

## West Midlands Police and Crime Panel AGM

**Monday 25 July 2022 at 13:00 hours**

Sandwell Council Chamber, Freeth Street, Oldbury, B69 3DB.

This meeting will be livestreamed at <https://civico.net/sandwell>

More information about the Panel, including meeting papers and reports, can be found at [www.westmidlandspcp.co.uk](http://www.westmidlandspcp.co.uk)

Contact Officer: Sarah Fradgley

Email: [wmpcp@birmingham.gov.uk](mailto:wmpcp@birmingham.gov.uk)

Tel: 0121 303 1727

### PART 1 AGM AGENDA

Supporting Document	Item	Topic	Approximate time
	1	<b>NOTICE OF RECORDING</b> 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.	13:00
	2	<b>APOLOGIES</b>	
	3	<b>ELECTION OF CHAIR OF THE PANEL 2022/2023</b> Members to elect a Chair for the period ending with the Annual Meeting in 2023.	13:05
	4	<b>ELECTION OF VICE CHAIR OF THE PANEL 2022/2023</b> Members to elect a Vice-Chair for the period ending with the Annual Meeting in 2023.	
	5	<b>DECLARATIONS OF INTEREST (IF ANY)</b> Members are reminded that they must declare all relevant pecuniary interests and /or non-pecuniary interests relating to any items of business to be discussed at the meeting. If a pecuniary interest is declared a Member must take no part in the consideration or voting thereon, unless a dispensation has been obtained from the relevant Standards Committee. Any declarations will be recorded in the Minutes of the meeting.	
Attached	6	<b>POLICE AND CRIME PANEL MEMBERSHIP 2022/2023</b> The Panel is asked to note the following Panel appointments by the West Midlands Local Authorities and the West Midlands Met Leaders	13:10

---

Committee for the 2022/2023 Municipal Year. Appointments are made in accordance with the Panel Arrangements and the Balanced Appointment Objectives within the Police Reform and Social Responsibility Act 2011.

---

**Attached 7 PANEL ARRANGEMENTS AND RULES OF PROCEDURE 13:10**  
The Panel is asked to note the Panel Arrangements and Panel Rules of Procedures.

---

**Attached 8 MINUTES AND ACTION TRACKER 13:15**  
To confirm the Minutes of the meeting held on 14 March 2022 and to note the latest Action Tracker.

---

**9 PUBLIC QUESTION TIME 13:20**  
To receive questions from members of the public notified to the Panel in advance of the meeting.

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](mailto:wmpcp@birmingham.gov.uk)

---

**Attached 10 POLICE AND CRIME COMMISSIONER UPDATE 13:35**  
The Police and Crime Commissioner will provide an update on recent activities and performance against the Police and Crime Plan objectives, and his future work programme.  
  
Decisions published by the Police and Crime Commissioner since the last Panel meeting are attached for consideration.

---

**Attached 11 PANEL WORK PROGRAMME 14:25**  
The Panel to note arrangements for developing a work programme for 2022-23

---

**12 MEETING DATES FOR 2022/2023 14:30**  
To agree the schedule of meeting dates - Mondays at 14:00hrs  
  
12 September 2022  
14 November 2022  
9 January 2023  
6 February 2023  
*20 February 2023 (provisional date if precept veto)*  
20 March 2023

---

**13 URGENT BUSINESS**  
To consider any items of business by reason of special circumstances (to be specified) that in the opinion of the Chairman are matters of urgency.

---

**Please Note:** The WMPCP Confirmation Hearing for the Chief Constable of West Midlands Police will begin at 15:00 hours.

*Table 1: Panel Membership 2022-2023*

Notes:

District	Political Group	Member	Named Substitute
Birmingham	Labour	Cllr Alex Aitken	Cllr Akhlaq Ahmed
Birmingham	Labour	Cllr Kath Scott	Cllr Raqeeb Aziz
Birmingham	Labour	Cllr Gareth Moore	Cllr David Barrie
Coventry	Labour	Cllr Abdul Salam Khan	Cllr Kindy Sandhu
Coventry	Labour	Cllr Pervez Akhtar	Cllr Patricia Seaman
Dudley	Conservative	Cllr Paul Bradley	Cllr Ed Lawrence
Sandwell	Labour	Cllr Danny Millard	Cllr Richard McVittie
Solihull	Conservative	Cllr Alan Feeney	Cllr James Butler
Walsall	Conservative	Cllr Suky Samra	TBC
Wolverhampton	Labour	Cllr Jasbir Jaspal	Cllr Zee Russell
Dudley / Walsall (ABCA Nomination)	Labour	Cllr Kamran Razzaq (Dudley)	Cllr Waheed Rasab (Walsall)
Wolverhampton / Sandwell (ABCA Nomination)	Labour	Cllr Zahir Hussain  Sandwell	Cllr Tersaim Singh  Wolverhampton
Independent Member	-	Kristina Murphy	-
Independent Member	-	Lionel Walker	-

The Panel consists of 12 elected members (each with a named substitute) and 2 independent panel members.

The 12 elected members reflect the political balance of the West Midlands Authorities

Seven of these places are appointed on an annual basis by the Authorities

Five balancing places are allocated on an annual basis to maintain the statutory balanced appointment objective as follows:

- Two further Members to be nominated by Birmingham CC**
- Two further Members to be jointly nominated by Dudley MBC, Sandwell MBC, Walsall MBC and Wolverhampton CC** (via the Association of Black Country Authorities)
- One further Member to be jointly nominated by Coventry CC or Solihull MBC.** Coventry is to nominate for 2022/2023.

## **West Midlands Police and Crime Panel**

### **Panel Arrangements**

This Agreement is dated the 20th day of July 2012.

The Agreement is made between the following:

**Birmingham City Council**

**Coventry City Council**

**Dudley Metropolitan Borough Council**

**Sandwell Metropolitan Borough Council**

**Solihull Metropolitan Borough Council**

**Walsall Metropolitan Borough Council**

**Wolverhampton City Council**

#### **1. Background**

- 1.1 The Police Reform and Social Responsibility Act 2011 ('the Act') introduces new structural arrangements for national policing, strategic police decision making, neighbourhood policing and police accountability.
- 1.2 The Act provides for the election of a Police and Crime Commissioner ('PCC') for a police force area, responsible for securing an efficient and effective police force for their area, producing a police and crime plan, recruiting the Chief Constable for an area, and holding him/her to account, publishing certain information including an annual report, setting the force budget and police precept, and requiring the Chief Constable to prepare reports on police matters. The PCC must co-operate with local community safety partners and criminal justice bodies.
- 1.3 The Act requires the local authorities in each police force area ('the Authorities') to establish and maintain a Police and Crime Panel ('the Panel') for its police force area. It is the responsibility of the Authorities for the police force area to make arrangements for the Panel ('Panel Arrangements').
- 1.4 The West Midlands is a multi-authority police force area ('the police force area'). The Authorities, as the relevant local authorities within the area, must agree to the making and modification of the Panel Arrangements.
- 1.5 Each Authority and each Member of the Panel must comply with the Panel Arrangements.
- 1.6 The functions of the Panel must be exercised with a view to supporting the effective exercise of the functions of the PCC for that police force area.
- 1.7 The Panel must have regard to the Policing Protocol issued by the Home Secretary, which sets out the ways in which the Home Secretary, the PCC, the Chief Constable, and the Panel should exercise, or refrain from exercising, functions to encourage, maintain or improve working relationships (including co-operative working), and limit or prevent the overlapping or conflicting exercise of functions.
- 1.8 The Panel is a scrutiny body with responsibility for scrutinising the PCC and promoting openness in the transaction of police business in the police force area.
- 1.9 The Panel is a joint committee of the Authorities.

