025/26

The Lead Panel Officer asked for nominations for the Chair of the Police and Crime Panel for the 2025/26 Municipal Year. Cllr Suky Samra, LLB of Walsall Metropolitan Borough Council was nominated. There were no further nominations, and it was voted unanimously that Cllr Suky Samra, LLB would be Chair for the Municipal Year. Following the vote, Cllr Suky Samra, LLB Chaired the remainder of the meeting.

RESOLVED – That Suky Samra, LLB be elected as Chair of the Police and Crime Panel for the period ending with the West Midlands Police and Crime Panel AGM in 2026.

892 ELECTION OF VICE CHAIR OF THE POLICE AND CRIME PANEL 2025/26

The Chair asked for nominations for the Vice Chair of the Police and Crime Panel for the 2025/26 Municipal Year. Cllr Jackie Taylor of Sandwell Metropolitan Borough Council was nominated. There were no further nominations, and it was voted unanimously that Cllr Jackie Taylor would be Vice Chair for the Municipal Year and would deputise in the event that the Chair was unable to attend the meeting.

RESOLVED - That Cllr Jackie Taylor be elected as Vice Chair of the Police and Crime Panel for the period ending with the West Midlands Police and Crime Panel AGM in 2026.

893 DECLARATIONS OF INTEREST

The Chair reminded Members to declare any pecuniary or non-pecuniary interests on any items of business at the meeting. There were no interests tendered at the meeting.

894 POLICE AND CRIME PANEL MEMBERSHIP 2025/26

RESOLVED – that the Membership of the West Midlands Police and Crime Panel for the 2025/26 Municipal Year, be noted.

895 ACTION TRACKER

The Overview and Scrutiny Manager presented the Action Tracker and provide an update on the outstanding actions. She noted that there had been

progress with the financial support that Members received regarding the Policing Precept. Members had no comments on the action tracker and noted the completed actions which included the finance support and an update on Neighbourhood Policing.

RESOLVED – that the actions, which included an update on the Finance Support and Neighbourhood Policing, be noted.

896 PUBLIC QUESTION TIME

There were no questions submitted to the Panel that met the criteria that could be asked at the meeting; there were no further questions or comments at the meeting.

897 PANEL ARRANGEMENTS AND RULES OF PROCEDURE

The Overview and Scrutiny Manager provided an update to the Panel on the arrangements of the Panel as well as its rules of procedure. This was an annual report that detailed the procedures and remit of the Panel. Members did not ask any follow-up questions.

RESOLVED – that:

1. The West Midlands Police and Crime Panel Arrangements for 2025/2026, be endorsed by the Panel; and
2. The West Midlands Police and Crime Panel Rules of Procedures for 2025/2026, be endorsed by the Panel.

898 WEST MIDLANDS POLICE AND CRIME PANEL EXPENDITURE 2024-25 AND BUDGET 2025-26

The Overview and Scrutiny Manager provided the update on the Panel's expenditure for 2024-25 as well as their budget for 2025-26. This was an annual report that broke down the allocated grant for the year from the Home Office as well as the breakdown of the previous year's expenditure. The expenditure for the previous year totalled to £66,952.44. Members had no further questions.

RESOLVED – that the expenditure for 2024-25 and forecast expenditure for 2025-26 associated with the administration of the Panel, be noted.

898 POLICE AND CRIME COMMISSIONER INTRODUCTION AND PERFORMANCE UPDATE

The Police and Crime Commissioner introduced himself to the newly confirmed Panel, outlining his priorities following re-election in May 2024. He shared highlights from his 45-year career in criminal justice and emphasised the new Police and Crime Plan's focus on creating a safer West Midlands.

This introduction linked the Panel's scrutiny role with the Commissioner's responsibilities, as set out in the Police Reform and Social Responsibility Act.

A performance update was presented by the Commissioner and the OPCC Head of Policy, covering key initiatives such as lobbying to retain fixed penalty notices for reinvestment into road safety, updates on Operation Fearless in Erdington, and Operation SNAP, which included over 25,000 registered domestic CCTV and doorbell cameras. The Commissioner further highlighted his efforts to support the Victims' Code and enhance public safety.

An additional £12.2 million investment in Neighbourhood Policing was announced, pending confirmation after the Government Spending Review in September 2025. The Commissioner also highlighted the Community Fund and his involvement in judging the West Midlands Outstanding Citizen Awards.

The Head of Policy provided strategic performance insights using RAG ratings to monitor progress against the Police and Crime Plan. He advised that 9 areas were currently rated 'RED' and required senior leadership intervention. Crime data showed an 18.6% rise in sexual offences (a national trend), improved prosecution outcomes, and an 18% drop in road safety offences (Jan–July 2025 vs. previous year). Work was ongoing to refine Key Performance Indicators.

Finally, Members were informed of efforts to build public trust, with West Midlands Police recognised nationally for rapid response times—averaging under 3 seconds for 999 calls and 3 minutes for 101 calls. Continued work was underway to promote fairness and confidence in policing across the region and a Trust and Confidence Survey was being developed.

Following the updates from the Commissioner and his Officers, Members had the opportunity to ask him questions based on what was presented:

- Members asked for further information on Neighbourhood Policing and the deployment of the officers. The Commissioner explained that the Government announced provisional funding settlement of £100 million was to increase neighbourhood policing across the UK. For West Midlands, this was explained as an increase in both PCSOs and Police Officers.
- The Chair asked a follow-up on when the recruiting and the new Police Officers would be seen on the ground by residents. The Commissioner and Chief Superintendent North explained that there were practical factors to be considered including training. This was said to take time but highlighted that mid-September was when progress was expected to be seen with the introduction of the Neighbourhood teams.
- The Chair asked about the force's confidence in its ability to attract recruits and retention of staff and whether in comparison how the West Midlands

Police Force fared. The Chief Superintendent explained that there was a good record of recruiting Officers to West Midlands Police. The Commissioner further added that in comparison to other policing areas, West Midlands Police was at the same levels of retention when it came to new recruits.

- Members raised concerns about Neighbourhood Policing, road safety, and public trust, questioning whether the recruitment of 20 new PCSOs was sufficient. The Commissioner acknowledged it was a limited start due to central government funding. A 5% drop in crime reporting was also discussed with the Commissioner agreeing to provide further data on recording practices. On road safety, he highlighted ongoing investment and the potential benefits of retaining fixed penalty revenues to fund deterrents like speed awareness courses, mobile speed vans, and CCTV. He reiterated West Midlands Police's leading response times for 999 and 101 calls as a sign of improving public confidence. The Head of Policy added that £6.7 million had been invested in victims' access rights across the force.
- Members commented on the Offending to Recovery Initiative from the Commissioner's Office and asked about the budget and its impact on crime like shoplifting as well as the numbers of people that sought support. The Commissioner highlighted that it was an effective project that started in Birmingham and that with additional funding there would be initiatives across the West Midlands. He also explained that this was a good method of tackling the causes of crime. The Head of Policy agreed to provide further information that was requested.
- Members asked a follow-up on the budget of these schemes. The Commissioner responded that funding was linked in with the health service as a joint approach. There was also discussion of funding from retailers to support the scheme. The Commissioner mentioned receiving funding from the Co-operative and had hosted a round table event at Lloyd House with retailers to seek wider engagement with the scheme.
- Members enquired about how the Commissioner and his team were working to address the perception of receiving treatment. The Commissioner replied that there was work to address the perception of seeking and receiving treatment. The Office was operating with outreach teams to support this. The partnership work was said to be important as it tackled perception and provided support for those that needed.
- Members also acknowledged that the rehabilitation support and the weapon surrender stations had tackled several types of crimes. The Commissioner further added that it addressed serious crimes that spread across county lines.
- Members highlighted that the report presented to them had a lot of figures but little information to explain the data. The Chair presented some figures

from the report including, 2500 reported additional usage of dash cam footage that led to a 4% prosecution rate of road safety offences.

- Members asked about road safety and the levels of feedback on reporting and its impact on trust and confidence in the police. The Commissioner highlighted that one fatality in response to road traffic/safety offences was one too many. It was highlighted that this was a topic of interest for the PCC's Accountability and Governance Board and that there had been a 18% reduction of people killed on the roads. The Commissioner was happy to provide further information to the Panel. There was a discussion on OPS SNAP and how it has supported with reporting road traffic offences and Community Speed Watch had been integral to this.
- Members commented on the speed cameras for the neighbourhood teams and their deployment. The Commissioner explained that this was based on enforcement activity and where they are needed to tackle offending.
- Members commented on the lobby from the Commissioner to retain the fixed penalty notices and asked on how they could support it as elected members. The Commissioner said that they would be able to share this information.

Following Member questions, the Panel agreed the recommendations as detailed in the report.

RESOLVED – that:

- I. The recent activity by the Police and Crime Commissioner, be noted; and
- II. The update from the Police and Crime Commissioner on how he holds the West Midlands Police Force to account for the delivery of the Police and Crime Plan objectives, be noted.
- III. The Panel agreed to write to the Police and Crime Commissioner in relation to the format and the breakdown of the performance data, be noted.
- IV. The Police and Crime Commissioner agreed to provide further information on the resources for the Offending to Recovery Initiative, be noted.
- V. The Police and Crime Commissioner agreed to provide further information on his campaign to retain fixed penalty notice charges in relation to road safety, be noted.

899 VICTIMS' ADVOCATE

Members received an introduction and update from the newly appointed Victims' Advocate, Natalie Queiroz, MBE, on their role and their work over the last 90 days since being appointed. The Victims' Advocate discussed their journey as a previous victim to give the Panel insight of how life experience had supported her in the role. This illustrated the journey of a victim as well as their understanding of the Victims' Code established in 2006 with 12

fundamental rights for a victim of crime to access to the criminal justice system and be heard and supported.

In their first 90 days, the Victims' Advocate had started building relationships with senior officials, visited key teams such as the Public Protection Unit and analysed the current timeline and journey of victims. They also met providers of commissioned victims' services and Criminal Justice Partner agencies to understand their work and encourage greater integration across services for victims. Members were also informed of the casework she was conducted and the relationships she had built with MPs, Ministers, and Commissioners across the country to better support victims and the visibility of the West Midlands in supporting victims nationally. Following the update, Members asked the following questions:

- Members thanked the Victims' Advocate for sharing her story as well as the work that she had done.
- Members asked about the length of time it would take for an offender to be charged. The Victims' Advocate and Chief Superintendent, Richard North, highlighted that the timeline was an ongoing process between the Police and the CPS. Each of the cases were said to be taken as they are received and looked at the risk to the community and victim leading to discussion on how it was difficult to provide a general statement as a result.
- Members noted the emotional impact on victims when court dates were rearranged and whether there was further support for victims in these cases. The Victims' Advocate highlighted that this was a core issue that was being examined by the Government. Members were informed of the recommendations from the Leveson report to make the processes of the courts quicker. The Commissioner further supported the points made by Members and the Victims' Advocate by discussing a further £6.6 million of victim support services. He further added that there was further work needed to embed the Victims Code in all elements of the Criminal Justice System and the Victims and Prisons Act had granted Police and Crime Commissioner's increased powers to review compliance with the Code.
- Members commented on signposting for victim support and welcomed this.
- There were comments on men that experienced domestic abuse and mental health and the support services for them. It was commented that the support services for men who had experience domestic abuse was not as signposted and whether there was further work into this. The Victims' Advocate highlighted of support services for men's mental health. This included the Ask Mark service delivered by Black Country Aid. This dedicated male support service was to support the mental health of men that had experienced domestic abuse. This included addressing the

stigma of being a victim and seeking support. The Commissioner further added that there were services in the process of being commissioned that were dedicated to supporting male victims.

- Members asked about a greater victim's aide for the journey/timeline of a victim's journey and its impact on the criminal justice process. The Victims' Advocate acknowledged the comment and noted that the journey for a victim varies due to the nature of the system. It was noted that the balance between support and bringing offenders to justice was difficult. In terms of ensuring that the Police were keeping victims apprised of developments, it was their role as Victims' Advocate to keep the Police accountable to that.
- The Victims' Advocate asked about the make-up of their team and if there were any male members of staff to support the development of men victim advocacy. The Victims' Advocate explained that the team looked to support victims of all demographics. The Head of Policy explained that it was a five-member team that comprised of a manager and four policy officers. Whilst the team was largely female, it was noted that there was work with victims and stakeholders to ensure that the work accounted for demographics of the West Midlands.
- Members asked about the Criminal Justice Board and its ability to hold the criminal justice system to account for not meeting the needs of the Victims Code. It was asked about extra scrutiny to this in relation to the impact on victims as well as any inspectorates that would examine the framework of the Board. The Commissioner responded by detailing information from the performance update and the work under the Police and Crime Plan and his priorities as Chair of the local Criminal Justice Board. This detailed the further development of the Victims Code into the work of the Criminal Justice Board. This was to improve transparency and hold the police accountable to their actions. The Victims' Advocate further added that there was work with the Ministry of Justice to look at this across the system and the nation. The was to ensure that all partners recognised victims and ensured that they were supported and if not that there should be mandated penalties. The Ministry of Justice was still to develop specific metrics that would be reported and these were not expected to be in place until 2027, work was underway to agree locally what would be measured in the interim.
- Members commented that there were many victims that had not received justice and that there should be further support for them in these cases. The Victims' Advocate echoed the comments and would not want people to be in those positions.

Following questions and comments from Members, the Chair thanked the Victims' Advocate and Officers for presenting to the Panel and welcomed a further update in the future. Members agreed the recommendations in the report.

RESOLVED – that the contents of the report, be noted by the Panel.

Cllr R Mahmood left at 3.17pm

900 WEST MIDLANDS POLICE AND CRIME PANEL WORK PROGRAMME 2025/2026

The Overview and Scrutiny Manager provided an update on the work programme for the 2025/2026 Municipal year to the Panel. This included taking a thematic approach to the work programme of the Panel that matched elements of the Police and Crime Plan. Members agreed that the next meeting in September would focus on Neighbourhood Policing and that Officers would work with the Chair and Vice Chair to prioritise items for the rest of the year.

RESOLVED – That:

- 1)** The work programme and menu of priority topics in Appendix A, were reviewed by the Panel.
- 2)** the Panel programme Neighbourhood Policing for its September 2025 meeting; and the Chair and Vice-Chair consider the items for November 2025.

901 MEETING DATES FOR 2025/2026

RESOLVED – that the meeting dates for the West Midlands Police and Crime Panel for the 2025/2026 Municipal Year be agreed.

Cllr A S Khan left the meeting at 4.39pm

902 URGENT BUSINESS

There was no further urgent business discussed at the meeting.

Meeting closed: 16.53 hours.

CHAIR

**West Midlands Police and Crime Panel – Action Tracker –Outstanding
Actions**

Minute/ Action No.	Meeting Date	Action	Update/ Notes
898	28/7/25	The Panel to write to the Police and Crime Commissioner detailing the type of crime, enforcement and outcome rate statistics, as well as wider performance data it wants to receive and the format of this information including where district breakdowns would be helpful.	ONGOING - Panel Office and OPCC to work together to progress action
898	28/7/25	The Police and Crime Commissioner agreed to provide details of the wider investment secured for the Offending to Recovery Initiative.	To be discharged – Response provided and sent to panel members 6 August 2025
898	28/7/25	The Police and Crime Commissioner agreed to circulate further information on his campaign to retain road safety related revenue from fixed penalty fines.	To be discharge - information received and sent to panel member 30 July 2025

Report to the West Midlands Police and Crime Panel – Neighbourhood Policing

Date: Monday 8th of September 2025

Report Author: Jane Heppel – Chief Finance Officer, Simon Down – Head of Policy

1. Introduction

One of the key priorities in the new Police and Crime Plan ('the Plan'), published on 26 March 2025, is rebuilding community policing. That is consistent with 3 of the key principles in the Plan, that are prevention, partnerships and trust and confidence.

The Chief Constable, must have regard to the Plan, when implementing operational policing, across the West Midlands. The PCC will use the Plan, to hold the Chief Constable and West Midlands Police to account, to rebuild community policing. Within this section of the Plan, it sets out a local Neighbourhood Policing Guarantee, mirroring and building on the national commitment of the same name.

In January 2025, the Police and Crime Commissioner ('PCC') secured £12.2 million from the Home Office, for the purpose of investment in Neighbourhood Policing. As a consequence, the Chief Constable and the PCC, were able to prepare and submit a joint bid to the Home Office, for 150 additional neighbourhood police officers. In April 2025, the Chief Constable and the PCC, secured the extra 150 neighbourhood police officers for the West Midlands, following approval of the joint bid by the Home Office.

In addition, 139 existing serving police officers will be redeployed into neighbourhood policing roles. There will also be an additional 20 new Police Community Support Officers. These additional and new police officers, allocated into neighbourhood policing, will contribute to improved justice, safety and security, for our people and communities across the West Midlands.

2. Recommendation

That the Panel notes the contents of this report.

3. National and West Midlands Neighbourhood Policing Guarantees

The national Neighbourhood Policing Guarantee (“NNPG”), aims to ensure that policing is better connected with the communities it serves, building public trust and confidence through preventative, proactive, accessible, reassuring, visible, local engagement and response. To support this, a national framework sets out clear standards, the public can expect from local policing. The framework is structured around five pillars, each reflecting differing priorities (see, Figure 1).



Figure 1 National Neighbourhood Policing Guarantee Five Pillars

Pillars 1 and 2 of the NNPG focus on neighbourhood policing visibility, including the deployment of local designated officers for each neighbourhood and increased foot patrols. Pillar 3 emphasises professional excellence, through new, specialised training for neighbourhood officers. Pillars 4 and 5 prioritise the impact neighbourhood policing teams

have on reducing Anti-social Behaviour (“ASB”), making town centres safer and improving outcomes across neighbourhood crime types.

The West Midlands Neighbourhood Policing Guarantee, (“WMNPG”), as set out in the Police and Crime Plan, builds on the national version, with a further emphasis on policing efficiency, effectiveness and improving the quality of service across the West Midlands, focussing on 12 key points (see, Figure 2).

This includes, increasing the number of neighbourhood Police Officers and PCSOs, ensuring police bases remain in areas of need, and promoting data-sharing between teams, to maximise collaboration. The WMNPG, is committed to continuing to rebuild community policing, to ensure an accessible, reassuring and visible presence out on the streets, to keep people, businesses and local communities safe and secure.

1. Increased numbers of neighbourhood Police Officers and PCSOs in Local Policing Areas.
2. Neighbourhood officers and police bases will remain located within the communities that they serve.
3. A named officer to turn to in every community.
4. Neighbourhood policing resource is ringfenced, avoiding abstractions to other policing work, save in exceptional circumstances.
5. Neighbourhood Police Officers remain in their roles for as long as possible, to build relationships, local knowledge and key intelligence.
6. When neighbourhood officers move on, relationships, local knowledge and key intelligence are passed on to replacement officers.
7. Neighbourhood policing activity is targeted towards people and places according to need.
8. Officers and PCSOs are deployed tactically to maximise and sustain their presence and visibility in the most high-need local areas.
9. WMP adopt the Neighbourhood Policing Career Pathway Programme so that neighbourhood officers are consistently trained and supported to deliver the role, recognising community policing as a Police Officer career specialism in its own right.
10. Neighbourhood Police Officers are proactive, share data, combine resources, adopt joint priorities, problem solve, implement interventions, are held to account, share learning and outcomes.
11. WMP engage with, listen to and work with the community, including via West Midlands Now, social media and holding regular community meetings.

12. The retention of 10 public contact offices, including at least one in every Local Policing Area

Neighbourhood Policing Guarantee

I expect West Midlands Police ("WMP") to deliver my Neighbourhood Policing Guarantee to ensure:

1. Increased numbers of neighbourhood Police Officers and PCSOs in Local Policing Areas.
2. Neighbourhood officers and police bases will remain located within the communities that they serve.
3. A named officer to turn to in every community.
4. Neighbourhood policing resource is ringfenced, avoiding abstractions to other policing work, save in exceptional circumstances.
5. Neighbourhood Police Officers remain in their roles for as long as possible, to build relationships, local knowledge and key intelligence.
6. When neighbourhood officers move on, relationships, local knowledge and key intelligence are passed on to replacement officers.
7. Neighbourhood policing activity is targeted towards people and places according to need.
8. Officers and PCSOs are deployed tactically to maximise and sustain their presence and visibility in the most high-need local areas.
9. WMP adopt the Neighbourhood Policing Career Pathway Programme so that neighbourhood officers are consistently trained and supported to deliver the role, recognising community policing as a Police Officer career specialism in its own right.
10. Neighbourhood Police Officers are proactive, share data, combine resources, adopt joint priorities, problem solve, implement interventions, are held to account, share learning and outcomes.
11. WMP engage with, listen to and work with the community, including via West Midlands Now, social media and holding regular community meetings.
12. The retention of 10 public contact offices, including at least one in every Local Policing Area.

Figure 2 West Midlands PCC Neighbourhood Policing Guarantee

3

Overall, the NNPG provides a clear framework for delivering effective, community-focused and visible policing across England and Wales. By aligning local priorities in the WMNPG with the national Home Office model, this reflects the PCC's continued commitment, to rebuilding community policing. The approach is intended to ensure local accountability, improve trust and confidence, build partnerships and deliver demonstrably better outcomes for residents. A continued focus on neighbourhood policing will be essential to preventing and tackling crime, promoting community safety, and enhancing the overall quality of local policing services, through the PCC's neighbourhood policing guarantee.

There will be National and Regional Neighbourhood policing performance frameworks. The NNPG has a dedicated performance framework (see, Appendix 1), with a national performance dashboard, due to be published later this year. The Home Office will be collating this data and reporting on it at a national level. The national performance framework has headline metrics that will be publicly tracked, while contextual indicators will be monitored internally, to provide deeper insight.

The WMNPG is supported through the strategic Police and Crime Plan performance framework and a delivery plan, to guide implementation, in order to track progress against each of the 12 commitments. The strategic key performance indicators progress, can be viewed in the online version of the [Police and Crime Plan](#).

The Panel, and indeed the public, will therefore have a transparent means of knowing, if and how the NNPG and WMNPG are being delivered. The presentation to the Panel, aims to clarify the overlap and differences between the two performance frameworks, in order to assist panel members, in their role as critical friend to the PCC.

Public perceptions and confidence in policing, are key priorities reflected in both the NNPG and the WMNPG. Locally, these measures are emphasised in the 'Rebuilding Community Policing' and 'Building Trust and Confidence' key performance indicators, which are currently being developed.

In alignment with this, the PCC and West Midlands Police ('WMP'), are actively working on a bespoke measure of public perception, in addition to victim satisfaction. This will support the evaluation of impact and add local insights to the headline indicators, captured within the national framework.

Appendix 1, sets out the detailed performance framework, for the NNPG against the 5 pillars. At the same time, WMP are developing a local Neighbourhood Policing Performance dashboard, to oversee local performance and taking account of the PCC's local guarantee. The local dashboard is still under development and, whilst the national framework is in place, there is yet to be any public data releases.

The presentation to Panel focuses on assisting the Panel to understand, what is in each of the performance frameworks, where they align, and how the measurement of those performance indicators, is developing

4. Current Progress Against Meeting the National and Local Guarantees

The performance framework, is still developing for both guarantees. However, we can report on progress to date as follows. It will become clear to Panel members that, similar to a project plan, some elements of the guarantee require time in order to deliver, or are

not possible to measure yet, because they require the passage of time to occur, before measurement can take place.

Progress against meeting the NNPG Pillars:

Pillar 1. Police back on the beat:

- ✓ Every Neighbourhood Team in the force has Dedicated Neighbourhood Officers (DNO's) Local action Teams and PCSO's.
- ✓ All officer details accurately published on Single Online Home (SOH).
- ✓ Joint Town Centre and High Street plan in place throughout the summer across the West Midlands.
- ✓ Intelligence led, focussed patrols taking place on all wards across the force providing visibility, reassurance and opportunities to engage.
- ✓ Clearly defined priorities and detailed updates of officer presence and activity on SOH for all areas.

Pillar 2. Community-led policing:

- ✓ Named contactable officer on every ward across the force area.
- ✓ Published meetings for every ward in a range of locations / times to meet diverse needs.
- ✓ Three detailed priorities - less than three months old – listed against every neighbourhood in the force area.
- ✓ Every priority defined by the community themselves / intelligence / crime data.
- ✓ Detailed updates against every priority – all less than 5 weeks old.

Pillar 3. Clear performance standards and professional excellence:

- WMP were an early initiator of a professionalisation programme for neighbourhood policing.
- Force commitment to deliver and early engagement with the College of Policing regarding the Neighbourhood Policing Pathway (NPP).
- Early contact with pilot forces to understand demand and best practice.
- NPP 1 and 2 fully costed and planned - rollout of NPP 1 starts in September and NPP2 in November.

Pillar 4. Crackdown on anti-social behaviour:

- Dedicated lead officer in place for ASB – Superintendent Simon Inglis.
- Force lead will own the responsibility for the creation, management and delivery of force plan.
- Early conversations with WMP to identify joint governance arrangements and planned consultation with Heads of Community Safety (HOCS) and the PCC's Advisory Panel to shape plan.
- Range of community engagement events to be jointly hosted in order to hear the community voice regarding ASB priorities and concerns.
- Performance monitoring of all existing ASB legislation to tackle persistent offenders and wider force issues such as street racing to be introduced.

Pillar 5. Safer town centres:

- Summer High Street and Town Centre plans in place.
- Monthly returns being submitted to the Home Office – first submitted mid-August.
- Retail Crime and Offending to Recovery strategies in place with senior officer ownership.
- All LPA's undertaking overt and covert patrols in intelligence-based hotspot locations.
- Joint agency operations tackling persistent locations / offenders with increased use of civil orders.
- Significant increase in messaging to communities informing them of outcomes to improve confidence.

It is important that, residents understand the wide-ranging work undertaken by the neighbourhood teams, reflects the contribution they make to the communities they serve. Neighbourhood policing, is defined by WMP's ambition to:

- Deliver an outstanding neighbourhood police service for the people of the West Midlands
- Enhance community safety by working with our partners
- Improve public trust and confidence in the police
- Identify and deliver against local policing priorities

- Manage and divert offenders and those at risk of offending
- Protect vulnerable people

In line with the new approach and the additional investment from the government, WMP have ensured that every ward area in the West Midlands, has their own Dedicated Neighbourhood Officer (DNO). These are searchable on the WMP website.

These DNOs will focus on three key areas:

1. Problem solving – tackling persistent local issues through long-term solutions
2. Targeted activity – proactive interventions to address crime and disorder
3. Community engagement – building relationships and ensuring residents have a say in policing

Each DNO will be supported by a wider team of neighbourhood officers. They will be experienced officers, that act as a local expert with in-depth knowledge of their area's challenges and the skills, to proactively resolve problems. DNOs are expected to respond to neighbourhood queries, within 72 hours as part of a broader initiative, to improve accountability and community engagement in neighbourhood policing. The aim is to give officers more time, support, and resources to focus on being neighbourhood officers, delivering accessible, proactive, reassuring and visible policing in the areas that need it most.

Another element of Neighbourhood Policing Teams across the West Midlands, is Police Community Support Officers (PCSOs), who are a vital part of the police frontline. They have particular designated powers, but, unlike police officers, they do not have the power to arrest. PCSOs work in the community and carry out a wide range of duties to support WMP's mission, to prevent and tackle crime and promote community safety.

PCSOs also play a crucial role in supporting DNOs to address local issues, build relationships and improve safety. They are often the first point of contact for many residents and actively engage with the community, to understand their concerns and build trust. For many, being a PCSO is a 'destination career', and they remain in the role,

becoming experts in their area, with a wide network of local contacts. Other PCSOs use their experience as a stepping-stone, to a career as a police officer.

Furthermore, local neighbourhood teams will have dedicated Local Action Teams (LATs), which are focussed on addressing local issues and building community relationships. They will be embedded in neighbourhoods, working directly with residents to understand their concerns and priorities and aim to identify and address long-term solutions to local problems, rather than only responding to incidents.

The College of Policing has introduced a national training programme, for neighbourhood police officers and PCSOs across England and Wales. The neighbourhood policing programme part one (NPP1), is designed to equip frontline police officers and PCSOs working in neighbourhood policing, with the essential skills and knowledge they need, to deliver a trusted and effective service to the public. Training modules include 'partnership working' and 'problem-solving' and WMP are rolling out this training programme through a phased approach, combining online learning with in-person training sessions.

4. Current Performance – Neighbourhood Crimes

Neighbourhood crimes are monitored through the Police and Crime Plan's ['Preventing and Reducing Neighbourhood Crime'](#) section.

Across 2024/25, WMP recorded a total of 48,938 neighbourhood crimes, marking a 17.3 % reduction, compared to the previous year. These decreases were observed across all Local Policing Areas (LPAs), with the most significant reductions seen in Coventry at 24.1 %, Walsall at 23.1 %, and Solihull at 22.6 % (see, Figure 3). When examining individual crime types, the downward trends are equally encouraging. Vehicle offences declined by 13.9 % (29,229), residential burglary by 20.6 % (11,249), personal robbery by 21.9 % (5,805), and theft from the person by 26.4 % (2,608). These figures reflect ongoing successes, in reducing crimes that impact daily life and public confidence in local communities.

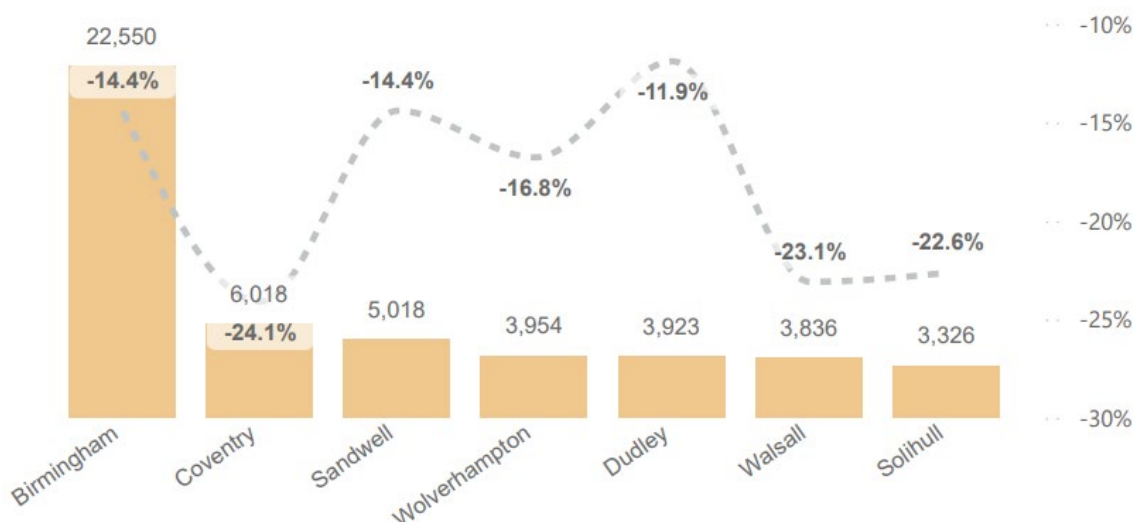


Figure 4 LPAs Neighbourhood Crime Volumes and Percentage Change for 2024/25 Compared to 2023/24

In contrast, business crime increased during the same period. A total of 58,404 offences were recorded in 2024/25, representing an 8.4 % rise. Despite this increase in volume, the overall harm score associated with business crime fell by 18.2%, largely due to a higher proportion of recorded offences being shop theft crimes, which have lower harm scores. One of the main contributors to the rise in business crime, is the national surge in shop theft. In the West Midlands, shop theft offences rose by 34.5 %, with 32,703 incidents recorded over the year. Most LPAs experienced increases, with Walsall reporting the highest rise at 64.7 %. Sandwell was an exception, where shop theft levels remained relatively stable, showing a slight decrease of 2.9 %.

There has been notable improvement, in the proportion of shoplifting offences, resulting in a positive outcome. In 2024/25, 7,440 positive outcomes were recorded, resulting in an outcome rate of 22.8 %. This marks an increase of 8.8 percentage points, compared to 2023/24 and reflects targeted action, to bring more offenders to justice. In relation to fraud and cybercrime, the Police and Crime Plan emphasises the importance of encouraging increased reporting, particularly due to the underreported nature of these offences. According to the latest data from the Action Fraud dashboard, 15,065 reports were made in 2024/25. Of these, 83.0 % were related to fraud and 17.0 % to cybercrime. This represents a 5.1 % decrease in total reports, compared to the previous year.

5. Public Communications

WMP will be launching the Neighbourhood Policing Guarantees locally in September 2025, setting out to the public what the guarantees mean locally, what it gives the public access to, what they can expect from WMP in their community and how they can become involved. The launch will particularly seek to direct people to the Single Online Home website, which is already live. The Single Online Home website, already provides the public with:

- A. The name of their DNO, details of their wider neighbourhood team and contact details
- B. Information on meetings and events for each neighbourhood, where the public can engage with the police
- C. Details of the key priorities for their Neighbourhood
- D. Latest social media/news from WMP, for their neighbourhood

WMP are also focussing on ensuring that their primary communication channel, West Midlands Now (WMNow), is optimised to support communications with local communities.

WMnow is a free email messaging service from West Midlands Police. Members of the public can sign up to receive updates straight into their inbox about crimes, police activity and other local news.

West Midlands Police benchmarking vs Most Similar Group (MSG) forces – July 2025

KPI Snapshot

KPI (July 2025)	West Midlands Police	Force Comparison	Commentary
New Registrations	609	Mid-range	Comparable to city-based MSG forces
User Engagement (%)	62.26%	40% - 75%	Slightly below MSG average, improvement potential

Household Coverage (%)	13%	4% - 18%	At MSG average
Average User Rating (/5)	4.83	4.6 - 4.9	High, at upper end of MSG
% Contactable Users	91.5%	88% - 98%	Strong, but not MSG best-in-class

New Registrations: West Midlands registered 609 new users in July 2025, positioning the force mid-range compared to similar (MSG) forces, and reflecting steady, sustained uptake.

User Engagement: The engagement rate for West Midlands, stands at 62.26%. This places the force just below the average within the MSG, where engagement rates typically range from 40% to 75%. Most peer forces cluster, in the 60–70% band.

Household Coverage: West Midlands achieves approximately, 13% household coverage. This aligns almost exactly with the typical MSG midpoint, where coverage rates for this group generally range from 4% (lowest) to 18% (highest).

Average User Rating: User feedback remains highly positive, with a 4.83 out of 5 average rating—placing West Midlands, in the top tier among MSG comparators.

Contactable User Rate: 91.5% of West Midlands users are contactable, which is within the main MSG performance cluster (88–98%).

How to improve outcomes:

1. Boost New User Registrations

Action Points:

- Increase targeted campaigns in lower-registration areas.
- Leverage community partnerships to promote sign-ups.
- Introduce incentives and awareness events encouraging registration.

2. Increase User Engagement

Action Points:

- Enhance alert relevance and personalisation to increase interaction.
- Promote two-way communications and feedback loops.
- Utilise digital channels and social media to maintain visibility and engagement.
- Regularly gather and act on user feedback to sustain satisfaction.
- Promote success stories and positive community impact.

3. Expand Household Coverage

Action Points:

- Drive community outreach, especially in underrepresented demographics and areas.
- Collaborate with local groups and seldom heard communities for better inclusion.
- Use data-driven targeting to identify coverage gaps.

4. Maintain High User Satisfaction

Action Points:

- Continue excellent service and clear communication.
- Regularly gather and act on user feedback to sustain satisfaction.
- Promote success stories and positive community impact.

5. Increase Contactable User Rate

Action Points:

- Regularly verify and update user contact details.

6. Recruitment

The Panel will be aware that recruitment in Policing is not immediately aligned with a growth in deployable officers and PCSOs, as the training period of officers and PCSOs requires them to be abstracted for training, at the start of their service.

However, in order to deliver on the NNPG, the Chief Constable has decided to redeploy officers from other areas in order to ensure that by September 2025, all of the planned additional growth in neighbourhood police officer numbers can be achieved.

WMP have pledged to achieve a growth of 289 neighbourhood officers in year 1 of the NNPG, in order to claim the £12.2M in additional grant which has been awarded. The expected and actual growth is shown in the table below:

Period	Officers Redeployed from other areas with backfill	Officers Redeployed with no backfill
30th April	36	-
31st May	40	-
30th June	80	41
31st July	96	70
31st August	113	92
30th September	150	139

This will ensure that all officers in neighbourhood roles are experienced officers, not trainees, who would require further abstraction for training.

In terms of growth in PCSO numbers, the pledge in year 1 was for 20 additional PCSOs, with growth spread as follows. These recruitments will deliver both replacement numbers for normal turnover in PCSO numbers, as well as the uplift of 20 additional PCSOs, by the end of the year.

Period	PCSOs recruited directly into Neighbourhood Policing	PCSOs redeployed into Neighbourhood Policing
30th April	0	25
31st May	13	0
30th June	0	0
31st July	0	0
31st August	0	0

30th September	24	0
31st October	0	0
30th November	12	0
31st December	0	0
31st January	24	0
28th February	0	0
31st March	24	0

7. Accountability measures

As set out in the Police and Crime Plan, there are various mechanisms the Police and Crime Commissioner uses to hold the Chief Constable to account. One key method designed to do this, is the Accountability and Governance Board (AGB), which meets monthly.

The PCC, the Deputy PCC and the Victims' Advocate, are the three panel members, that consider and discuss reports and scrutinise the force's performance, to ensure it is working efficiently and effectively, towards the aims and objectives of the Police and Crime Plan.

There will be an annual Neighbourhood Policing report at the AGB taking place in November 2025, and in November each following year throughout this term of office, to hold the Chief Constable to account for the delivery of the NNPG.