## **2. Functions of the Police and Crime Panel**

- 2.1 The Panel may not exercise any functions other than those conferred by the Act.
- 2.2 The functions of the Panel set out at paragraphs 2.3 - 2.9 below may not be discharged by a Sub-Committee of the Panel.
- 2.3 The Panel is a statutory consultee on the development of the PCC's Police and Crime Plan and must:
  - a) review the draft Police and Crime Plan (and a variation to it); and
  - b) report or make recommendations on the draft Plan which the PCC must take into account.
- 2.4 The Panel must comment upon the Annual Report of the PCC, and for that purpose must:
  - a) arrange for a meeting of the Panel to be held in public as soon as practicable after the Panel is sent an Annual Report under Section 12 of the Act;
  - b) ask the PCC at that meeting any such questions about the Annual Report as the Members of the Panel think appropriate;
  - c) review the Annual Report; and
  - d) make a report or recommendations on the Annual Report to the PCC.
- 2.5 The Panel must undertake a review of a precept proposed by the PCC in accordance with the requirements set out in Schedule 5 of the Act and has a right of veto in respect of the precept in accordance with the Act and Regulations made thereunder.
- 2.6 The Panel must hold a confirmation hearing to review, make a report and recommendations to the PCC in relation to the appointment of a Chief Constable in accordance with the requirements set out in Schedule 8 of the Act. It has a right of veto in respect of the appointment in accordance with the Act and Regulations made thereunder.
- 2.7 The right of veto referred to in paragraphs 2.5 and 2.6 require at least two-thirds of the persons who are Members of the Panel at the time when the decision is made to vote in favour of making that decision.
- 2.8 The Panel must hold a confirmation hearing to review, make a report to and make recommendations to the PCC in relation to the appointment of the PCC's Chief Executive, Chief Finance Officer and the Deputy Police and Crime Commissioner in accordance with the requirements set out in Schedule 1 of the Act.
- 2.9 The Panel shall receive notification from the PCC of any suspension of the Chief Constable, or any proposal to call upon a Chief Constable to retire or resign. In the case of the latter, the Panel must make a recommendation to the PCC as to whether or not the PCC should call for the retirement or resignation in accordance with the procedures set out in Schedule 8 of the Act.
- 2.10 The Panel must review or scrutinise the decisions or actions of the PCC in the discharge of his/her functions and make reports or recommendations to the PCC with respect to the discharge of the PCC's functions. The Panel may carry out investigations into the decisions of the PCC, and into matters of particular interest or public concern.
- 2.11 The Panel must publish any reports or recommendations made by it to the PCC in a manner which the Panel will determine and must also send copies to the Authorities.

2.12 The Panel may require the PCC or a member of his/her staff to attend the Panel to answer questions necessary for the Panel to undertake its functions, provided that such questions shall not:

- a) relate to advice provided to the PCC by his/her staff;
- b) in the view of the PCC:
  - i) be against the interests of national safety;
  - ii) jeopardise the safety of any person; or,
  - iii) prejudice the prevention or detection of crime, the apprehension or prosecution of offenders, or the administration of justice; or,
- c) be prohibited by any other enactment.

2.13 If the Panel requires the PCC to attend a meeting, the Panel may (at reasonable notice) request the Chief Constable to attend before the Panel on the same occasion to answer any questions which appear to the Panel to be necessary for it to carry out its functions.

2.14 The Panel may require the PCC to respond in writing to a report or recommendation from the Panel to the PCC.

2.15 The Panel may appoint an Acting PCC if necessary.

2.16 The Panel may suspend the PCC if he/she is charged with an offence carrying a maximum term of imprisonment exceeding two years.

2.17 The Panel is responsible for handling non-criminal complaints against the PCC and Deputy PCC and must refer complaints involving a criminal offence to the Independent Office for Police Conduct. This duty is ordinarily delegated to the Host Authority Monitoring Officer following the Panel's Complaints Procedure.

2.18 The Panel will have any other powers and duties set out in the Act or Regulations made in accordance with the Act.

### **3. Membership**

#### **3.1 Authority Members**

3.2 The Panel shall consist of twelve elected Members appointed by the Authorities as follows:

- a) One Member appointed by each of the following Councils, subject to that appointee being the Elected Mayor in the case of those Councils operating such a system of governance:
  - Birmingham City Council
  - Coventry City Council
  - Dudley Metropolitan Borough Council
  - Sandwell Metropolitan Borough Council
  - Solihull Metropolitan Borough Council
  - Walsall Metropolitan Borough Council
  - Wolverhampton City Council
- b) Two further Members to be nominated by Birmingham City Council and appointed by the West Midlands Metropolitan Leaders.
- c) Two further Members to be jointly nominated by Dudley, Sandwell, Walsall Metropolitan Borough Councils and Wolverhampton City Council and appointed by the West Midlands Metropolitan Leaders. Committee.

- d) One further Member to be jointly nominated by Coventry City Council and Solihull Metropolitan Borough Council and appointed by the West Midlands Metropolitan Leaders Committee. (Solihull MBC to nominate in 2021).
- 3.3 Appointments of Authority Members shall be made with a view to ensuring that the balanced appointment objective is met so far as is reasonably practicable. The Host Authority shall take steps to coordinate the Authorities with a view to ensuring that the balanced appointment objective is achieved. The balanced appointment objective requires that the Members of the Panel should:
- a) represent all parts of the police force area;
  - b) represent the political make-up of the Authorities; and
  - c) taken together have the skills, knowledge, and experience necessary for the Panel to discharge its functions effectively.
- 3.4 If an Authority does not appoint a Member or Members in accordance with these requirements, the Secretary of State must appoint a Member to the Panel from the defaulting authority in accordance with the provisions in the Act.
- 3.5 Appointments of Members to serve on the Panel shall be made by the Authorities on an annual basis. A Member shall continue to serve on the Panel unless they cease to be an elected Member, resigns from the Panel, or is removed by their Authority at any time.
- 3.6 Members may be re-appointed to the Panel by the Authorities on an annual basis, without restrictions on the maximum term of office, provided that the balanced appointment objective is met by the re-appointment(s).