8. Understanding What the Community Want from Neighborhood Policing

Community engagement is central to the role of Police and Crime Commissioner. This is exercised, both directly by the PCC and also through his office. With neighbourhood or community policing, being a key concern and priority for our communities, our engagement almost always covers these matters.

Over July 2025 alone, the PCC attended seventeen community related events, including Shop Kind Campaign Event at Your Co-op Food in Walsall town centre on the 1st of July, the Black Country Multicultural Day at Somers Square in Halesowen town centre on the

19th of July, and the Sports for Social Integration and Afro-Caribbean Party in the Park at Long Park, Coventry on the 26th of July. These are just some of the events the PCC has attended, from across the West Midlands and he looks forward to attending many more in the future.

The consultation for the West Midlands Police and Crime Plan 2025-2029, covered various elements of neighbourhood policing. A summary of the neighbourhood policing feedback and associated conclusions is set out below.

‘The comprehensive consultation adopted a multi-method approach to ensure inclusivity and robust engagement across all sections of society. A public consultation survey was launched as a central tool to collect quantitative and qualitative data on residents’ perceptions, concerns, and priorities.

A free-text question in the survey asked respondents to identify additional police responsibilities that should be prioritised. The response highlighted the key priorities, with terms like community, officers, and streets being used which emphasised the strong public demand for enhanced police visibility in neighbourhoods. This collectively emphasised the interconnected priorities of building safer, stronger communities through visible, community-focused policing that fosters trust and addresses key public concerns, highlighting how strengthening police presence can contribute to more resilient and secure neighbourhoods.

Many felt that an increased police presence would make people feel safer and help reduce crime in local neighbourhoods. Participants remarked, “If we saw police on our streets, then there would be less crime”. However, an increase in police presence would call for an increase in investment to the workforce. The idea of redirecting proceeds of crime to fund community initiatives was widely supported. Participants suggested that money, property, and possessions seized from criminals should be reinvested into communities to fund youth programmes and services.

The findings from the public consultation on the Police and Crime Plan 2025-2029 reveal detailed insights into community priorities, perceptions of safety, and expectations for

policing in the West Midlands. The emphasis on visible policing and community engagement reflects a public desire for proactive and preventative measures. Addressing these issues requires targeted strategies, such as enhanced neighbourhood policing to ensure tangible improvements in safety and public confidence in policing. The mixed perceptions of safety, with 37.1% of respondents feeling neutral about safety where they live, reveal an opportunity for improvement. While a notable proportion feel safe (34.1%), the 28.1% who feel unsafe or very unsafe indicate the need for targeted efforts in areas experiencing higher crime or a lack of visible policing.

Addressing public concerns about safety could involve increasing police presence in high-risk areas, enhancing public communication about safety initiatives, and building partnerships with community organisations. Moreover, developing the community alert system further and increasing collaboration with neighbourhood watch initiatives can aid in increasing a sense of security within communities.'

In 2024, the Police and Crime Commissioner launched a new Advisory Panel, to work with him during his time in office. The panel meets regularly and provides critical thinking and expertise, that will support holding WMP to account.

On the 3rd of April 2025, the Advisory Panel devoted a meeting to discussion of Neighbourhood Policing. This was a 3-hour meeting, with presentations from the PCC and the Chief Constable, followed by workshops, in which panel members answered key questions to share experiences, insight and knowledge, as well as influence the future of neighbourhood policing.

The PCC asked the Panel *'How do community members perceive visibility in our communities, what concerns or suggestions do they have?'* and the following was discussed:

- The need for visibility to be organic, holistic and representative of the community served
- Cultural competence of neighbourhood policing
- Generational differences and the importance of consistency, and having a relationship with local police

- Use of social media as a tool to reach people where they are digitally connected.
- Improvements at the handover from local police to new officers
- Community values, principles and practice to be embedded into community
- Transparency and trauma informed – are officers informed regarding the community they serve?

From the discussions at this Advisory Panel meeting, the PCC noted the next steps which included:

- He will rely on the information gathered to support him in continuing to hold the Chief Constable and WMP to account around continuous improvement
- He will ensure information gathered is shared with WMP and used in improving the quality of community policing

To enhance the oversight of Neighbourhood Policing and local engagement, the PCC has also initiated a series of Local Policing Areas (LPA) visits, with the Deputy PCC Wasim Ali visiting each LPA, alongside a senior member of staff from the OPCC, to assist on delivery of neighbourhood policing.

9. Continuity and abstractions

The additional resource to Neighbourhood Policing can be at risk of being minimised, as a result of internal movement of officers and abstractions.

Levels of abstractions have historically detracted, sometimes significantly, from neighbourhood policing resource. WMP are committed to reducing levels of abstraction, having created and implemented an abstraction policy, to ensure abstractions of neighbourhood officers are minimised and that tasking of neighbourhood policing teams is consistent across WMP, in line with the WM Neighbourhood Policing Ambition.

A performance dashboard to measure abstractions of Neighbourhood Police Officers, has been developed and is in the process of being finalised, to be ready for the local launch of the Neighbourhood Policing Guarantee in September. Once available, this data will be fed into the AGB paper on Neighbourhood Policing, ensuring oversight of this important metric.

DNOs are now required to be in post for at least 2 years and the Neighbourhood Policing Pathway, ensures that Neighbourhood Policing is a viable and attractive career pathway, recognising Neighbourhood Policing as a career pathway specialism. This should reduce the impact on Neighbourhood Policing, from internal movement of officers. WMP are also in the process of developing a mandatory protocol, to ensure a formal handover plan is in place, whenever a DNO moves on.

Monitoring performance for the Neighbourhood Policing Guarantee¹

Cross-Pillar Monitoring							
Pillar	Measure	Data source	Detail level	Measure type	Ambition	Data availability	Tier
1,2,3,4 and 5	Monitoring the recruitment of 13,000 additional neighbourhood police officers, PCSOs and special constables	Home Office statistics	Police force area	Input	Delivered by the end of parliament in 2029	Biannual	Headline
1,2,3,4	Public trust and confidence in the police <i>Overall confidence in local police</i> <i>Perceive the police in the local area to do a good or excellent job</i>	Crime Survey for England and Wales	National	Outcome	Increase	Annually	Headline

¹ [neighbourhood policing guarantee performance framework \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

	<i>Perceive that the police in local area can be trusted</i>						
1,2,3,4 and 5	Public perceptions of police legitimacy and procedural justice in local area <i>Perceive that the police would treat you fairly</i> <i>Perceive that the police would treat you with respect</i>	Crime Survey for England and Wales	National	Outcome	Increase	Annually	Headline
1,2,4 and 5	Public perceptions of whether police understand and deal with their local concerns <i>Perceive the police to understand local concerns</i> <i>Perceive the police to deal with local concerns</i>	Crime Survey for England and Wales	National	Outcome	Increase	Annually	Headline

Pillar 1 – Police back on the beat

Pillar	Measure	Data source	Detail level	Measure type	Ambition	Data availability	Tier
1	Public perceptions of police visibility in local area <i>- Perceived frequency of visible police foot patrols in local area</i>	Crime Survey for England and Wales	National	Outcome	Increase	Annually	Headline
1	Level of abstraction of police personnel away from neighbourhood policing roles	To be confirmed	Police force area	Activity / Output	This measure is currently under development and expected to be available later this year. A national definition of abstraction will be agreed and is anticipated to	To be confirmed	Headline

					set out two types of abstraction, 'planned' and 'spontaneous'		
1	Total hours of visible, proactive patrolling in priority hotspot areas (priority areas are chosen by forces)	Hotspot Action Fund	Police force area	Activity / Output	Monitor only	Quarterly	Contextual

Pillar 2 – Community-led policing

Pillar	Measure	Data source	Detail level	Measure type	Ambition	Data availability	Tier
2	Proportion of neighbourhoods with a named officer, contactable online by the public	Monitoring with policing	Neighbourhood area	Activity / Output	Achieved by July 2025	Monthly	Headline

2	Up-to-date (in last 3 months) neighbourhood policing priorities	Monitoring with policing	Neighbourhood area	Activity / Output	Available from July 2025	Monthly	Headline
2	Public awareness of community engagement activity - <i>Seen or heard about what the police are doing to tackle crime and ASB in local area</i>	CSEW	National	Outcome	Increase	Annually	Headline

Pillar 3 – Clear performance standards and professional excellence

Pillar	Measure	Data source	Detail level	Measure type	Ambition	Data availability	Tier
3	The total number of the workforce completing NPP2/3/4 portfolios in their communities: <i>Number of eligible posts for NPP2/3/4 per force</i> <i>Number of officers and staff that have</i>	College of Policing	Police force area	Activity / Output	Delivered by end of parliament 2029	Monthly	Headline

	<i>successfully completed NPP2 portfolio²</i> <i>Number of supervisors that have successfully completed NPP3 portfolio</i> <i>Number of senior officers that have successfully completed NPP4 portfolio</i>						
3	The total number of the workforce who have attended various modules of the Neighbourhood Policing Programme Career Pathway to track progress through the pathway. ³	College of Policing	Police force area	Activity / Output	National rollout achieved by Summer 2027	Monthly	Contextual

Pillar 4 – Crackdown on anti-social behaviour

Pillar	Measure	Data source	Detail level	Measure type	Ambition	Data availability	Tier
4	Public experience of ASB in their local area - <i>Proportion that have experienced or witnessed ASB in local area in the last 12 months</i>	Crime Survey for England and Wales	National	Outcome	Decrease	Rolling quarterly basis	Headline
4	A dedicated lead officer for ASB in every force (working with communities to develop a local ASB action plan)	Monitoring with policing	Police force area	Activity / Output	ASB lead confirmed by July 2025	Quarterly	Headline
4	Presence of ASB action plans in every police force	Monitoring through police force websites	Police force area	Activity / Output	ASB action plan published by April 2026	Monthly	Headline
4	Perceptions of ASB in local area – <i>Perceive ASB to be a problem in local area</i>	Crime Survey for England and Wales	National	Outcome	Decrease	Rolling quarterly basis	Contextual

4	Satisfaction with police response to reported ASB <i>- Overall satisfaction with the way the police handled the matter</i>	Crime Survey for England and Wales	National	Outcome	Increase	Annually	Contextual
4	Police recorded incidents of ASB	Police recorded crime	Police force area	Outcome	Decrease	Quarterly	Contextual
4	Police use of ASB powers <i>Criminal behavior orders Community protection notices Civil injunctions Dispersal powers Closure powers ASB case reviews Respect orders (not yet available)</i>	Home Office voluntary data return (ADR)	Police force area	Activity / Output	<i>Monitor only</i>	Quarterly	Contextual

Pillar 5 – Safer town centres

Pillar	Measure	Data source	Detail level	Measure type	Ambition	Data availability	Tier
5	<p>Volume of successful/positive crime outcomes data for incidents relevant to town centers (retail and street crime)</p> <p><i>Retail crime:</i> Shop theft Robbery of business property Assaults on retail workers (not yet available)</p> <p><i>Street crime:</i> Theft from the person Robbery of personal property</p>	Police recorded crime outcomes data	Police force area	Outcome	Increase	Quarterly	Headline

5	<p>Police recorded incidents of crime relevant to town centers (retail and street crime)</p> <p><i>Retail crime:</i> Shop theft Robbery of business property Assaults on retail workers (not yet available)</p> <p><i>Street crime:</i> Theft from the person (snatch theft, stealth theft, attempted snatch or stealth theft)⁴ Robbery of personal property</p>	Police recorded crime and CSEW ⁵	Police force area	Outcome	Decrease	Quarterly	Headline
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5	Public perceptions of crime in local area - <i>Perceive the level of crime in local area to have reduced in recent years</i>	Crime Survey for England and Wales	National	Outcome	Increase	Annually	Contextual
5	Perceptions of crime and ASB in town centers - <i>Perceive ASB and crime to be a big or fairly big problem in local high street or town centre⁶</i>	Crime Survey for England and Wales	National	Outcome	Decrease	Annually, starting from Summer 2026.	Contextual
5	Repeat victimization of street crime ⁷ <ul style="list-style-type: none"> • <i>Theft from person</i> • <i>Robbery of personal property</i> 	Crime Survey for England and Wales	National	Outcome	Decrease	Annually	Contextual



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Report to the West Midlands Police and Crime Panel – Neighbourhood Policing



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National and WM Neighbourhood Policing Guarantees

National Neighbourhood Policing Guarantee



Police back on the beat

A Neighbourhood Policing Team in every local area, carrying out intelligence-led and visible patrols, including in town centres and on high street.

01



Community led

A named, contactable officer for every neighbourhood, responsive to local problems. Residents and local businesses will be able to have a say on the police's priorities for their area.

02



New NP career pathway

New training for officers and standards for professional excellence will ensure neighbourhood policing is developed as a specialist policing capability.

03



Crackdown on ASB

Neighbourhood policing teams will have tougher powers, and support by other agencies, to tackle anti-social behaviour. A dedicated lead officer in every force working with communities to develop a local anti-social behaviour action plan.

04



Safer town centres

Neighbourhood policing teams will crack down on shop theft, street theft and assaults against retail workers, so local people can take back their streets from thugs and thieves.

05

WM Neighbourhood Policing Guarantee (1)

Neighbourhood Policing Guarantee

I expect West Midlands Police ("WMP") to deliver my Neighbourhood Policing Guarantee to ensure:

1. Increased numbers of neighbourhood Police Officers and PCSOs in Local Policing Areas.
2. Neighbourhood officers and police bases will remain located within the communities that they serve.
3. A named officer to turn to in every community.
4. Neighbourhood policing resource is ringfenced, avoiding abstractions to other policing work, save in exceptional circumstances.
5. Neighbourhood Police Officers remain in their roles for as long as possible, to build relationships, local knowledge and key intelligence.
6. When neighbourhood officers move on, relationships, local knowledge and key intelligence are passed on to replacement officers.
7. Neighbourhood policing activity is targeted towards people and places according to need.
8. Officers and PCSOs are deployed tactically to maximise and sustain their presence and visibility in the most high-need local areas.
9. WMP adopt the Neighbourhood Policing Career Pathway Programme so that neighbourhood officers are consistently trained and supported to deliver the role, recognising community policing as a Police Officer career specialism in its own right.
10. Neighbourhood Police Officers are proactive, share data, combine resources, adopt joint priorities, problem solve, implement interventions, are held to account, share learning and outcomes.
11. WMP engage with, listen to and work with the community, including via West Midlands Now, social media and holding regular community meetings.
12. The retention of 10 public contact offices, including at least one in every Local Policing Area.

WM Neighbourhood Policing Guarantee (2)

I expect West Midlands Police (WMP) to deliver my Neighbourhood Policing Guarantee to ensure:

1. Increased numbers neighbourhood Police Officers and PCSOs in Local Policing Areas.
2. Neighbourhood officers and police bases will remain located within the communities that they serve.
3. A named officer to turn to in every community.
4. Neighbourhood policing resource is ringfenced, avoiding abstractions to other policing work, save in exceptional circumstances.

WM Neighbourhood Policing Guarantee (3)

5. Neighbourhood policing activity is targeted towards people and places according to need.
6. When neighbourhood officers move on, relationships, local knowledge and key intelligence are passed on to replacement officers.
7. Neighbourhood policing activity is targeted towards people and places according to need.
8. Officers and PCSOs are deployed tactically to maximise and sustain their presence and visibility in the most high-need local areas.

WM Neighbourhood Policing Guarantee (4)

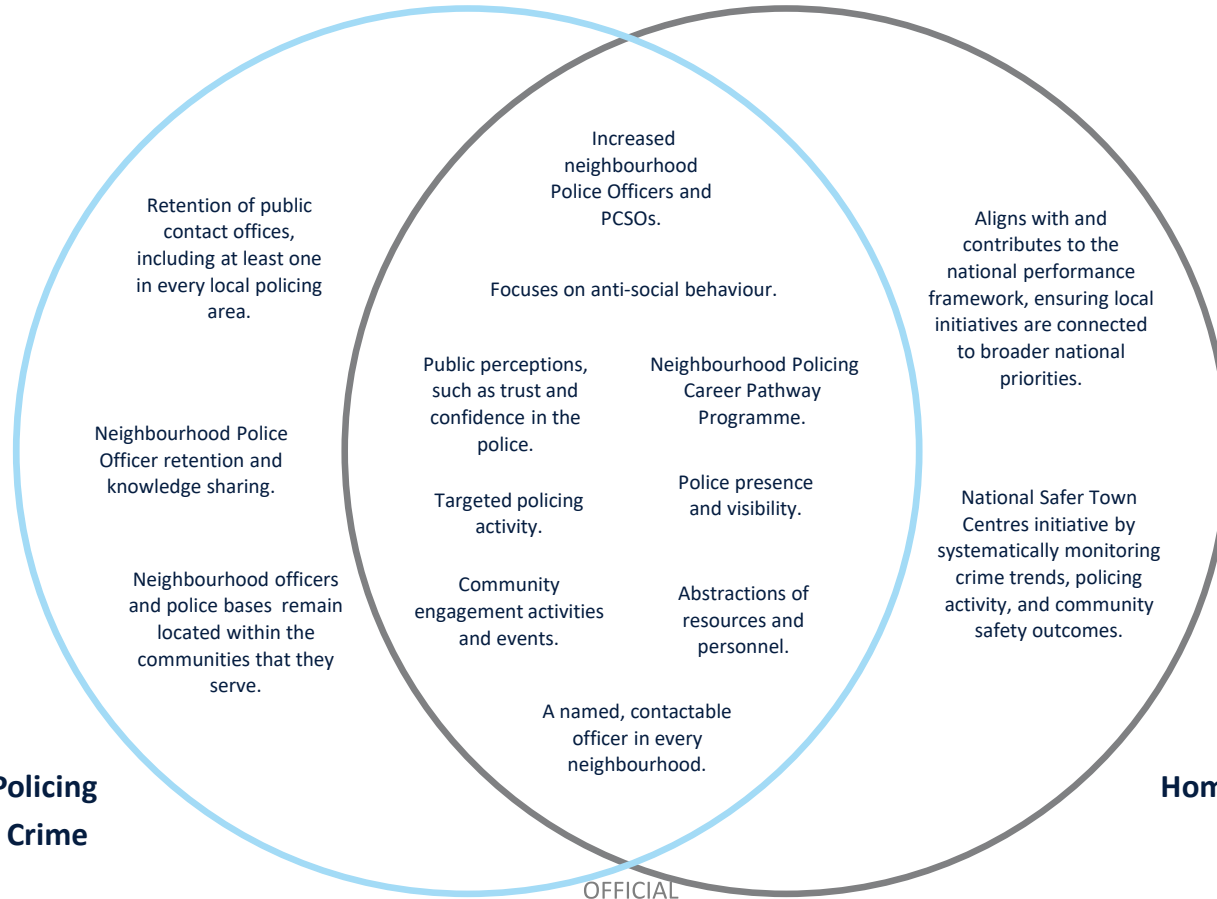
9. WMP adopt the Neighbourhood Policing Career Pathway Programme so that neighbourhood officers are consistently trained and supported to deliver the role, recognising community policing as a Police Officer career specialism in its own right.
10. Neighbourhood Police Officers are proactive, share data, combine resources, adopt joint priorities, problem solve, implement interventions, are held to account, share learning and outcomes.
11. WMP engage with, listen to and work with the community, including via West Midlands Now, social media and holding regular community meetings.
12. The retention of 10 public contact offices, including at least one in every Local Policing Area.