### **3.7 Co-opted Members**

- 3.8 The Panel shall also co-opt two independent Members.
- 3.9 The Panel may also resolve to co-opt a further Member, with the agreement of the Secretary of State, provided that the number of co-opted Members included in the Membership of the Panel shall not exceed three.
- 3.10 In co-opting Members who are not elected members of any of the Authorities the Panel must secure, so far as is reasonably practicable, that the appointed and co-opted Members of the Panel have the skills, knowledge, and experience necessary for the Panel to discharge its functions effectively.

### **3.11 Substitute Members**

- 3.12 In making appointments of Members to serve on the Panel, the Authorities shall also appoint nominated substitutes to serve in the absence, or inability to act, of the appointed Members. The appointment of substitutes does not apply to co-opted Members.
- 3.13 A substitute member shall only be appointed if he/she is otherwise eligible to serve on the Panel. The appointment of a substitute to serve for any meeting should be notified to the Host Authority prior to the commencement of the meeting concerned. A substitute member shall serve only for the duration of the meeting to which they are appointed as a substitute unless a meeting is adjourned and it is essential the substitute member attends a subsequent meeting to comply with a statutory obligation or the rules of natural justice.

### **3.14 Removal or Resignation of Members**

- 3.15 The Authorities may decide to remove any appointed or substitute Member(s) from the

Panel at any time and in doing so shall give notice to the Host Authority.

- 3.16 An appointed Member may resign from the Panel by giving written notice to the Host Authority and to the Chief Executive of the Authority that appointed them to the Panel.
- 3.17 If any appointed or substitute Member resigns from the Panel, or is removed from the Panel, the Authorities shall immediately take steps to nominate and appoint alternative Member(s) to the Panel.
- 3.18 If a Member has been absent from the Panel for more than three months, the Chair shall write to the relevant Authority asking it to consider making a new appointment. Exceptional circumstances will be considered.

### **3.19 Appointment, Removal or Resignation of Co-opted Members**

3.20 The following may not be co-opted Members of the Panel:

- a) the PCC for the Police Area.
- b) a member of staff of the PCC for the area.
- c) a member of the civilian staff of the Police Force for the area.
- d) a Member of Parliament.
- e) a Member of the National Assembly for Wales.
- f) a Member of the Scottish Parliament.
- g) a Member of the European Parliament.

3.21 An elected member of any of the Authorities may not be a co-opted Member of the Panel.

3.22 The co-opted Members appointed in 2012 shall serve for a term expiring on 30 April 2016. Thereafter, co-opted Members shall be appointed to the Panel for terms of four years.

3.23 The Panel shall put in place arrangements to ensure that appointments of co-opted Members are undertaken following public advertisement in accordance with the following principles:

- a) The appointment will be made on merit of candidates whose skills, experience and qualities are considered best to ensure the effective functioning of the Panel;
- b) The selection process must be fair, objective, impartial and consistently applied to all candidates who will be assessed against the same predetermined criteria; and,
- c) The selection process will be conducted transparently with information about the requirements for the appointment and the process being



publicly advertised and made available with a view to attracting a strong and diverse field of suitable candidates.

- 3.24 A co-opted Member of the Panel may resign from the Panel by giving written notice to the Host Authority at any time.
- 3.25 The Panel may decide to terminate the appointment of a co-opted Member of the Panel if at least two-thirds of the persons who are Members of the Panel at the time when the decision is made vote in favour of making that decision for the reasons set out below and in doing so shall give written notice to the co-opted Member:
- a) if the co-opted Member has been absent from the Panel for more than three months without the consent of the Panel;
  - b) if the co-opted Member has been convicted of a criminal offence but not automatically disqualified;
  - c) if the co-opted Member is deemed to be incapacitated by illness or is otherwise unable or unfit to discharge his or her functions as a co-opted Member of the Panel.
- 3.26 If a vacancy arises for a co-opted Member, for any reason, the Panel shall make arrangements to fill the vacancy in accordance with the principles set out in paragraph 3.23.
- 3.27 Co-opted Members appointed to the Panel are eligible for re-appointment for further terms of four years.

#### **4. Budget and Costs of the Panel**

- 4.1 The annual costs associated with the operation, organisation and administration of the Panel shall be offset by the Home Office grant to be managed by the Host Authority.
- 4.2 All relevant costs incurred by the Host Authority in connection with the work of the Panel shall be met from the funding allocated by the Home Office unless the Authorities agree otherwise.
- 4.3 The Host Authority shall monitor all expenditure incurred and make provision for an annual report.

#### **5. Lead Officer and Host Authority**

- 5.1 The Chief Executive of Dudley Metropolitan Borough Council shall act as the Lead Officer to the Panel on behalf of the Authorities.
- 5.2 Birmingham City Council shall be the Host Authority for the Panel and shall provide such administrative, scrutiny and other support as will be necessary to enable the Panel to undertake its functions within the approved budget.

#### **6. Rules of Procedure**

- 6.1 The Panel shall determine its Rules of Procedure which shall include arrangements in relation to:
- a) the election and removal of the Chair and Vice-Chair;

- b) the formation of sub-committees;
- c) the making of decisions;
- d) the arrangements for convening meetings; and
- e) the circulation of information.

## **7. Members' Expenses**

7.1 Members of the Panel shall be paid expenses only in accordance with the annual rate provided for in the grant allocated by the Home Office.

7.2 The Host Authority shall administer the payment of expenses to Members.

## **8. Promotion of the Panel**

8.1 The Panel arrangements shall be promoted by:

- a) the establishment and maintenance of a website including information about the role and work of the Panel, membership, all non- confidential Panel and sub-committee meeting papers, press releases and other publications;
- c) the Authorities will each include information about the Panel on their websites and will also include a link to the Panel website.

8.2 Additional support, advice and guidance shall be provided to executive and non-executive elected members and officers in relation to the functions of the Panel as the Authorities may deem necessary, taking account of the Act and any Regulations made under the Act.

## **9. Validity of Proceedings**

9.1 The validity of the proceedings of the Panel shall not be affected by a vacancy in the Membership of the Panel or any defect in appointment.

9.2 The conduct of the Panel and the content of these arrangements shall be subject to the legislative provisions in the Police Reform and Social Responsibility Act 2011, and any Regulations made in accordance with that Act. In the event of any conflict between the Act, Regulations and these arrangements, the requirements of the legislation will prevail.

Agreement agreed by Authorities 2012

Agreement updates and endorsed by Authorities 2021

# **West Midlands Police and Crime Panel Rules of Procedure**

## **1. General**

- 1.1. These Rules of Procedure are made by the Police and Crime Panel ('the Panel') pursuant to Schedule 6 paragraph 25 of the Police Reform and Social Responsibility Act 2011 (the 'Act').
- 1.2. The Panel will be conducted in accordance with the Rules. The Rules should be read in conjunction with the Panel Arrangements.
- 1.3. The Rules shall not be amended unless notification of a proposed amendment is received by the Chairman and the Host Authority not less than fifteen working days prior to a Panel meeting. A report on the implications of the amendment shall be considered by the Panel and the amendment shall require agreement of three quarters of the current Membership of the Panel. No amendment may be considered by the Panel if it does not comply with the Act, relevant Regulations, or statutory guidance.
- 1.4. If there is any conflict in interpretation between these Rules and the Act or Regulations made under the Act, the Act and Regulations will prevail.

## **2. Election of the Chairman and Vice-Chairman of the Panel**

- 2.1 The Chairman of the Panel will be elected at the first meeting of the Panel in each municipal year from amongst the appointed Members of the Panel.
- 2.2 The Vice-Chairman will be elected at the first meeting of the Panel in each municipal year from amongst the appointed Members of the Panel. The Vice-Chairman will preside in the absence of the Chairman and if neither are present the Panel will appoint a Chairman from amongst the remaining appointed Members for the purposes of that meeting only.
- 2.3 The election of the Chairman and Vice-Chairman shall be on the basis of a simple majority of the appointed members present and voting at the meeting.
- 2.4 In the event of the resignation or removal of the Chairman or Vice-Chairman a new Chairman or Vice-Chairman will be appointed by the Panel at its next meeting from amongst the appointed Members.
- 2.5 The Chairman or Vice-Chairman may be removed by the agreement of a majority of the whole Membership of the Panel and in that event the Panel will appoint a replacement Chairman or Vice-Chairman from amongst the Appointed Members.

## **3. Panel Meetings**

- 3.1 The Panel will meet in public at least four times per year to carry out its functions.
- 3.2 Extraordinary meetings may be also called from time to time as the Panel considers necessary.
- 3.3 An extraordinary meeting may be called by:
  - a) the Chairman, or
  - b) any four Members of the Panel giving notice in writing to the Chairman and the Host Authority.
- 3.4 The Panel shall have power to determine the location of its meetings, however, these shall normally be held at the Council House, Birmingham.
- 3.5 Members of the public shall be able to ask questions or make a statement to the Panel at each meeting, provided that the total time allowed for public questions shall not exceed 30 minutes, and no question or statement shall be allowed more than three minutes.

*Note: Anyone wishing to submit a question must meet the West Midlands Police and Crime Panel Question Criteria.*

#### **4. Quorum**

- 4.1 A meeting of the Panel cannot take place unless one half of the whole number of its Members are present.

#### **5. Voting**

- 5.1 Voting will be by show of hands and by simple majority unless the Act, Regulations made thereunder, or these Rules require otherwise.
- 5.2 The Chairman (or person presiding) will have a second or casting vote in the event of a tied vote.
- 5.3 All Panel Members may vote in proceedings of the Panel.

#### **6. Work Programme**

- 6.1 The Panel will be responsible for setting a programme for its work and in doing so shall have regard to:
- a) the requirement to properly undertake the functions and responsibilities of the Panel as set out in the Act;
  - b) the priorities defined by the Police and Crime Commissioner ('PCC'); and
  - c) the views of Panel Members and advisers as to the appropriate work to be undertaken.

#### **7. Panel Agenda**

- 7.1 The Panel agenda will be issued to Panel Members at least 5 clear working days before the meeting. It will also be published on the Panel's web site and by sending copies to each of the Authorities, and by any other means the Panel or Host Authority considers appropriate.
- 7.2 Any Member of the Panel shall be entitled to give notice to the Host Authority that he or she wishes an item relevant to the functions of the Panel to be included on the agenda for the next available meeting.

#### **8. Sub-Committees**

- 8.1 The Panel has the option to establish Sub-Committees from its membership to undertake specified functions of the Panel.
- 8.2 Sub-Committees may not undertake the Special Functions referred to at paragraph 11 below.
- 8.3 The work to be undertaken by a Sub-Committee will be defined beforehand, together with the timeframe within which the work is to be completed and the outcome reported to the Panel.
- 8.4 A Sub-Committee of the Panel may not appoint co-opted Members.

#### **9. Panel Reports - General**

- 9.1 Reports and recommendations made by the Panel in relation to its functions will be carried out in accordance with the procedure outlined in this paragraph.
- 9.2 Where the Panel makes a report to the PCC it will publish the report or recommendations on its web site and send copies to each of the Authorities, and by any other means the Panel or Host Authority considers appropriate.
- 9.3 The Panel may require the PCC within 20 working days (or within such other period as is indicated in these Rules) of the date on which s/he receives the Panel's report or recommendations to:

- a) consider the report or recommendations;
  - b) respond to the Panel indicating what (if any) action the PCC proposes to take;
  - c) where the Panel has published the report or recommendations, publish the response from the PCC in the same manner;
  - d) where the Panel has provided a copy of the report or recommendations to a Panel Member, provide a copy of the response to the Panel Member.
- 9.4 The publication of reports or recommendations is subject to the exclusion of any exempt or confidential information as defined in the rules on access to information in the Local Government Act 1972 (as amended).

## **10. Scrutiny and Review**

- 10.1 The Panel must scrutinise and review decisions made and actions taken by the PCC in the discharge of his/her duties, and make reports or recommendations to the PCC with respect to the discharge of those duties.
- 10.2 The Panel will publish all reports or recommendations made in relation to the discharge of the PCC's duties on its web site and by sending copies to each of the Authorities, and by any other means the Panel or Host Authority considers appropriate.
- 10.3 The Panel may in discharging this function review documentation and require the PCC, and members of the PCC's staff, to attend before the Panel (at reasonable notice) to answer questions that appear to the Panel to be necessary in order to carry out its functions.
- 10.4 Where the PCC, or a member of the PCC's staff, is required to attend the Panel in accordance with this provision, the PCC will normally be given at least 15 working days written notice of the requirement to attend (subject to the urgency provisions in paragraph 10.5 below). The notice shall:
- a) state the nature of the item in respect of which s/he is required to attend;
  - b) whether any papers are required to be produced to the Panel; and
  - c) where it is necessary to produce a report, sufficient time will be given to allow for the preparation of that report.
- 10.5 In urgent circumstances the Panel may request the PCC, or a member of the PCC's staff, to attend at such shorter notice as the Chairman of the Panel considers to be appropriate or reasonable in the circumstances. Where, in exceptional circumstances, the PCC is unable to attend on the required date, then an alternative date for attendance shall be arranged following consultation with the Chairman.
- 10.6 A member of the PCC's staff attending a meeting of the Panel shall not be required to disclose any advice given to the PCC by that person.
- 10.7 The Panel may require the PCC to respond in writing to any report or recommendation of the Panel as set out in paragraph 9.2 above.
- 10.8 If the Panel requires the PCC to attend a meeting, the Panel may also (at reasonable notice) request the Chief Constable to attend before the Panel on the same occasion to answer any questions which appear to the Panel to be necessary in order for it to carry out its functions.
- 10.9 In undertaking its functions, the Panel may invite persons other than those referred to above to attend Panel meetings, to address the meeting, discuss issues of local concern and/or answer questions. This may, for example and not exclusively, include residents, stakeholders, councillors who are not members of the Panel and officers from other parts of the public sector.