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Neighbourhood Policing Performance Framework

Neighbourhood Policing Guarantee Comparison



**WM Neighbourhood Policing
Guarantee/Police and Crime
Plan**

**Home Office Neighbourhood
Policing Guarantee**

Measuring Performance

PCC Neighbourhood Policing Guarantee/Police and Crime Plan	Home Office Policing Neighbourhood Guarantee
<ul style="list-style-type: none">• A strategic performance framework incorporating clear, measurable KPIs aligned with the Police and Crime Plan.• Individual commitments are tracked quarterly through a structured Police and Crime Plan delivery framework.• Performance insights are made publicly accessible via interactive online dashboards.	<ul style="list-style-type: none">• Home Office will oversee performance to support continuous improvement across individual police forces.• Headline metrics will be publicly tracked, while contextual indicators will be monitored internally to provide deeper insight.• A performance reporting dashboard is scheduled for release later this year.

Metric: Increase Police Officers and PCSOs

PCC Neighbourhood Policing Guarantee/Police and Crime Plan	Home Office Policing Neighbourhood Guarantee
<ul style="list-style-type: none">• Secured an extra 150 neighbourhood police officers for the West Midlands.• Emphasis on keeping these officers based within the communities they serve.	<ul style="list-style-type: none">• Recruit 13,000 additional neighbourhood police officers, PCSOs, and special constables.• Applied across all forces with Home Office oversight and performance monitoring.

Metric: Increase Public Confidence

PCC Neighbourhood Policing Guarantee/Police and Crime Plan	Home Office Policing Neighbourhood Guarantee
<ul style="list-style-type: none">• Establish a local Public Perceptions Survey which will capture representative views across all 7 local policing areas to better understand public confidence.• Additional measures such as 999/101 access, response times, complaint handling, and victim satisfaction serve as additional confidence drivers.	<ul style="list-style-type: none">• Public confidence is a core national outcome measure, monitored at Police Force Area level only.• Tracked by Crime Survey for England and Wales survey on trust, fairness, visibility, and responsiveness.

Metric: Levels of Abstractions

PCC Neighbourhood Policing Guarantee/Police and Crime Plan	Home Office Policing Neighbourhood Guarantee
<ul style="list-style-type: none">• Neighbourhood policing resource is ringfenced, avoiding abstractions to other policing work, save in exceptional circumstances.• Clear and explicit expectation from the PCC for a sustained and visible presence in neighbourhood policing roles.	<ul style="list-style-type: none">• Extent to which police personnel are being diverted from neighbourhood policing roles through increasing levels of abstraction.• This measure is currently under development and expected to be available later this year.

Metric: Proportion of Neighbourhoods with a Designated Officer

PCC Neighbourhood Policing Guarantee/Police and Crime Plan	Home Office Policing Neighbourhood Guarantee
<ul style="list-style-type: none">• Named officer to turn to in every community, and searchable by inputting your local area into the West Midlands Police website.• Neighbourhood Police Officers remain in their roles for as long as possible, to build relationships, local knowledge and key intelligence.	<ul style="list-style-type: none">• Every neighbourhood must have a named, contactable officer responsible for that area.• Measured as a national performance indicator (proportion of neighbourhoods covered).

Metric: Neighbourhood Priorities and Community Engagement Events

PCC Neighbourhood Policing Guarantee/Police and Crime Plan	Home Office Policing Neighbourhood Guarantee
<ul style="list-style-type: none">• West Midlands Police to engage, listen, and work with communities through regular meetings, West Midlands Now platform, and social media.• Engagement linked to problem-solving partnerships and targeted prevention work.	<ul style="list-style-type: none">• Mandates forces to hold community engagement events (e.g., regular meetings) and set neighbourhood priorities informed by residents.• Requires forces to publish engagement activity and outcomes.

Metric: Public Experiences of ASB

PCC Neighbourhood Policing Guarantee/Police and Crime Plan	Home Office Policing Neighbourhood Guarantee
<ul style="list-style-type: none">• Commitment to reduce ASB incidents across all local policing areas, by working in partnership.• Expects West Midlands Police to utilise all powers available within the ASB Crime and Policing Act 2014.• Increase awareness of the ASB case review mechanism.	<ul style="list-style-type: none">• Tracks both public perceptions/experiences of ASB and police-recorded ASB incidents as national indicators.• Includes commitment to address ASB hotspots, enforce new Respect Orders, and deliver ASB Action Plans.

Police and Crime Plan Performance



Police and Crime Plan Performance Monitoring



Rebuilding Community Policing Dashboard

West Midlands Police and Crime Commissioner | Release Version 1.0



Select Quarter

Q2 2025/26

Increase Police Officers and Police Community Support Officers

Baseline

Current

Change

Police Officers (*Headcount*)

8,102

[April 2024]

8,095

[July 2025]

-0.09%

Baseline

Current

Change

Police Community Support Officers (*Headcount*)

310

[April 2024]

316

[July 2025]

1.94%

Crime Analysis Tool



Crime Analysis Tool

West Midlands Police and Crime Commissioner | Release Version 1.0

Local Policing Area

Select Area(s)

Ward Selection

Select Ward(s)



Date Selection

Select Month(s)

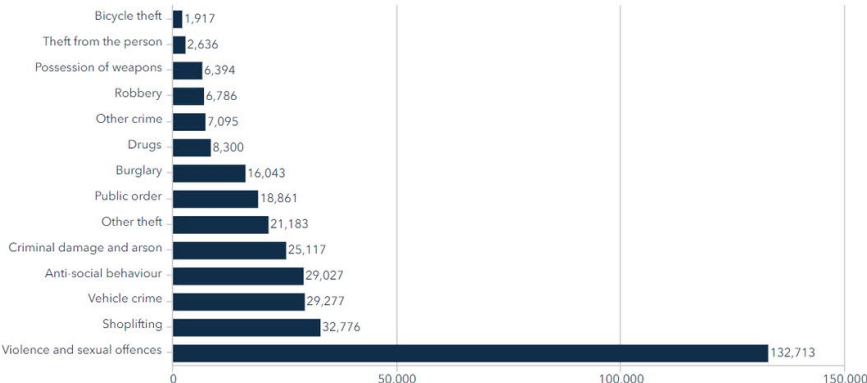
Number of Crimes

338,125

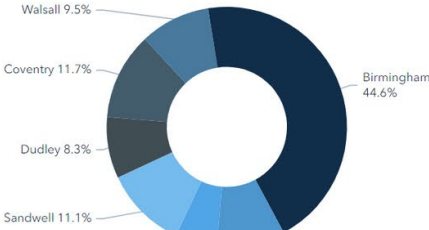
Trend



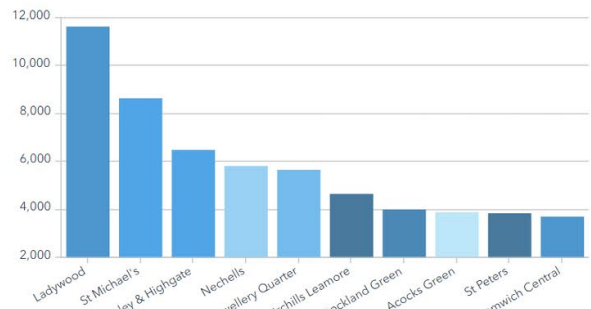
Crime Types



Local Policing Areas



Highest Ward Areas



Latest Outcomes

Suspect charged as part of another case	52
Formal action is not in the public interest	86
Further investigation is not in the public interest	99
Further action is not in the public interest	110
Offender given a caution	2,100
Action to be taken by another organisation	4,168
Status update unavailable	5,130
Court result unavailable	5,713

Crime Mapping Tool



Crime Mapping Tool

West Midlands Police and Crime Commissioner | Release Version 1.0

Ward Selection

Abbey



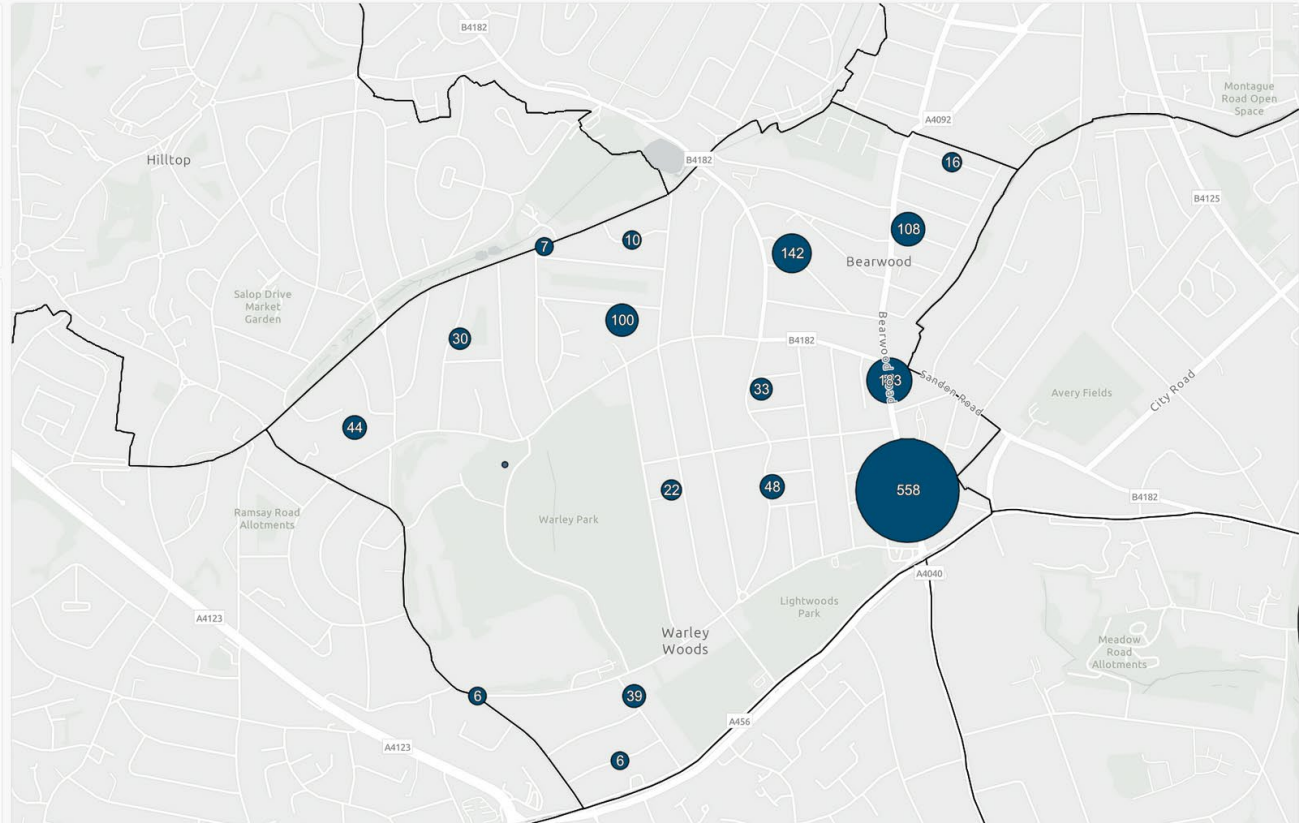
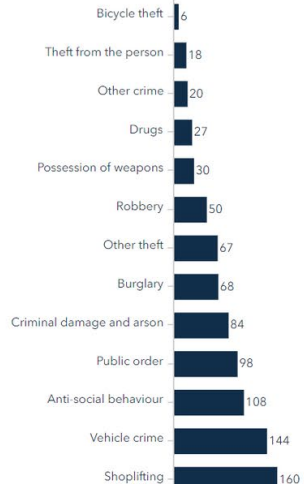
Date Selection

March 2025

Number of Crimes

1,353

Crime Types

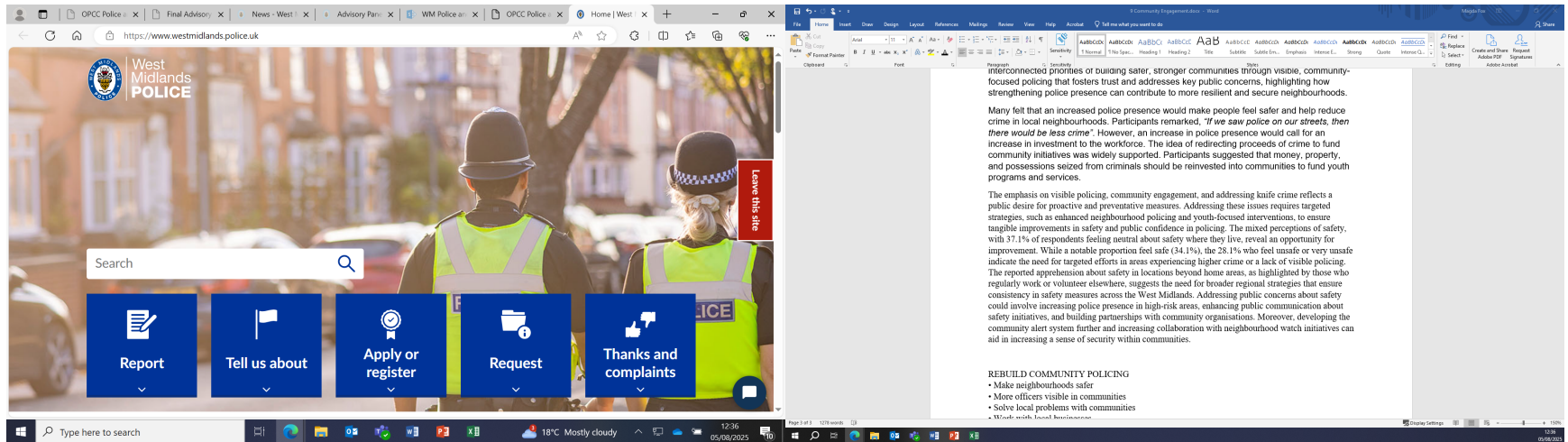




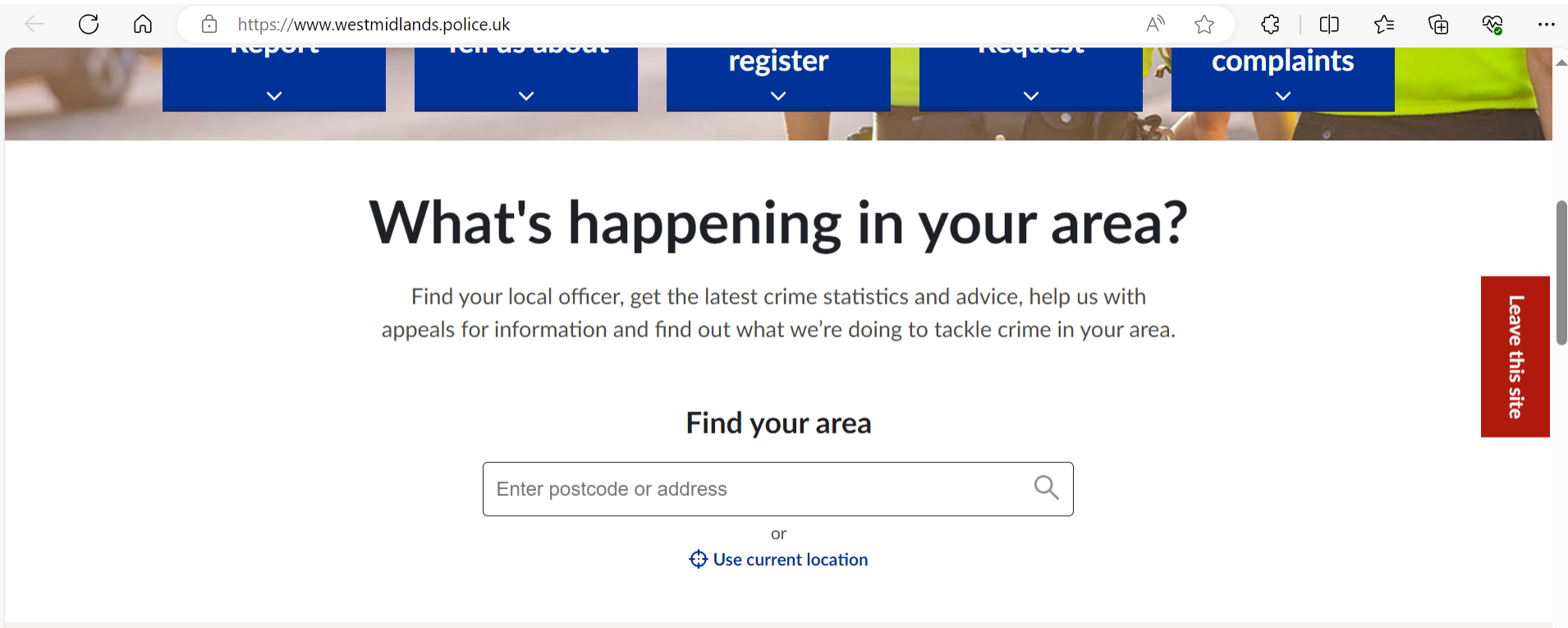
west midlands
police and crime
commissioner

What residents can expect from Local Neighbourhood Teams

Single Online Home (1)



Single Online Home (2)



The screenshot shows the West Midlands Police website. At the top, there is a navigation bar with links: 'Report', 'Tell us about', 'register', 'Request', and 'complaints'. Below this is a large heading 'What's happening in your area?' followed by a subheading 'Find your local officer, get the latest crime statistics and advice, help us with appeals for information and find out what we're doing to tackle crime in your area.' A search box labeled 'Find your area' contains the placeholder text 'Enter postcode or address'. Below the search box is a link 'or Use current location'. On the right side, there is a red vertical button labeled 'Leave this site'.

Report Tell us about register Request complaints

What's happening in your area?

Find your local officer, get the latest crime statistics and advice, help us with appeals for information and find out what we're doing to tackle crime in your area.

Find your area

Enter postcode or address

or

[Use current location](#)

Leave this site

Single Online Home (3)



West
Midlands
POLICE

[Report](#)[Tell us about](#)[Apply or register](#)[Request](#)[Thanks and complaints](#)[Your area](#)

[🏠](#) > [Your area](#) > [Solihull](#)



St Alphege and Blythe

[📍 View on a map](#)

Leave this site

Your local team



Single Online Home (4)

Your local team

About
us

On the
team

Contact
us

Meetings and
events

Stations, contact points and
offices

Social
media

News



As your local neighbourhood police team, we work together with the community, local authority, and other partners to help keep you safe.