## **11. Special Functions**

11.1 The Special Functions of the Panel, are those functions referred to at paragraphs 12-16 below, and which are conferred on the Panel in relation to:

- a) the review of the Police and Crime Plan as required by Section 28(3) of the Act;
- b) the review of the Annual Report as required by Section 28 (4) of the Act;
- c) the review of senior appointments in accordance with Paragraphs 10 and 11 of Schedule 1 of the Act;
- d) the review and potential veto of the proposed precept in accordance with Schedule 5 of the Act; and
- e) the review and potential veto of the appointment of the Chief Constable pursuant to Part 1 the Act.

11.2 The Special Functions shall be undertaken having regard to the requirements of the Act and Regulations in each case.

11.3 The issuing of reports and recommendations by the Panel in relation to the Special Functions outlined above will be carried out in accordance with paragraph 9 above.

## **12. Police and Crime Plan**

12.1 The Panel is a statutory consultee on the development of the PCC's Police and Crime Plan and will receive a copy of the draft Police and Crime Plan, or a draft of any variation to it, from the PCC.

12.2 The Panel must:

- a) hold a meeting in public to review the draft Police and Crime Plan (or a variation to it), and
- b) report or make recommendations on the draft Plan which the PCC must take into account.

## **13. Annual Report**

13.1 The PCC must produce an Annual Report about the exercise of his/her functions in the financial year and progress in meeting police and crime objectives in the year. The report must be sent to the Panel for consideration.

13.2 The Panel must comment upon the Annual Report of the PCC and for that purpose must:

- a) arrange for a meeting of the Panel in public to be held as soon as practicable after the Panel receives the Annual Report;
- b) require the PCC to attend the meeting to present the Annual Report and answer such questions about the Annual Report as the Members of the Panel think appropriate; and make a report or recommendations on the Annual Report to the PCC.

## **14. Proposed precept**

14.1 The Panel will receive notification from the PCC of the precept which the PCC is proposing to issue for the coming financial year. The Panel must arrange for a meeting to be held in public as soon as practicable after the Panel receives the proposed precept and make a report including recommendations.

14.2 Having considered the precept, the Panel must:

- a) support the precept without qualification or comment; or
- b) support the precept and make recommendations; or

- c) veto the proposed precept (by the required majority of at least two thirds of the persons who are members of the Panel at the time when the decision is made).

14.3 If the Panel vetoes the proposed precept, the report to the PCC must include a statement that the Panel has vetoed the proposed precept and give reasons for that decision. The Panel will require a response to the report and any such recommendations.

*Note: The Police and Crime Panels (precepts and Chief Constable Appointments) Regulations 2012 set out the procedures in the case of a veto and timescales that must be adhered to.*

## **15. Appointment of the Chief Constable**

15.1 The Panel must review the proposed appointment by the PCC of the Chief Constable.

15.2 The Panel will receive notification of the proposed appointment from the PCC, which will include:

- a) the name of the candidate;
- b) the criteria used to assess suitability of the candidate;
- c) why the candidate satisfies the criteria; and
- d) the terms and conditions proposed for the appointment.

15.3 Within three weeks of the receipt of notification, the Panel must consider and review the proposed appointment, and report to the PCC with a recommendation as to whether the candidate should be appointed.

15.4 Before reporting and recommending under paragraph 15.3 above, the Panel must convene a meeting in public ('confirmation hearing') of the Panel where the candidate must attend and answer questions relating to the appointment.

15.5 The Panel must publish the report on its web site and by sending copies to each of the Authorities, and by any other means the Panel or Host Authority considers appropriate.

15.6 The PCC may accept or reject the Panel's recommendation and must notify the Panel accordingly.

15.7 In relation to the appointment of a candidate for the position of Chief Constable, the Panel also has the power to veto the appointment by the required majority of at least two thirds of the persons who are members of the Panel at the time when the decision is made.

15.8 A confirmation hearing as in paragraph 15.4 above must be held before an appointment is vetoed.

15.9 If the Panel vetoes the appointment under paragraph 15.7, the report referred to at paragraph 15.3 above must include a statement to that effect.

15.10 If the Panel vetoes an appointment the PCC must not appoint that candidate as Chief Constable.

*Note: The Police and Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012 set out the procedures in the case of a veto.*

## **16. Senior Appointments**

16.1 The Panel must review the proposed appointments by the PCC of the PCC's Chief Executive, Chief Finance Officer and Deputy PCC.

16.2 The Panel shall receive notification of the proposed appointments from the PCC including:

- a) the name of the candidate;
  - b) the criteria used to assess suitability of the candidate;
  - c) why the candidate satisfies the criteria; and
  - d) the terms and conditions proposed for the appointment.
- 16.3 Within three weeks of the receipt of notification, the Panel must consider and review the proposed appointment(s), and report to the PCC with a recommendation as to whether the candidate(s) should be appointed.
- 16.4 Before reporting and recommending under 16.3 above, the Panel must convene a public confirmation hearing of the Panel where the candidate(s) must attend and answer questions relating to the appointment(s).
- 16.5 The Panel must publish the report on its web site and by sending copies to each of the Authorities, and by any other means the Panel or Host Authority considers appropriate.
- 16.6 The PCC may accept or reject the Panel's recommendation and must notify the Panel accordingly.

## **17. Appointment of an Acting Police and Crime Commissioner**

- 17.1 The Panel must appoint a person to be Acting Police and Crime Commissioner if:
- a) no person holds the office of PCC;
  - b) the PCC is incapacitated (i.e. unable to fulfil the functions of the PCC) which is a matter for the Panel to determine; or
  - c) the PCC is suspended.
- 17.2 In the event that the Panel has to appoint an Acting Commissioner, it will meet to determine the process for appointment which will comply with these Rules of Procedure and any legal requirements.
- 17.3 The Panel may appoint a person as Acting Commissioner only if the person is a member of the PCC's staff at the time of the appointment.
- 17.4 In appointing a person as Acting Commissioner in a case where the PCC is incapacitated, the Panel must have regard to any representations made by the PCC in relation to the appointment.
- 17.5 The appointment of an Acting Commissioner will cease to have effect upon the earliest of the following:
- a) the election of a person as the PCC;
  - b) the termination of the appointment of the Acting Commissioner;
  - c) in a case where the Acting Commissioner is appointed because the PCC is incapacitated, the PCC ceases to be incapacitated; or
  - d) in a case where the Acting Commissioner is appointed because the PCC is suspended, the PCC ceases to be suspended.
- 17.6 Where the Acting Commissioner is appointed because the PCC is incapacitated or suspended, the Acting Commissioner's appointment does not terminate because a vacancy occurs in the office of PCC.

## **18. Complaints**

- 18.1 Serious complaints which involve allegations which may amount to a criminal offence by the PCC or senior office holders are dealt with by the Independent Office for Police Conduct (IOPC).



- 18.2 The Panel may, however, be involved in the informal resolution of certain other complaints against the PCC and Deputy PCC, where they are not being investigated by the IOPC or cease to be investigated by the IOPC.
- 18.3 On receipt of a complaint which falls within its remit the Panel will meet to consider the complaints and will seek informal resolution of a complaint by encouraging, facilitating, or otherwise assisting in the resolution of the complaint otherwise than by legal proceedings.

*Note: The handling of complaints by the Panel are subject to The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.*

## **19. Suspension of the Police and Crime Commissioner**

- 19.1 The Panel may suspend the PCC if it appears to the Panel that:
- a) the PCC is charged in the United Kingdom, the Channel Islands or the Isle of Man with an offence; and
  - b) the offence is one which carries a maximum term of imprisonment exceeding two years.
- 19.2 The suspension of the PCC ceases to have effect upon the occurrence of the earliest of these events:
- a) the charge being dropped;
  - b) the PCC being acquitted of the offence;
  - c) the PCC being convicted of the offence but not being disqualified under Section 66 of the Police Reform and Social Responsibility Act by virtue of the conviction, or
  - d) the termination of the suspension by the Panel.
- 19.3 In this Section references to an offence which carries a maximum term of imprisonment exceeding two years are references to:
- a) an offence which carries such a maximum term in the case of a person who has attained the age of 18 years, or
  - b) an offence for which, in the case of such a person, the sentence is fixed by law as life imprisonment.

## **20. Suspension and Removal of the Chief Constable**

- 20.1 The Panel will receive notification if the PCC suspends the Chief Constable.
- 20.2 The PCC must also notify the Panel in writing of his/her proposal to call upon the Chief Constable to retire or resign together with a copy of the reasons given to the Chief Constable in relation to that proposal.
- 20.3 The PCC must provide the Panel with a copy of any representations from the Chief Constable about the proposal to call for his/her resignation or retirement.
- 20.4 If the PCC is still proposing to call upon the Chief Constable to resign, she/he must notify the Panel accordingly (the 'further notification').
- 20.5 Within six weeks from the date of receiving the further notification, the Panel must make a recommendation in writing to the PCC as to whether or not s/he should call for the retirement or resignation. Before making any recommendation, the Panel may consult the chief inspector of constabulary, and must hold a scrutiny hearing.
- 20.6 The scrutiny hearing, which must be held by the Panel, is a Panel meeting in private session to which the PCC and the Chief Constable are entitled to attend to make representations in relation to the proposal to call upon the Chief Constable to retire or resign.

- 20.7 The Panel must publish the recommendation it makes on its web site and by sending copies to each of the Authorities, and by any other means the Panel or Host Authority considers appropriate.
- 20.8 The PCC may not call upon the Chief Constable to retire or resign until the end of the scrutiny process which will occur:
- a) at the end of six weeks from the Panel having received notification if the Panel has not by then given the PCC a recommendation as to whether or not she/he should call for the retirement or resignation; or
  - b) the PCC notifies the Panel of a decision about whether she/he accepts the Panel's recommendations in relation to resignation or retirement.
- 20.9 The PCC must consider the Panel's recommendation and may accept or reject it, notifying the Panel accordingly.

Approved by West Midlands Police and Crime Panel – 20 July 2012

**MINUTES OF THE MEETING OF THE WEST MIDLANDS POLICE AND CRIME  
PANEL HELD ON MONDAY 14 MARCH 2022 AT 14:00 HOURS – SANDWELL  
COUNCIL CHAMBER**

**PRESENT: -**

Cllr Alex Aitken – Birmingham  
Cllr Paul Bradley – Dudley  
Cllr Richard Butler – Solihull  
Cllr Daniel Gibbin – Solihull  
Cllr Jasbir Jaspal – Wolverhampton  
Cllr Abdul Khan - Coventry  
Kristina Murphy - Independent Member  
Cllr Bob Piper - Sandwell  
Cllr Waheed Rasab - Walsall  
Cllr Suky Samra – Walsall  
Lionel Walker – Independent Member  
Cllr Richard Jones – Sandwell (observer)

**ALSO PRESENT: -**

Simon Foster – West Midlands Police and Crime Commissioner  
Sir David Thompson – Chief Constable, WMP  
Jonathan Jardine – Chief Executive, OPCC  
Mark Kenyon – Chief Finance Officer, OPCC  
Sarah Fradgley – Panel Scrutiny Officer, BCC  
Christian Scade – Interim Head of Scrutiny and Committee Services, BCC

**633 NOTICE OF RECORDING**

The Chair announced that the meeting would be livestreamed and recorded for subsequent broadcast via the Sandwell Council’s meeting portal and that members of the press and public may record and take photographs except where there were confidential or exempt items.

**634 APOLOGIES**

Apologies for non-attendance were received on behalf of Cllr Clements (Solihull) and Cllr Suleman (Birmingham).

**635 DECLARATIONS OF INTEREST**

None declared.

## **636 MINUTES OF LAST MEETING AND ACTION TRACKER**

Members considered the minutes of the November 2021 and January 2022 meetings and noted the list of completed and open items listed on the action tracker. Further to minute 603, the Chair confirmed receipt of the Police and Crime Commissioner's response to the Panel's Precept Review Report.

**RESOLVED: -**

**That the minutes of the meetings held on 29 November 2021 and 31 January 2022 be confirmed as a correct record and signed by the Chair.**

## **637 PUBLIC QUESTION TIME**

No public questions were submitted.

## **638 PANEL MEMBERSHIP**

**RESOLVED: -**

**That the appointment of Cllr Piper as Sandwell MBC representative on the Panel for the remainder of the 2022/2023 Municipal Year, be noted.**

## **639 SIR DAVID THOMPSON CHIEF CONSTABLE WEST MIDLANDS POLICE**

The Chair welcomed Chief Constable Sir David Thompson to the meeting and invited him to provide an update on the Force's plans to deliver the strategic objectives of the Police and Crime Plan. During the presentation and in response to questions from the Panel the Chief Constable made the following comments:

Policing in general, including West Midlands Police, was operating within the context of rising violent crime, global economic challenges, and the debate about public confidence in policing.

The Chief Constable reflected on the murder of Sarah Everard and IOPC report on 'Operation Hotton' that brought to light questions around the attitudes, behaviour, and cultures within policing, and specific areas of focus on violence against women and race. He praised the force for responding to the pandemic but acknowledged enforcement of COVID lockdown restrictions had damaged the relationship with the public.

West Midlands Police was on track to recruit 1,500 new officers under the Uplift Programme. Other key areas of focus were modernising technology and developing smarter ways of working, responding to fiscal challenges, and policing the Commonwealth Games 2022.