Our team is made up of police officers and dedicated Police Community Support Officers (PCSOs). This includes a sergeant, dedicated local named officers, and Local Action Team officers. We are also supported by police teams, including response and investigation units, as well as other specialist colleagues, to help solve the crimes and problems that really matter to you.

Through our understanding of the calls we receive and our local community meetings, we agree with partners, community leaders, and residents on the key priorities for us to focus on in your area. Working in partnership, we aim to find long-term solutions to local problems while maintaining a wider focus on preventing crime and making communities safer.

To receive regular updates about what we're doing or alerts about incidents, sign up to our [WMNOW community alerts](#) system or follow us on social media.

To contact us, use our quick and simple online contact tool to make sure your query gets to the right place.

Leave this site




Single Online Home (5)


← ↻ 🏠 🔒 https://www.westmidlands.police.uk/area/your-area/west-midlands/solihull/st-alphege-and-blythe/on-the-te... 🔍 📄 ☆ ⚙️ | 📄 ☆ 📄 🌐 ...

Your local team


[About us](#) [On the team](#) [Contact us](#) [Meetings and events](#) [Stations, contact points and offices](#) [Social media](#) [News](#)




Thomas Clayton
Inspector



Warwick Bird - Dedicated Neighbourhood Sergeant
Sergeant



Alex Evans - Local Action Team
Police Constable



Ben Airey - Local Action Team
Police Constable

Leave this site

Single Online Home (6)

← ↻ 🏠 🔒 https://www.westmidlands.police.uk/area/your-area/west-midlands/solihull/st-alphege-and-blythe/meetings... 📶 🗨️ ☆ 🛠️ | 📄 ☆ 📌 🌐 ...

Your local team

About
us

On the
team

Contact
us

Meetings and
events

Stations, contact points and
offices

Social
media

News

Blythe Beat Surgery

🕒 10:00AM - 11:00AM, Wed 20 August 2025

📍 Brew Twenty Three Unit 2 44 Brambles Crescent Blythe Valley Park

📅 [Add to calendar](#)

Solihull Beat Surgery

🕒 10:00AM - 11:00AM, Thu 21 August 2025

📍 The Core Homer Road Solihull

📅 [Add to calendar](#)

Dickens Heath Beat Surgery

🕒 10:00AM - 11:00AM, Thu 21 August 2025

📍 7 Main Street Dickens Heath Solihull

📅 [Add to calendar](#)

Bike Marking and Violence and Intimidation Against Women And Girls Awareness Event

🕒 11:00AM - 2:00PM, Thu 21 August 2025

📍 Tudor Grange Leisure Centre Blossomfield Rd. Solihull

📅 [Add to calendar](#)

Leave this site



Single Online Home (7)

Crimes and priorities

Top reported crimes in this area

Crime map

Our priorities

Top reported crimes

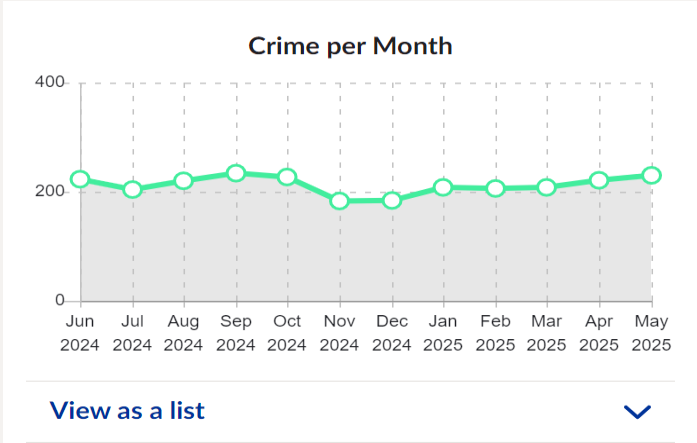
Most commonly reported crimes during May 2025

Violence and sexual offences	73
Shoplifting	32
Burglary	26
Public order	22

[Crime prevention](#)

Crime levels in your area

Crime for last year



Leave this site

Single Online Home (8)

←

↺

🏠

🔒 https://www.westmidlands.police.uk/area/your-area/west-midlands/solihull/st-alphege-and-blythe/news/cr...

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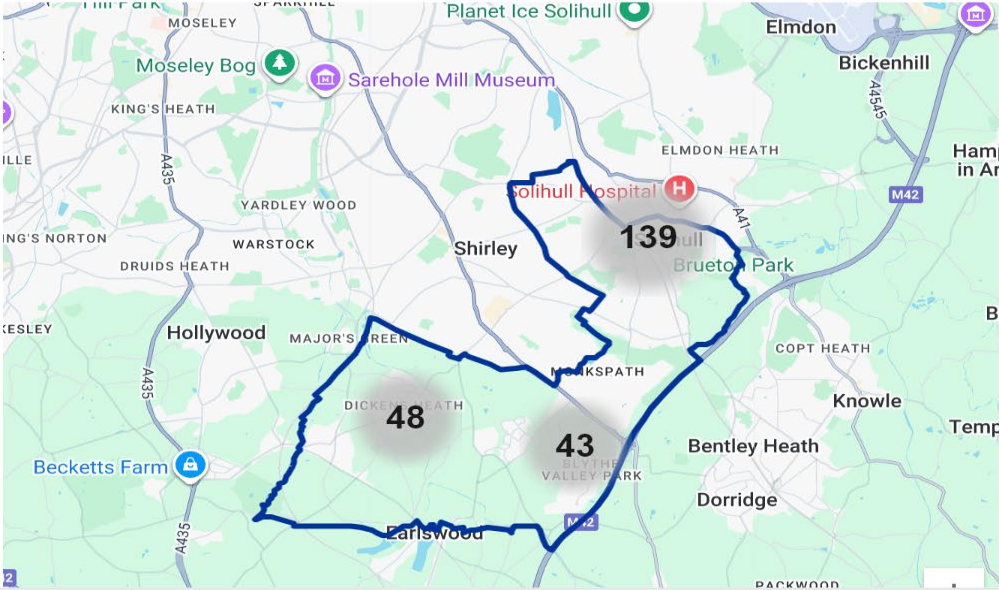
Crimes and priorities

Top reported crimes in this area

Crime map

Our priorities

Click on a hotspot to see more details. Alternatively, [view as A-Z list](#).



Crime type and time period title

All Crimes (230) ▾

May 2025 ▾

230 crimes were reported here in May 2025

Violence and sexual offences	73
Shoplifting	32
Burglary	26
All other crime	99

Leave this site

💬

OFFICIAL

← ↻ 🏠 <https://www.westmidlands.police.uk/area/your-area/west-midlands/solihull/st-alphege-and-blythe/news/our...> 🔊 📖 ☆ ⚙️ | 📄 ⋮ 📁 🌐 ...

Crimes and priorities

Top reported crimes in this area

Crime map

Our priorities

Top reported crimes in this area

Crime map

Our priorities

Top reported crimes in this area

Crime map

Our priorities

Priority:	Action taken:
High	Implement a new security protocol.
Medium	Review and update the data backup schedule.
Low	Conduct a general system health check.

Shop thefts in the town centre

Issued 09 June 2025

Solihull town centre is the heart of a large community. We understand the impact that business crime has on our partners and their livelihoods, and we pledge to work in

Shop thefts in the town centre

Issued 09 June 2025

Solihull town centre is the heart of a large community. We understand the impact that business crime has on our partners and their livelihoods, and we pledge to work in

Priority:	Action taken:
High	Implement a new security protocol.
Medium	Review and update the data backup schedule.
Low	Conduct a general system health check.

Shop thefts in the town centre

Issued 09 June 2025

Solihull town centre is the heart of a large community. We understand the impact that business crime has on our partners and their livelihoods, and we pledge to work in conjunction with the Local Authority and Business Improvement District to tackle shop theft in the centre.

17/05/25 - we continue high visibility patrols and targeted uniform and plain clothes deployments, such as Operation Servator, in our busy town centre streets and shopping areas.

18/05/25 - we have arrested and charged a female for two incidents of shop theft from John Lewis.

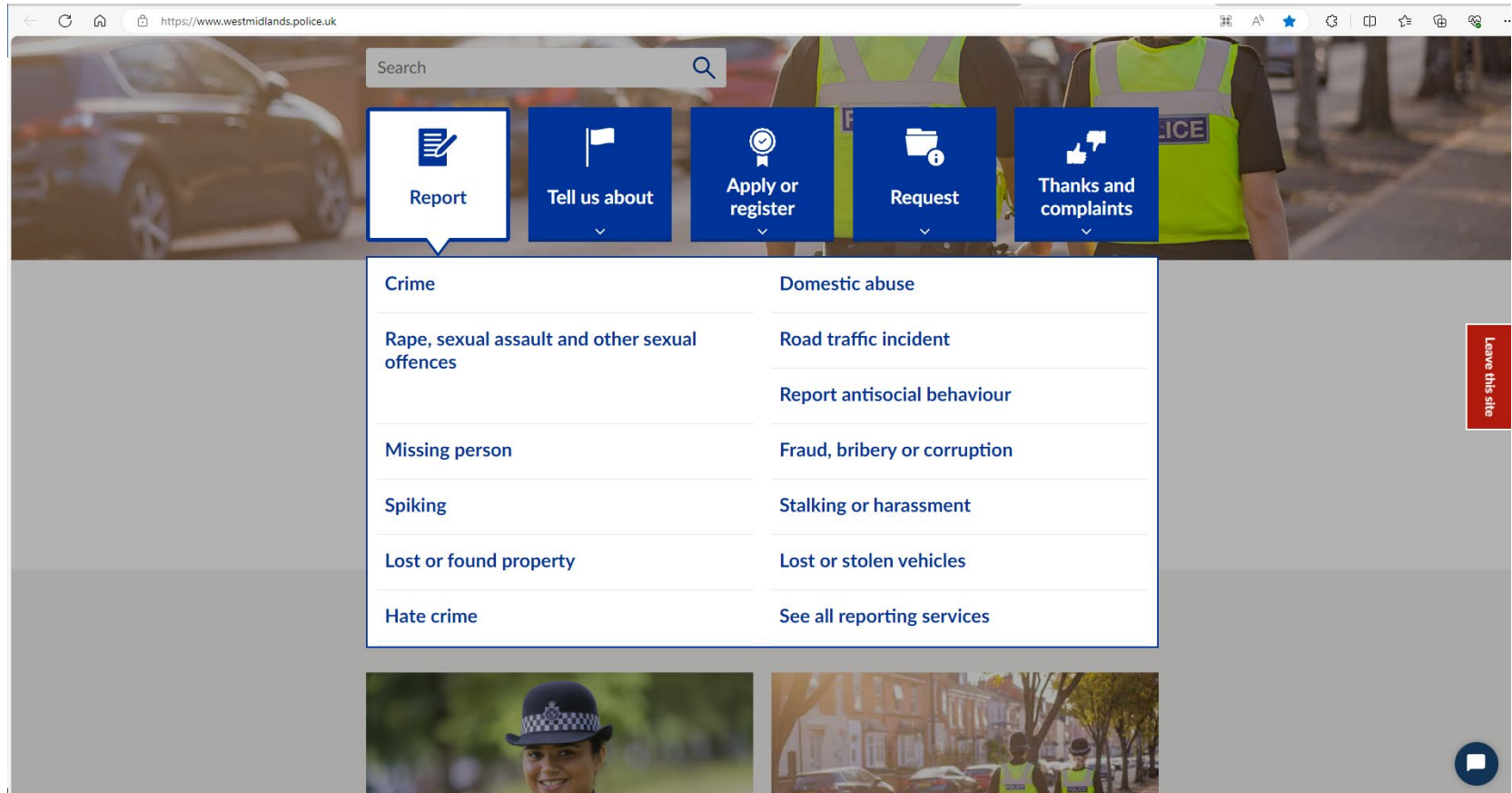
23/05/25 - as part of #OpSceptre, we have visited several stores and large retailers in the town centre to provide advice on store security, product placement and safety features.

01/06/25 - we have today arrested an offender who was

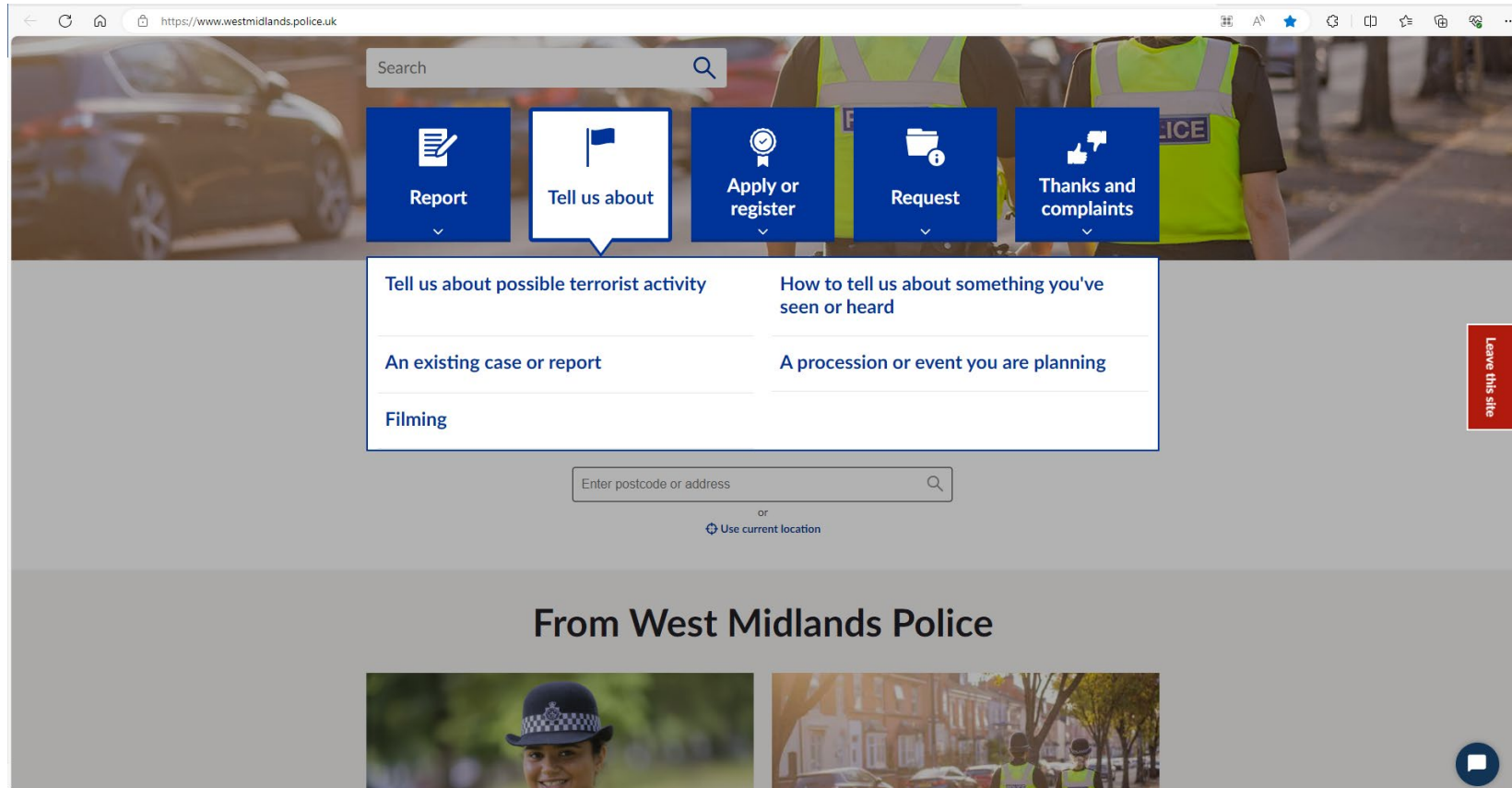
Leave this site



Single Online Home (10)



Single Online Home (11)



The screenshot shows the West Midlands Police website. At the top is a search bar with the text "Search" and a magnifying glass icon. Below the search bar are five blue buttons with white icons and text: "Report", "Tell us about", "Apply or register", "Request", and "Thanks and complaints". Each button has a small downward arrow. Below these buttons is a white box containing four links: "Tell us about possible terrorist activity", "How to tell us about something you've seen or heard", "An existing case or report", and "A procession or event you are planning". Below this box is a search bar with the text "Enter postcode or address" and a magnifying glass icon. Below the search bar is the text "or" and a link "Use current location". Below this is a large section titled "From West Midlands Police" with two images: a police officer in a helmet and a police officer in a uniform. In the bottom right corner, there is a red button that says "Leave this site" and a blue speech bubble icon.

https://www.westmidlands.police.uk

Search

Report

Tell us about

Apply or register

Request

Thanks and complaints

Tell us about possible terrorist activity

How to tell us about something you've seen or heard

An existing case or report

A procession or event you are planning

Filming

Enter postcode or address

or

Use current location

From West Midlands Police

Leave this site

Public Communication

- Launch of the Neighbourhood Policing Guarantees in September
- Directing People toward Single Online Home
- Working to increase engagement through WM
Now in advance of the launch



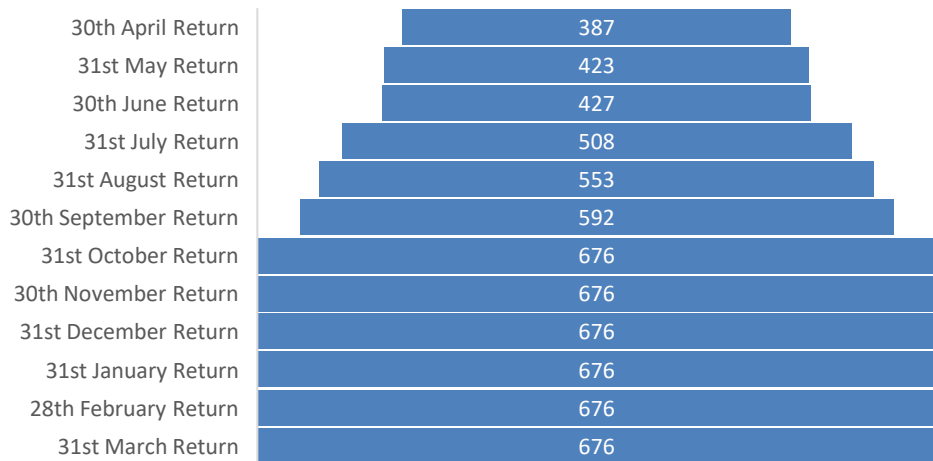
west midlands
police and crime
commissioner