The Chief Constable spoke of his commitment to provide a reliable and responsive contact service through 999, 101 and webchat. He highlighted the high call volume compared to other forces; WMP had a similar level per capita of 999 calls to the Metropolitan Police. He reassured the meeting that the 999 response was good but 101 capacity was stretched and so he was to invest in more contact staff to improve the reliability of the 101 service.

Addressing violence and vulnerability crimes remained a key priority for WMP. Youth violence remained a substantial challenge for the region underpinned by the drugs markets and county lines. The Force's response to violence against women and girls had elevated to creating a safer

environment and the right attitude and behaviours around women and girls. He praised the collaborative work undertaken within the night-time economy.

The Chief Constable highlighted his commitment to creating the right atmosphere for an inclusive police force, attracting a wide range talented people from diverse communities who would succeed to have full careers. He reported that WMP ranked 5th in the Inclusive Companies Top 50 UK Employers List but he acknowledged there was a lot more to be done to create the right professional environment.

Referring to the Police and Crime Plan commitment to recruit 1,000 Black, Asian, and Minority Ethnic police officers in the Uplift Programme, the Chief Constable reported new officer intakes averaged 30%. The most progress had been in attracting south Asian recruits, but recruitment from Black communities was below the ambition set and had to improve. He was leading the national Police Race Action Plan to build trust and confidence of Black communities so policing became a career choice.

The Chief Constable outlined the ways WMP was improving its recruitment and progression processes to eliminate bias and increase the representativeness of the force. He reported that all ranks except Chief Superintendent had increased representation.

Public confidence in the police, the Crown Prosecution Service, and the court system to investigate and charge offenders had fallen. He explained changes to crime recording rules resulted in perverse data patterns that did not reflect actual crime levels, but he also acknowledged under-reporting of some crimes remained an issue. He reassured the Panel that WMP was focused on improving investigations to bring more people to justice. Work included an end-to-end review of investigations to look for efficiencies; a project to improve rape investigation outcome; investment in technology to capture digital evidence to support quicker charging decisions; and increasing the number of skilled investigators would be increased.

The Chief Constable noted that Cyber-Crime was a national issue, but a preventative approach was required as most cyber-fraud was carried out by people outside the UK with no prospect of prosecution.

Referring to the Police and Crime Plan priority to rebuild neighbourhood policing, the Chief Constable confirmed that increasing neighbourhood officers was a priority. He acknowledged the value of consistent postings of neighbourhood officers, but accepted student officers frequently relocated as part of their training was causing a particular challenge. He expressed his support for PCSOs and praised the community engagement of Street Watch volunteers, Junior PCSOs and the Cadets schemes.

The Chief Constable agreed to feed back the suggestion for greater publicity on solved crimes to build public confidence in the police.

The Chief Constable assured the meeting that morale of police officers, staff retention and new-recruit attrition levels were good. He acknowledged the stress working in a traumatic environment and reported on the implementation of an updated wellbeing strategy.

The Chief Constable confirmed there had been a lot of engagement between the PCC and WMP on the development of the Police and Crime Plan, with opportunity for the force to add its professional expertise. The PCC and Force priorities were aligned, whilst the Chief Constable retained the ability to task against threat. The Plan was visible to staff delivering operational missions and was reflected in the Force performance structure.

The Chief Constable praised the strategic partnership approach of the Violence Reduction Unit, and the strong relationship between police and partners at local authority level.

The Chief Constable believed the scale of the police mission was too wide. He referred to the Strategic Review of Policing calling for greater clarity on the police role. Providing a specific example, he explained that evaluation of the police involvement in the street triage service had identified drift into tasks more appropriate for NHS commissioned services, so mental health tactical advisers had replaced this service.

The WMP roads policing function supported local teams with speed and traffic offences, including targeted enforcement in reported hot spots and car cruising operations. The public were encouraged to submit evidence of offences. Addressing vehicle crime was a top police priority which included targeting chop shops, targeting organised crime groups, working with government to address loopholes in scrap vehicles, and a preventative communications strategy.

**RESOLVED: -**

**That the update from the Chief Constable be noted.**

#### **640 REBUILDING NEIGHBOURHOOD POLICING UPDATE**

The Police and Crime Commissioner presented the following report on progress towards fulfilling the Police and Crime Plan objectives relating to community policing.

(See document No. 1)

The Commissioner reported that between 2010-2019 police officers allocated to community policing fell from 1,800 to 700, and he was working with the Chief Constable to increase community policing by 450 by 2023, with 50% in place by May 2022. He restated his pledge to retain the current establishment of PCSOs.

He drew Members' attention to the work to improve the effectiveness of neighbourhood policing based on the Collage of Policing seven neighbourhood policing principles.

Clarification was sought on the placement of the additional neighbourhood policing resources across the region. The PCC explained the allocation of officers was an operational policing decision and he supported plans to prioritise the 19 Impact Areas as these were designated as part of a 10-year project to focus policing and partnership working based on crime and social and economic deprivation indices. The Chief Constable assured the meeting that all local authority areas and neighbourhood teams would benefit from the uplift to community policing and he would shortly report his allocation plans to the PCC. He explained the allocation would reflect the different pressures experienced in areas.

The PCC assured the meeting the impact of the initial education and training programme for community officers would be sustained through a rolling training programme, repeated and available to officers as they entered different specialisms.

The PCC spoke to the importance of stability of neighbourhood teams and acknowledged it would take time to rebuild community relationships, partnerships, local intelligence, communications, and public confidence.

The PCC continued to challenge WMP on work to improve the diversity of the take up of the WMNow platform. Improvements had also been made to the WMNow messaging.

The PCC reassured the Panel he was committed improving trust and confidence in community policing and there were a range of metrics that could measure progress, including the take up of WMNow, participation in Street Watch, implementation of the Fairness and Belonging plan recommendations and the profile of WMP recruits.

**RESOLVED: -**

**That the report be noted.**

#### **641 NATIONAL POLICING PRIORITIES AND POLICE AND CRIME PLAN SCORECARD**

The Police and Crime Commissioner presented the following report detailing the key performance indicators, the February 2022 performance scorecard associated the delivery of the Police and Crime Plan 2021-2025, and his statement to the Home Office on National Policing Priorities

(See document No.2)

Panel members requested that future reports provide clearer explanations of the time periods associated with the data contained in the reports and appendices and significant statistical differences be highlighted to help members understand the data presented and assess performance.

**RESOLVED: -**

**That the information presented in the report be noted.**

#### **642 POLICE AND CRIME COMMISSIONER UPDATE AND KEY DECISIONS**

The PCC referred to the 4 key decisions listed in the papers and updated the Panel of the following: -

(See document No.3)

The Joint Targeted Area Inspection into safeguarding following the death of Arthur Labinjo-Hughes had identified actions for multiple public agencies. The PCC and Chief Constable was committed to delivering the action identified for WMP.