Recruitment

LPA Reinvestment and New Officer Allocation

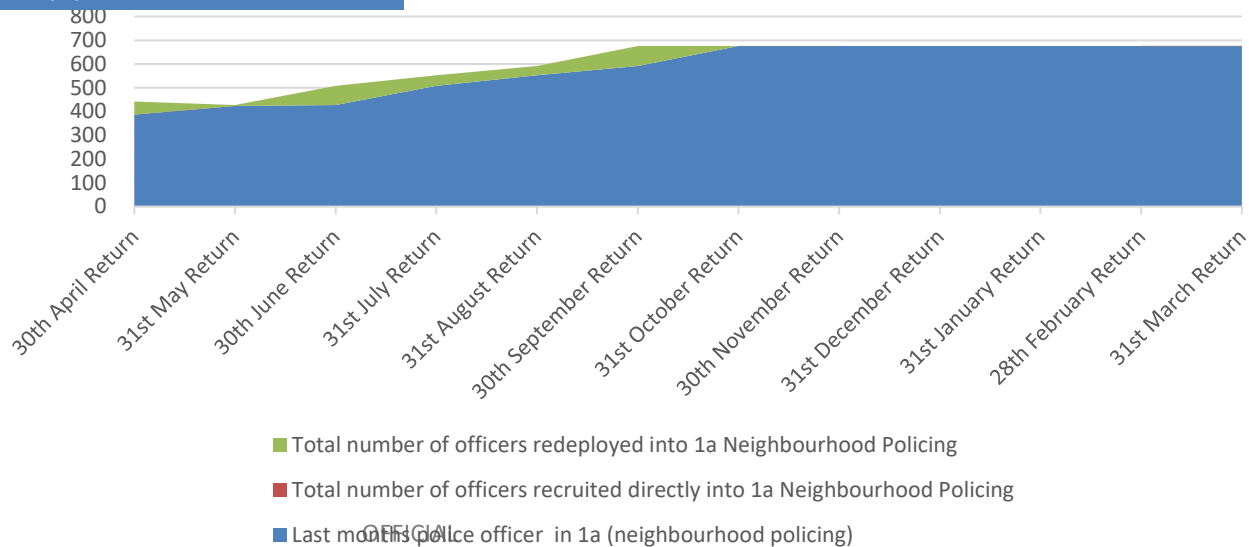
Area	Reinvestment (139)	New Officers (150)
Wolverhampton	13	14
Sandwell	13	14
Coventry	11	12
Dudley	10	10
Walsall	11	12
Solihull	7	8
B'ham East	28	30
B'ham West	23	25
B'ham Central	23	25
Total	139	150

Expected Officers in Neighbourhoods 2025-26

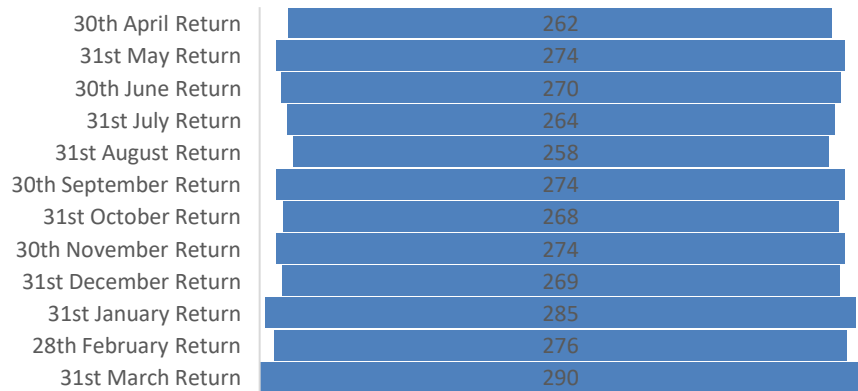


Officer Recruitment Profiles

Growth in Neighbourhood Policing officers 2025-26

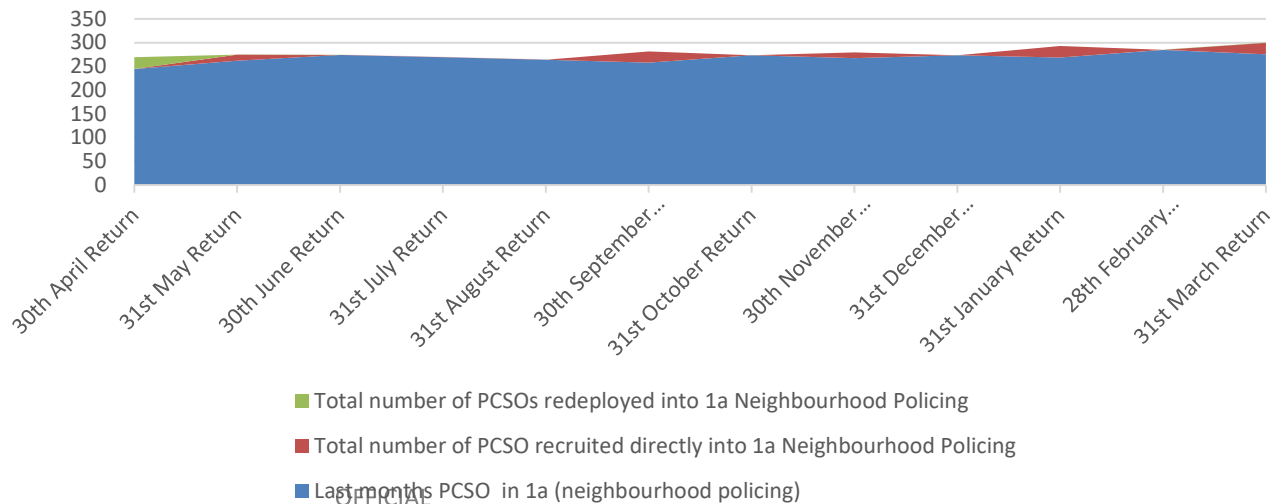


Expected PCSOs in Neighbourhoods 2025-2026



PCSO Recruitment Profiles

Growth in PCSOs 2025-26



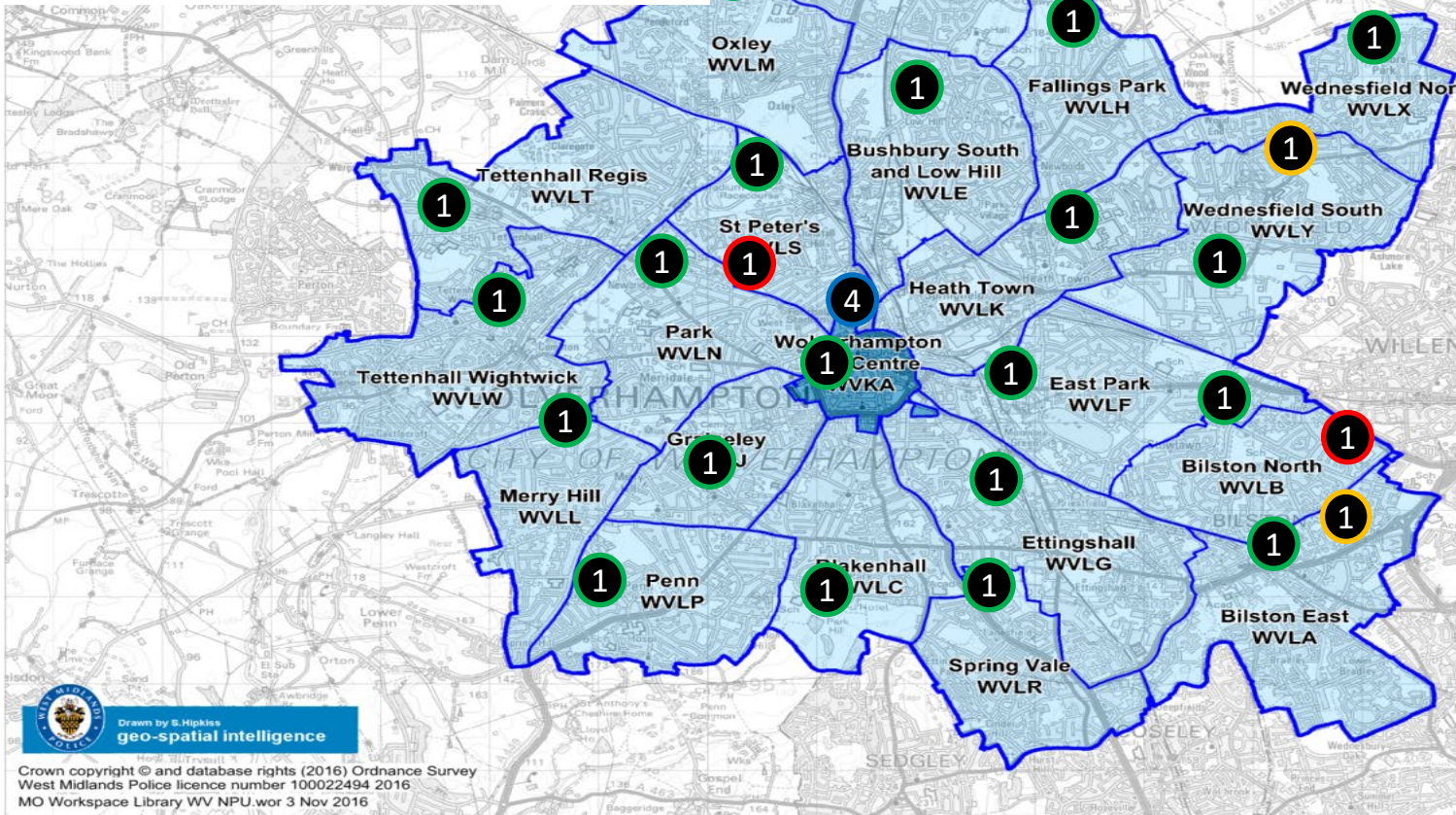
Wolverhampton LPA

Wolverhampton NPU Boundary Structure

Wolverhampton LPA
1 Per ward,
Sergeants, Town,
City Centre and
Impact Area officers

- 29 Constables
- 6 Sergeants
- 13 Reinvestment
- 14 New Officers

● Ward Officer
● Town Centre
● City Centre
● Impact Areas



Drawn by S. Hipkiss
geo-spatial intelligence

Sandwell

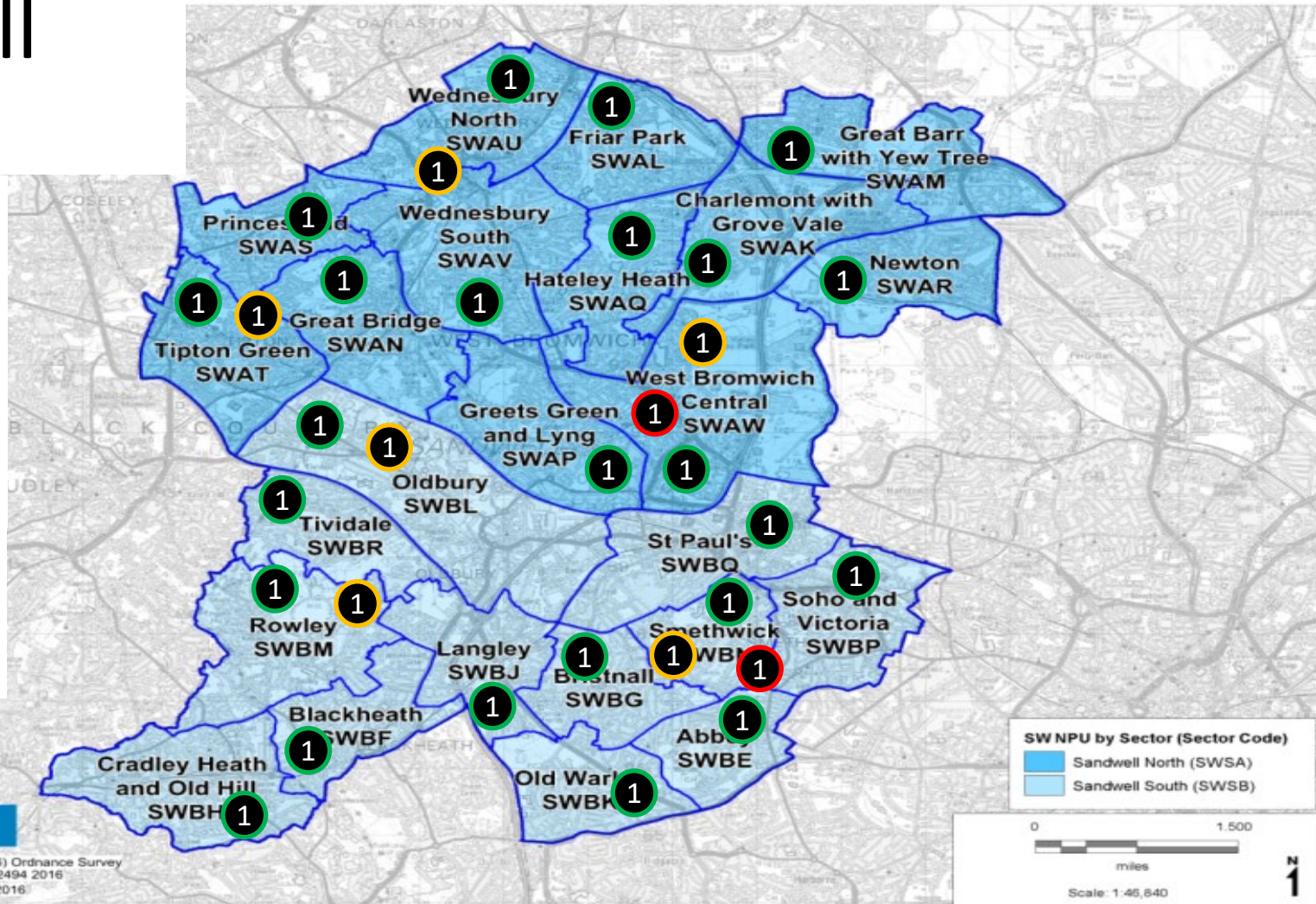
LPA

Sandwell LPA
1 Per Ward, Town
Centre Officers and
Sergeants

- 32 Constables
- 7 Sergeants
- 13 Reinvestment
- 14 New Officers

Key:

- Ward Officer
- Town Centre
- Impact Area



Drawn by S.Hipkins
geo-spatial intelligence

Coventry

LPA

Coventry LPA
1 Per Ward,
Sergeants, High
Street, Impact Area
and City Centre
Officers

- 26 Constables
- 7 Sergeants
- 11 Reinvestment
- 12 New Officers

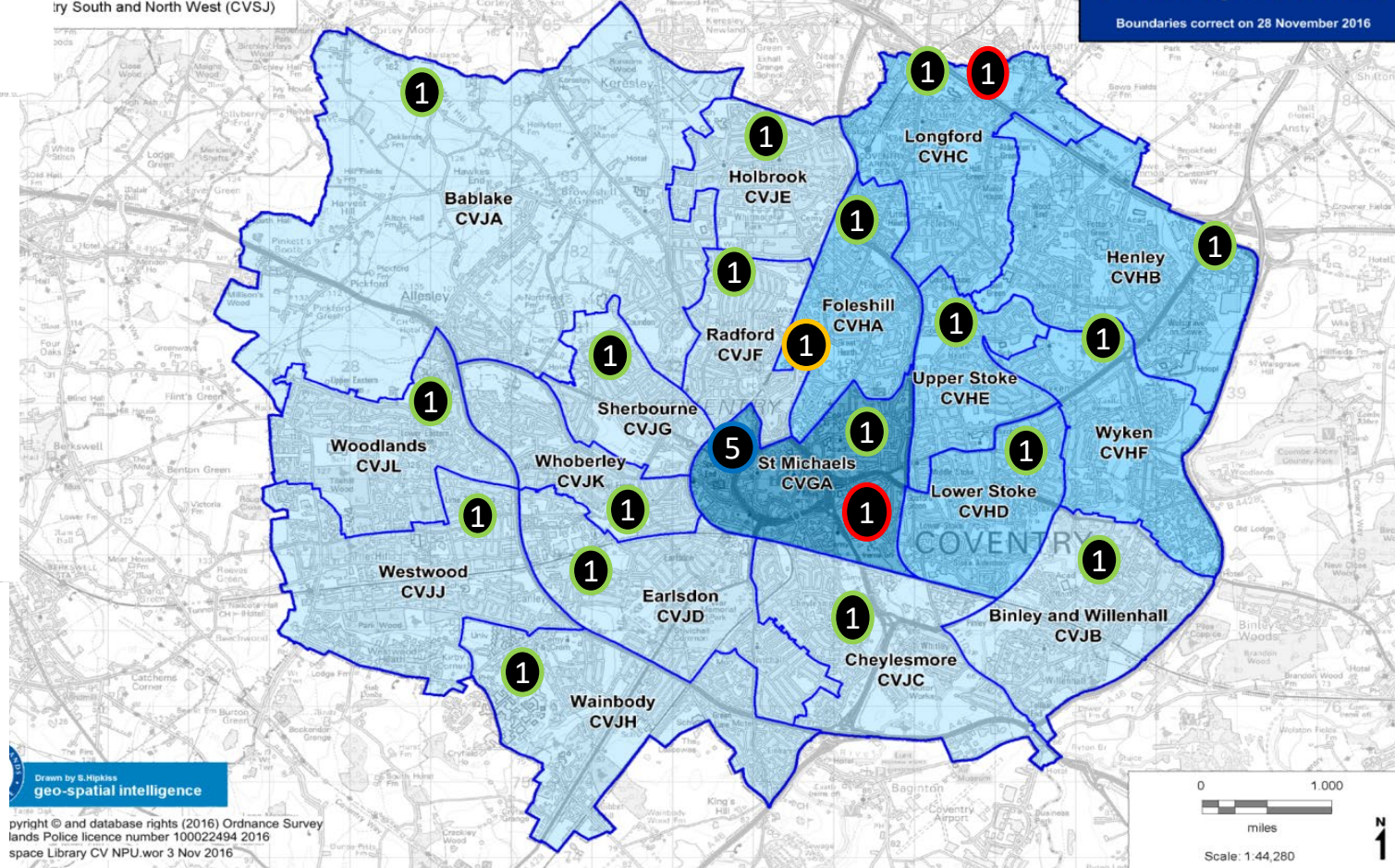
Key:

- Ward Officer
- High Street
- Impact Areas
- City Centre

Sector (Sector Code)
City Centre (CVSG)
City North East (CVSH)
City South and North West (CVSJ)

Coventry NPU Boundary Structure

Boundaries correct on 28 November 2016



Dudley LPA

Dudley NPU Boundary Structure

Boundaries correct on 28 November 2016

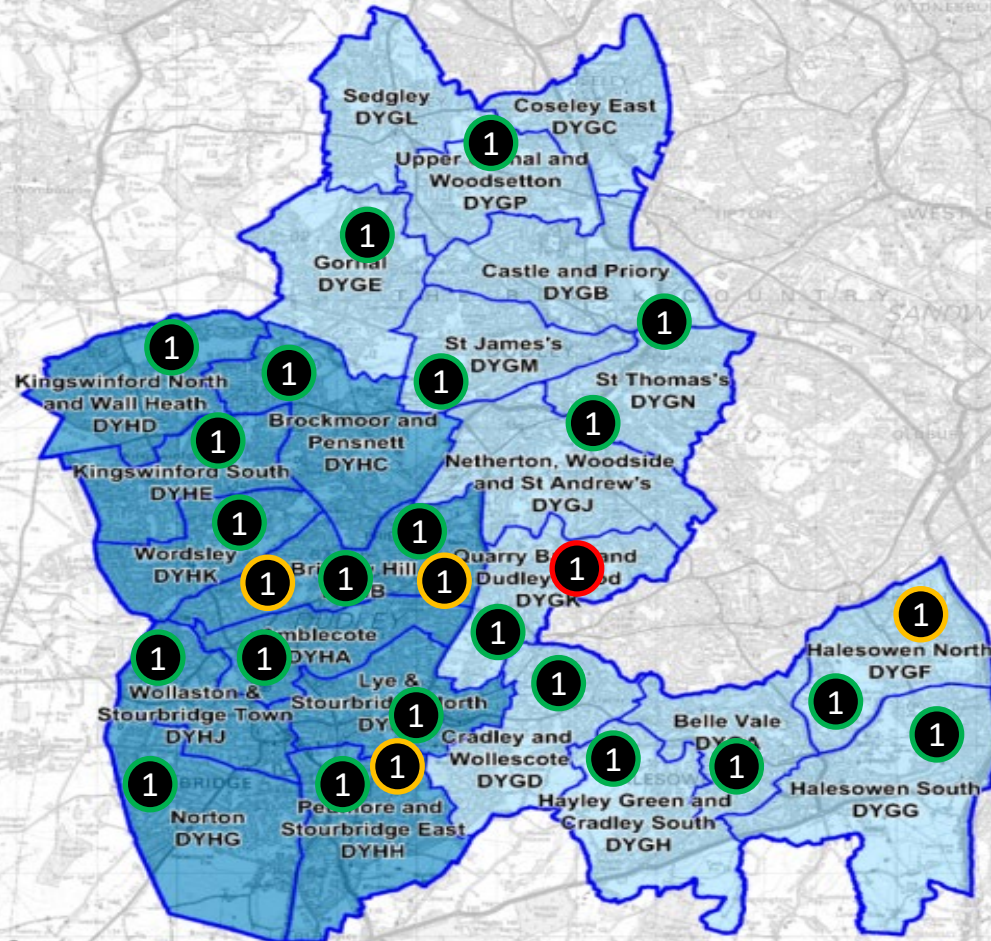
Dudley LPA

- 27 Constables
- 4 Sergeants
- **10 Reinvestment**
- **10 New Officers**

Key:



Ward Officer
Town Centre
Impact Areas



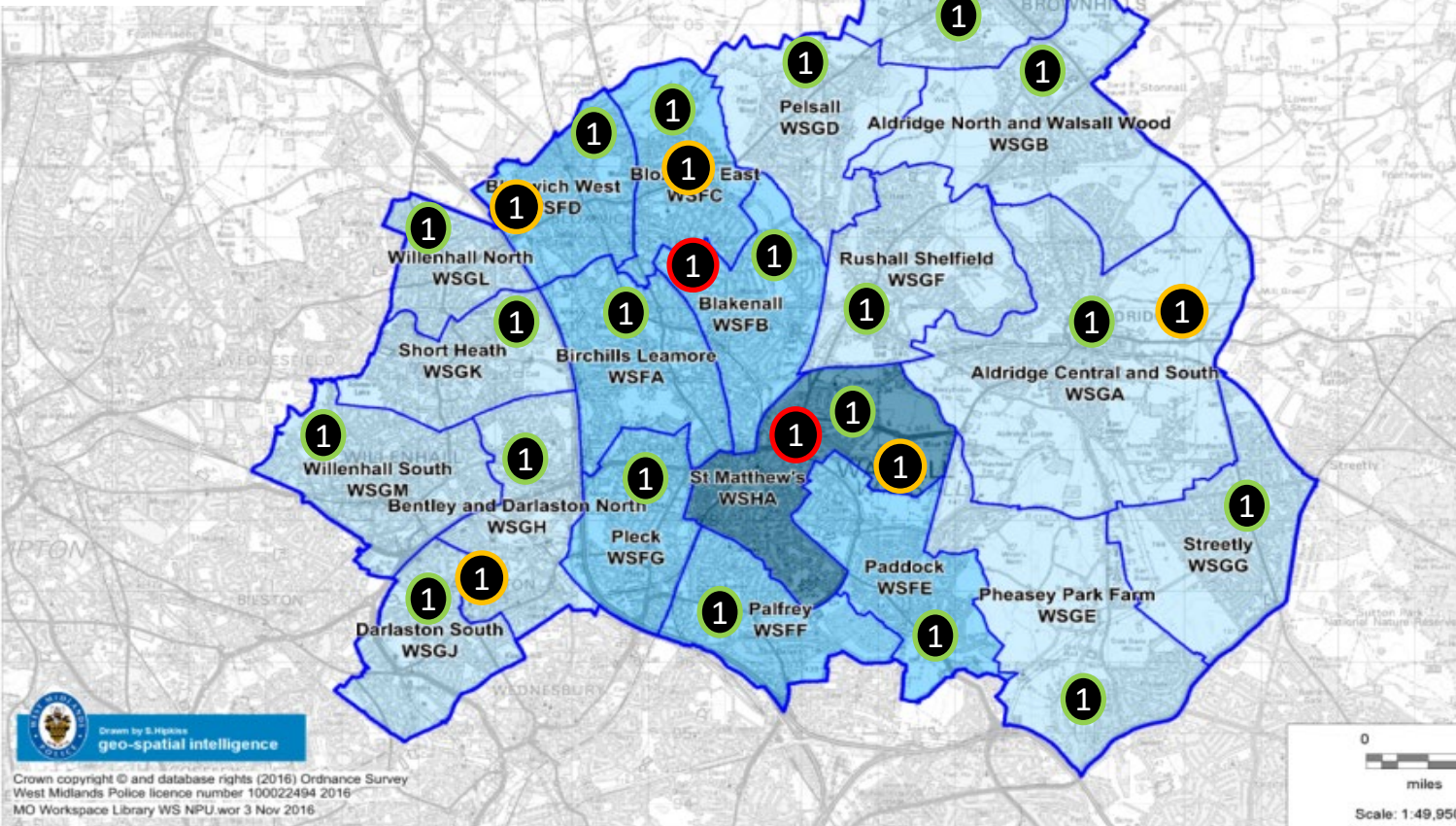
Drawn by S.Higgins
geo-spatial intelligence

0 1.500



Scale: 1:57,230

Walsall LPA



**Walsall NPU
Boundary Structure**
Boundaries correct on 28 November 2016

Walsall LPA
**1 Per Ward, Sergeants,
Town Centre and
Impact Area officers**

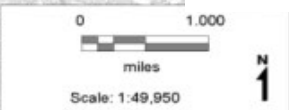
- 28 Constables
- 7 Sergeants
- **11 Reinvestment**
- **12 New Officers**

Key:

- Ward Officer
- Town centre
- Impact Area



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West Midlands Police licence number 100022494 2016
MO Workspace Library WS NPU.wor 3 Nov 2016



Solihull LPA

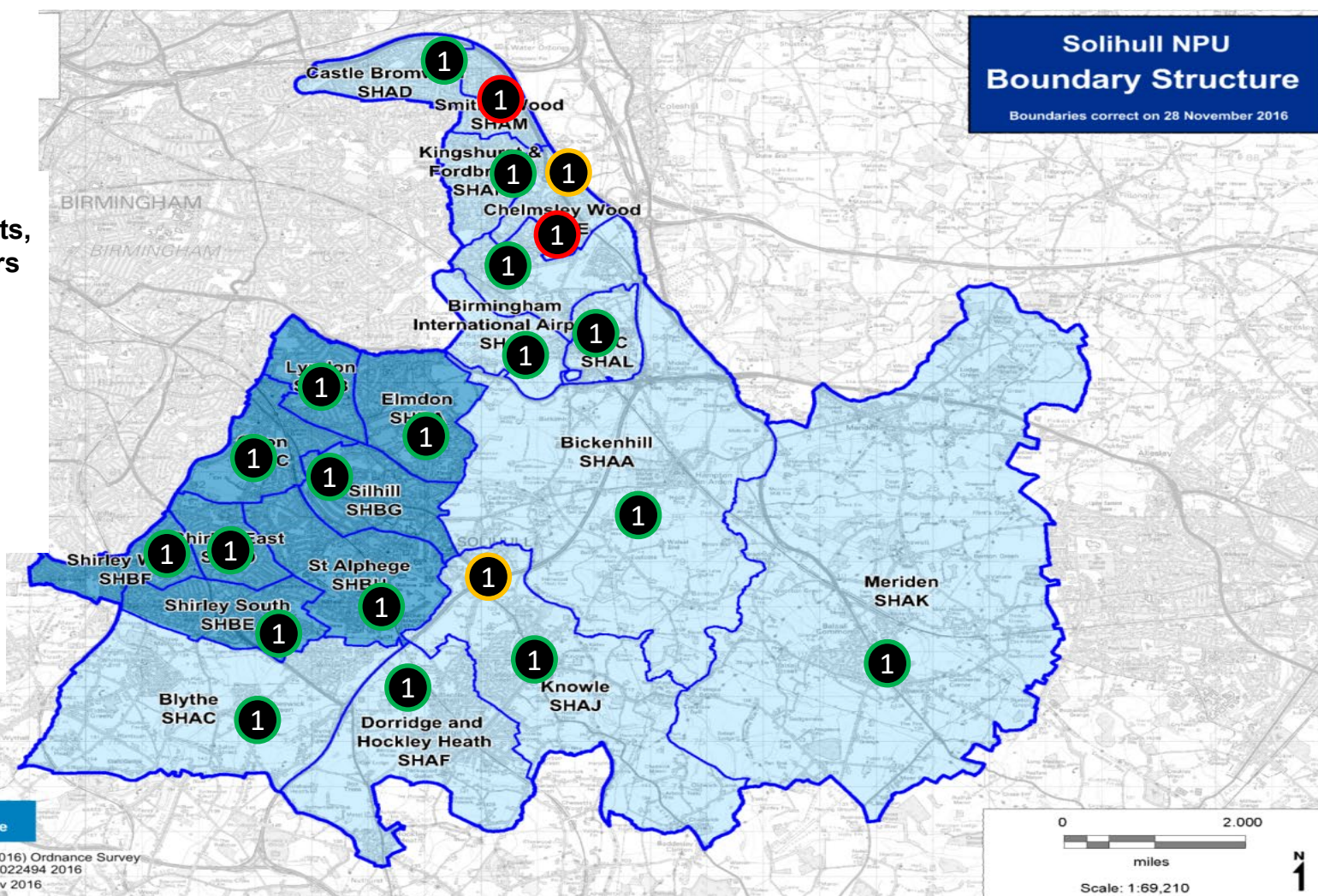
Solihull LPA

1 Per Ward, Sergeants,
Town Centre Officers
and Impact Area
Officers

- 22 Constables
- 4 Sergeants
- 7 Reinvestment
- 8 New Officers



Ward Officer
Town Centre
Impact Area



Drawn by S.Hipkiss
geo-spatial intelligence

BH Eastern District by Sector

	Erdington (BESD)
	Hall Green (BESE)
	Hodge Hill (BESF)
	Sutton Coldfield (BESG)
	Yardley (BESH)

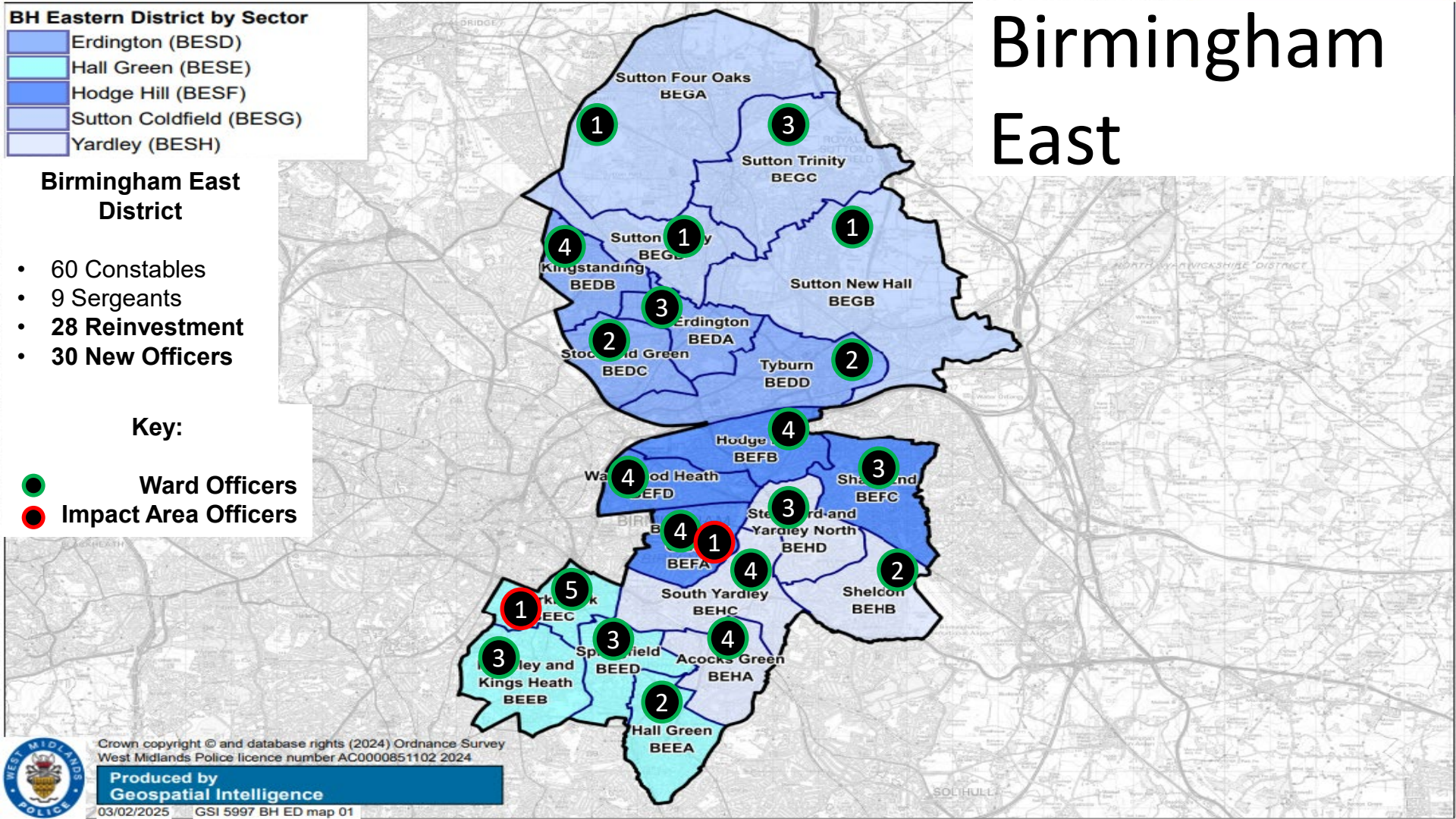
Birmingham East District

- 60 Constables
- 9 Sergeants
- **28 Reinvestment**
- **30 New Officers**

Key:

- Ward Officers
- Impact Area Officers

Birmingham East



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West Midlands Police licence number AC0000851102 2024

Produced by
Geospatial Intelligence

03/02/2025 GSI 5997 BH ED map 01

BH Western District by Sector

	Edgbaston (BWSG)
	Ladywood East (BWSH)
	Ladywood West (BWSJ)
	Northfield (BWSK)
	Perry Barr (BWSL)
	Selly Oak (BWSM)

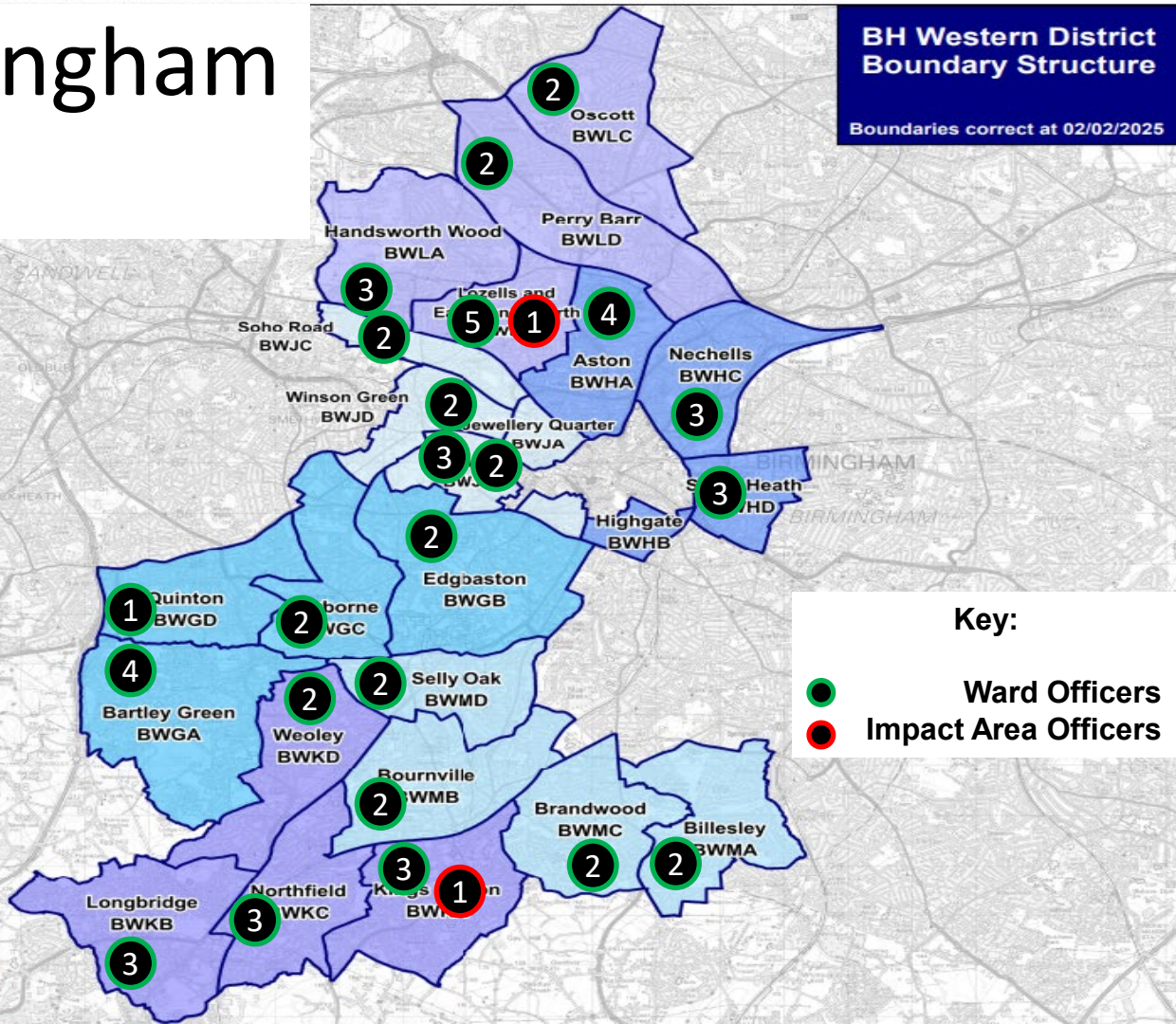
Birmingham West

Birmingham West District

- 65 Constables
- 10 Sergeants
- **23 Reinvestment**
- **25 New Officers**

BH Western District Boundary Structure

Boundaries correct at 02/02/2025



Key:

- Ward Officers
- Impact Area Officers



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West Midlands Police licence number AC0000851102 2024

Produced by
Geospatial Intelligence

03/02/2025 GSI 5997 BH WD map 01

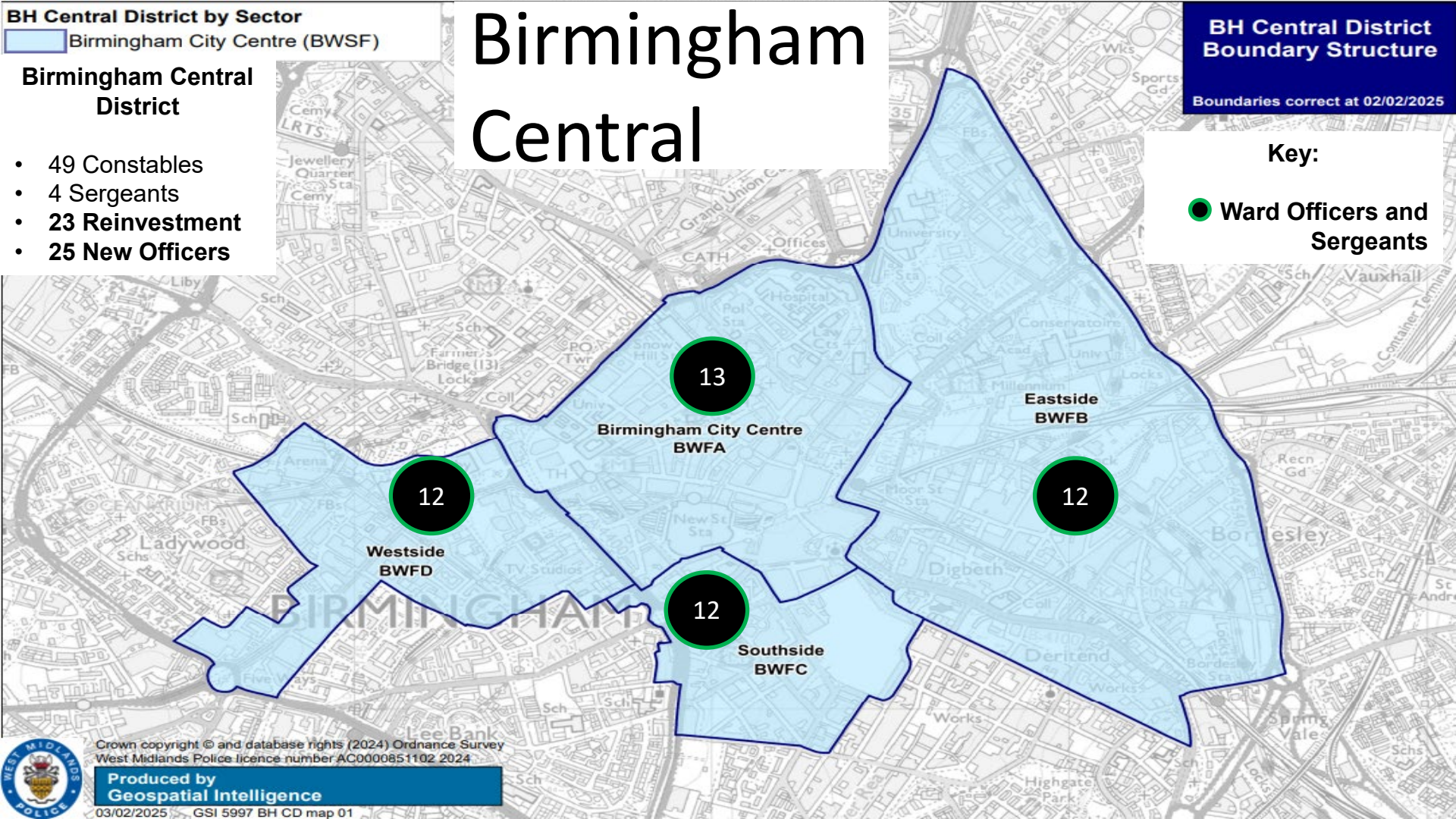
Key:

● Ward Officers and Sergeants

Birmingham Central

Birmingham Central District

- 49 Constables
- 4 Sergeants
- 23 Reinvestment
- 25 New Officers





Report to the West Midlands Police and Crime West Midlands Police and Crime Panel Work Programme 2025/2026

Date: 8 September 2025

Report of: Tom Senior Interim Lead for Law and Governance and Deputy Monitoring Officer, Dudley MBC - Lead Officer of the West Midlands Police and Crime Panel

Report author: Sarah Fradgley, Overview and Scrutiny Manager, Birmingham City Council

Email: wmpcp@birmingham.gov.uk

Tel: 0121 303 1727

1. Purpose

- 1.1 This report sets out the West Midlands Police and Crime Panel (WMPCP) work programme for 2025/26 and invites comments from Members.
- 1.2 The work programme is structured around the Panel's statutory duties and broader scrutiny of the Police and Crime Commissioner's (PCC) decisions and actions to fulfil its role in holding the PCC to account on the strategic policing, community safety and criminal justice landscape.
- 1.3 On 30 June 2025, Members participated in a work planning workshop and Appendix A includes a Menu of Priority Topics identified in the session. Members may wish to consider programming any priority item onto the work programme, considering available capacity.
- 1.4 The work programme will remain flexible to accommodate emerging issues throughout the year.

2 Recommendations

2.1 That the Panel:

- i. **Reviews the work programme and menu of priority topics at Appendix A;**
- ii. **Propose any further topics to add to the work programme.**

3 Context

- 3.1 The Police and Crime Panel was established under the Police Reform and Social Responsibility Act 2011. The Panel is a joint scrutiny committee of the West Midlands Local Authorities with a dual role to 'support' and 'challenge' the work of the Police and Crime Commissioner. Its statutory functions include:

- Reviewing the PCC's draft Police and Crime Plan and any draft

variations to the Plan

- Reviewing the PCC's Annual Report
- Review (with the power to veto) the PCC's proposed policing precept.
- Hold confirmation hearings for senior appointments (Chief Constable, Deputy PCC, Chief Executive and Chief Finance Officer), with the power to veto for the Chief Constable appointment.
- Handling non-criminal complaints about the PCC and Deputy PCC, referring serious complaints to the Independent Office for Police Conduct (This function is delegated to the Monitoring Officer).
- Suspend the PCC under specific legal conditions.
- Appoint an acting PCC if necessary.
- Play a role in any call made by a PCC for a Chief Constable to resign or retire.

3.2 The Panel's work programme consists of statutory tasks (from the above list) and wider exploratory work to fulfil its role in holding the PCC to account on the strategic policing, community safety and criminal justice landscape.

3.3 The Panel must maintain a strategic focus in scrutinising the work of the PCC, rather than examine operational detail. The Panel does not provide oversight of the Chief Constable or police force.

4 Developing the Panel Work Programme 2025/26

4.1 On 30 June 2025 Panel Members participated in a work planning workshop facilitated by Dave Burn, Frontline Consulting and explored how best to scrutinise the PCC.

4.2 Members supported the idea of structuring Panel meetings around Police and Crime Plan themes. However, it was recognised that the Panel did not have the capacity to examine all elements of the Plan in one year and some prioritisation was necessary.

4.3 The Menu of Topics at Appendix A lists the priority topics suggested at the workshop.

4.4 It may be necessary for the Panel to also consider factors such as public interest and performance when further shaping its work programme.

4.5 The Panel will liaise with the PCC and the Office of the Police and Crime Commissioner to communicate the issues the Panel would like to explore, and specific areas of focus.

5 Finance Implications

5.1 The Home Office provides an annual grant to support the administration of the Police and Crime Panel. The Home Office grant covers all costs relating to the secretariat and administration to support this work programme.

6 Legal Implications

6.1 The Panel work programme should reflect the duties required by the Police

Reform and Social Responsibility Act 2011 and relevant Regulations.

7 Equalities Implications

- 7.1 The Panel has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:
- a. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act;
 - b. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c. foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 7.2 The protected characteristics and groups outlined in the Equality Act are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief; sex, and sexual orientation.
- 7.3 The duties will be embedded in all aspects of the work programme, including topic selection, evidence gathering, and making recommendations. This should include considering how policy issues impact on different groups within the community, particularly those that share a relevant protected characteristic; whether the impact on particular groups is fair and proportionate; whether there is equality of access to services and fair representation of all groups within the West Midlands; and whether any positive opportunities to advance equality of opportunity and/or good relations between people are being realised.

8 Background Papers

- 8.1 [Police Reform and Social Responsibility Act 2011](#)
- 8.2 [West Midlands Police and Crime Panel – Panel Agreement \(2012\)](#)
- 8.3 [West Midlands Police and Crime Plan 2025-2028](#)

9 Appendices

Appendix A: West Midlands Police and Crime Panel Work Programme 2025/2026 - September 2025

West Midlands Police and Crime Panel Work Programme 2025/26 – July 2025

Outline West Midlands Police and Crime Panel Work Programme

Shaded areas are to be agreed

Meeting Date	Item/Topic	Scrutiny Objectives	Additional Information
28 July 2025	AGM Items	<ul style="list-style-type: none"> Election of Chair and Vice Chair Note Panel membership for 2025/26 Annual approval of Panel Arrangements and Rules of Procedure 	
28 July 2025	PCC Introduction, Police and Crime Plan and Performance Update	<ul style="list-style-type: none"> To understand the PCC role and responsibilities To receive an overview of the Police and Crime Plan priorities To examine Police and Crime Plan delivery performance and impact to date. 	The Police and Crime Plan is published on the PCC Website. The PCC's Accountability and Governance Board May 2025 discussed police and crime plan performance.
28 July 2025	Victim's Advocate and Protecting Victims and Witnesses	<ul style="list-style-type: none"> Introduction to the PCC appointed Victim's Advocate Natalie Queiroz, and her areas of responsibility. To understand the Police and Crime Plan Protecting Victims and Witnesses priorities: <ul style="list-style-type: none"> <i>I will increase compliance with the Victims' Code of Practice across the criminal justice system</i> <i>I will improve victim satisfaction with the police</i> <i>I will continue to commission high quality support services for victims.</i> 	
28 July 2025	Panel Budget and Expenditure	To consider and approve the total budget and expenditure of the West Midlands Police and Crime Panel	Annual Report of the Lead Panel Officer.
8 September 2025	Neighbourhood Policing	<p>To receive a report on Neighbourhood Policing.</p> <p>To examine how the PCC is progressing with the Plan commitments:</p> <ul style="list-style-type: none"> <i>I will continue to re-build community policing in the West Midlands</i> <i>I will deliver my Neighbourhood Policing Guarantee</i> <i>I will increase Neighbourhood Police Officers and PCSO</i> 	Item suggested at the WMPCP workshop. The session will examine the national and PCC neighbourhood policing guarantees, the neighbourhood policing performance framework, recruitment, and what residents can expect from local neighbourhood teams.

			The Home Secretary announced the Neighbourhood Policing Guarantee in December 2024 150 neighbourhood police officers have been secured for the West Midlands.
17 November 2025	Thematic deep dive into PCC's Improving Road and Travel Safety plan commitments – including the associated metrics	<p>To understand the impact of activity the PCC has undertaken and his local, regional and national partnership work to deliver his Improving Road and Travel Safety commitments:</p> <p><i>I will work in partnership to reduce the number of people killed or seriously injured on our roads</i> <i>I will increase enforcement against "Fatal 4" criminal activity</i> <i>I will reduce organised criminal street racing on our roads</i> <i>I will increase third-party reporting to the police and the proportion leading to a positive outcome</i> <i>I will increase police seizures of vehicles unlawfully on the roads</i> <i>I will work in partnership to reduce crime on bus, train and metro</i></p> <p>To seek reassurance on the progress made to date through examining the related performance metrics</p> <p>To understand any challenges or risks to progressing these commitments and any mitigations put in place.</p>	
17 November 2025	Crime reporting and Bringing Offenders to Justice	<p>To understand and seek reassurance on the following issues raised by Panel Members relating to crime reporting:</p> <ul style="list-style-type: none"> a. Public confidence and what can be done to encourage people to report crime. b. Accessibility to reporting 101, 999, LiveChat, online reporting c. The progress and impact of PCC activity to deliver his Bringing Offenders to Justice police and crime plan commitments 	

January Date TBC	Member briefing on police finance and budget	To provide Panel members with briefing information about police finance and the funding settlement to prepare for the statutory duty to review the proposed precept in February.	
2 February 2026	PCC Proposed Policing Precept 2026 and budget. (Statutory Task)	Formally review the proposed policing precept 2025 and make a recommendation to the PCC.	This is a statutory duty of the Panel. The Panel has the power to veto the proposed policing precept. If this happens, the PCC will present a revised precept to Panel on 16 February 2025.
2 February 2026	Review of PCC Annual Report 2024/2025	The PCC must publish an Annual Report on the exercise of functions in each financial year, and the progress made in the financial year in meeting the police and crime objectives in the police and crime plan. The Panel must invite the PCC to attend a public meeting at which it will scrutinise the annual report.	This is a statutory duty of the Panel. Following review of the Annual Report, the Panel must publish a report and recommendations for the PCC to consider
16 February 2026	<i>PCC Proposed Policing Precept for 2025/26</i>	<i>Formally review the proposed and revised precept</i>	<i>Provisional meeting date – if the proposed precept was vetoed on 3 February 2025. The Panel does not have a second veto.</i>
16 March 2025	Annual report on Complaints received by the Panel	The Monitoring Officer presents an annual report on the Panel's delegated complaints handling duties.	Annual Report of the Lead Panel Officer
16 March 2025	TBC		

Menu of Topics for Prioritising

The Panel work programme workshop identified the following topics, and the Panel is invited to prioritise and schedule onto the Panel calendar. This a live work programme and new items may be added, or items removed during the course of the year. Proposed aims and objectives may also be subject to change.

Topic	Link to Police and Crime Plan	Scrutiny Objectives	Additional information
Member Visit	TBC	The visit provides members with the opportunity to expand knowledge of key PCC activity.	
Anti – Social Behaviour	Rebuilding Community Policing	<p>To examine how the PCC is progressing with the Plan commitments:</p> <ul style="list-style-type: none"> - <i>I will prevent and reduce crime and anti-social behaviour, working in partnership</i> - <i>I will introduce a chain of responsibility with partners and escalation in ASB incidents</i> - <i>Increase support for victims of ASB</i> - <i>Increase the use of civil orders and current ASB powers</i> - <i>Increase awareness of ASB case review mechanism ensuring transparency and empowering victims</i> <p><u>Areas the Panel could examine</u></p> <ul style="list-style-type: none"> - A rise of 11.1% in ASB from previous year was reported in May 2025 - What focus is given to understanding the causes of ASB? - What support does PCC commission for victims of ASB? - ASB Case Reviews: new duty of PCCs in the Crime and Policing Bill - PCC and partner responsibilities in relation to ASB. - Is there anything local councillors can take back to their Community Safety Partnerships and Crime and Disorder Committees to improve partnership working? 	Item suggested at WMPCP workshop.
Fraud and Cyber Crime	Preventing and Reducing Neighbourhood Crime	<p>To examine how the PCC is progressing with the Plan commitment:</p> <ul style="list-style-type: none"> - <i>I will increase the number of fraud and cyber-crime reports from the public</i> - <i>I will continue to develop a local ‘public health’ partnership approach to prevent, tackle and support victims.</i> - <i>I will work with partners to ensure children are educated about online harm.</i> 	<p>Item suggested at WMPCP workshop.</p> <p>Tackling fraud and cybercrime is one of</p>

		<ul style="list-style-type: none"> - <i>I will ensure effective prevention and enforcement against online sexual abuse</i> - <i>I want to see Sexual Harm Prevention Order and Sexual risk Orders used to address online crimes</i> - <i>I will campaign for and support stronger regulation of social media companies.</i> <p><u>Areas the Panel could examine</u></p> <ul style="list-style-type: none"> - In May 2025 it was reported there was a 5.1 percent reduction in total fraud and cyber-crime reports compared to the previous year. - What is the PCC doing to encourage more reporting, partnership work and education. 	<p>National Policing Priorities.</p> <p>Fraud Policing Research by The Police Foundation recommended a public health approach.</p>
Understanding the Causes of Crime	Prevention and Rehabilitation	<p><u>Areas the Panel could examine</u></p> <ul style="list-style-type: none"> - Causes of Crime – Reassurances that the PCC is confident that strategies being implemented to prevent and reduce crime are based on a comprehensive and up-to-date understanding of root causes? - What is the evidence base behind prevention strategies and how are changing social, economic, or technological factors are taken into account. 	Item suggested at WMPCP workshop
Equal and Fair West Midlands	An Equal and Fair West Midlands	<p>To examine how the PCC is progressing with the Plan commitments:</p> <ul style="list-style-type: none"> - <i>I will ensure WMP takes strategic responsibility to prevent, tackle and eliminate racism, misogyny, homophobia and all forms of unlawful discrimination</i> - <i>I will ensure that individual WMP officers and staff receive relevant training and take personal responsibility to prevent, tackle and eliminate racism, misogyny, homophobia and all forms of unlawful discrimination.</i> - <i>I will ensure that WMP is more representative of the people and communities it serves by increasing the percentage of Police Officers, PCSOs and police staff from under-represented groups, including women and racially minoritised people.</i> 	Item suggested at WMPCP workshop

		<ul style="list-style-type: none"> - <i>I will understand, address and challenge disproportionality in stop and search and wider use of force.</i> - <i>I will ensure WMP implements the National and West Midlands Police Race Action Plans.</i> <p><u>Areas the Panel could examine</u></p> <ul style="list-style-type: none"> - To be determined if topic taken forward 	
Welfare and Wellbeing	People and Resources	<p>To examine how the PCC is progressing with the Plan commitment:</p> <ul style="list-style-type: none"> - <i>I expect the welfare and wellbeing of WMP officers and staff is adequately and properly provided for at all times</i> <p><u>Areas the Panel could examine</u></p> <ul style="list-style-type: none"> - Feedback and learning from WMP staff survey 	Item suggested at WMPCP workshop
PCC Statement of Accounts	People and Resources	<p>To note the PCC accounts and seek reassurances on the accounts and audit.</p> <p>To provide the Panel with useful information and context to inform its scrutiny of policing precept in February.</p>	
PCC Medium Term Financial Plan	People and Resources	<p>To provide the Panel with useful information and context to inform its scrutiny of policing precept in February.</p>	