The Levelling Up White Paper published on 2 February included a crime, community safety and resilience mission and a commitment to Trailblazer Devolution Deal with the WMCA. The PCC was working with the WMCA to understand the components, and suggested developments be reported to the Panel. The PCC expressed concern at the resource implications of proposals to introduce police powers relating to noise nuisance. The PCC restated the WM Leaders position against the transfer of police governance to the WM Mayor and also expressed his opposition to any removal of a dedicated democratically elected PCC.

The Home Secretary had issued statement on Part 2 of the PCC Review that referred to PCC collaboration with probation, the criminal justice system and community safety partnerships.

In February 2022 the PCC hosted a meeting with public health and local authority representatives, Dame Carole Black, and the Home Office Combatting Drugs Unit to discuss challenges, identify

opportunities for collaboration, and actions needed to promote harm prevention, drug treatment and rehabilitation, and prevent crime.

The PCC reflected on the circumstances in Ukraine and highlighted the need to keep under review the impact on police budgets of increased utility and fuel costs, the importance of maintaining IT security, ensuring there were no Russian providers in the WMP supply chain, and working to secure the safety of Ukrainian and Russian nationals living the region.

**RESOLVED: -**

**That the key decisions made by the PCC and the update on PCC actions be noted.**

#### **643 RECRUITMENT PLAN – WEST MIDLANDS POLICE CHIEF CONSTABLE**

The PCC referred to the report and advised that the Independent Panel Member had been recruited and the recruitment timetable had changed. He invited the Panel to nominate a representative to observe the key stages of the recruitment process.

(See document No.4)

**RESOLVED: -**

**That the Panel Chair Councillor Samra be nominated to observe the Chief Constable recruitment process, with Lionel Walker, Independent PCP members as substitute.**

#### **644 WEST MIDLANDS POLICE AND CRIME PANEL BUDGET 2022/23 AND EXPENDITURE 2021/22**

The Panel received and noted the information contained in the annual report on the panel budget and expenditure against the Home Office grant.

(See document No.5)

**RESOLVED: -**

**That Panel expenditure for 2021/22 and the budget forecast for 2022/23 be noted.**

#### **645 ANNUAL REPORT OF COMPLAINT HANDLING**

The Panel received and noted the information contained in the annual update report on the Panel's complaint handling function.

(See document No.6)

**RESOLVED: -**

**That the information contained in the report be noted.**

#### **646 NEXT MEETING DATE**

**RESOLVED: -**

**That the Panel Annual General Meeting be held on Monday 25 July 2022.**



**647 CHAIRMAN'S CLOSING STATEMENT**

Drawing the meeting to a close, the Chair thanked the Police and Crime Commissioner and OPCC team for attending Panel meetings. He welcomed the opportunity to meet the Chief Constable and hoped a similar update could be arranged in future. He thanked the Vice Chair and Panel Members for their contributions and commitment, and Panel Officers for their support.

The meeting ended at 16:15 hours

.....

CHAIR

## West Midlands Police and Crime Panel - Action Tracker 2021 – 2022

Date 25 July 2022

### Outstanding Actions

Minute No.	Date	Action	Update
620	Nov 2021	The OPCC to feedback to a future meeting on communications and publicity plans in relation to the Fairness and Belonging Plan and Recruitment.	To be programmed
629	Jan 2022	Cllr Brennan, West Midlands Victims' Commissioner be invited to report back to a further meeting on improving victim satisfaction survey response rates and her examination of local Victims' Right to Review provisions.	To be programmed
630	Jan 2022	Panel report on precept with recommendation to expand content of the council tax leaflet, and wider publicity on the precept, to provide the public with contextual information explaining the reasons for the precept increase.	To be programmed – January/February 2022
630	Jan 2022	The Commissioner compares the budgets of the most similar forces and feedbacks to the Panel when setting the budget.	To be inform debate on budget – January/February 2022
631	Jan 2022	The Commissioner report back on the number of criminal justice outcomes relating to the 132 firearm seizures in 2021.	



## **Police and Crime Panel Update: 25 July 2022**

I set out below a summary of just some of the many activities that my team and I have been engaged in, since the previous meeting of the Police and Crime Panel on 14 March 2022.

### **First Year in Office**

I have now been in post for over a year, having officially taken office on 13 May 2021. Representing the people of the West Midlands is an honour and a privilege. I take the trust and responsibility placed in me by the people of the West Midlands very seriously. It drives me on to take the action that is required to ensure West Midlands Police is the best it can possibly be, in order to prevent crime, protect people and help those in need.

Significant progress has been made in my first year. I want to thank my team for all of their hard work over the past year. After an extensive and wide-ranging consultation, I launched a West Midlands Police and Crime Plan on 1 November 2021. I am rebuilding community policing to prevent and tackle crime and to keep people, their families and communities safe and secure.

We have, amongst many other matters, more than doubled the number of Independent Domestic Violence Advocates and Independent Sexual Violence Advocates; established the first West Midlands wide support service for victims of hate crime; invested in safer streets; expanded a drug treatment programme to reduce shop lifting; commissioned victim support services; and launched campaigns to combat violence against women and girls and domestic abuse.

In addition to the operational policing response of West Midlands Police to prevent and reduce violence, together with our Violence Reduction Unit and partners, we are working to prevent and tackle violent crime by focusing on prevention, early intervention and addressing the underlying causes of crime.

That includes, education in schools; youth workers in A and E Departments and custody centres; rescue and outreach workers; and youth workers out on the streets, keeping young people safe. I also continue to fund the network of 20 weapons surrender bins across the West Midlands.

### **Helping Communities Fund**

I am making available £400,000 to help prevent crime and promote community safety across the West Midlands. The money is proceeds of crime the police have seized from criminals under the Proceeds of Crime Act 2002. I am now investing that money back into communities. The scheme, that was previously known as the Active Citizens Fund, will now be known as the Helping Communities Fund.

Its purpose is to support locally based projects which aim to make both a positive difference and the West Midlands a safer place to live, learn or work. All funded projects must contribute to crime prevention, reduction, and community safety in the local area.

I have provided each of the 8 Neighbourhood Policing Units with a share of the £400,000 budget, to help fund community projects. I encouraged groups from across the West Midlands to apply for funding. The first round of Bids had to be submitted to Neighbourhood Policing Units by 12.00pm on Wednesday 1st June 2022.

## **Here and Now Campaign**

We have shared the results of a West Midlands wide survey by YouGov that we commissioned. The research saw 2,018 adults surveyed online between May 6th and May 11th. The findings illustrate how people in the region feel about 'stepping in' when they witness unacceptable male behaviour in friends, colleagues or strangers – and who they believe people are most likely to listen to in such circumstances.

The results coincide with the launch of the second phase of the Here and Now campaign that we launched on 29 April, asking all men and boys in the West Midlands to have important conversations with their peers about the need to end male violence against women and girls.

Combatting violence against women and girls is a top priority. We are calling on all men in the region to have more open conversations about the part that they need to play in challenging and changing actions and behaviours.

Some of the insights we have had have been really helpful in understanding the obstacles that people face in having these conversations, or in calling out unacceptable behaviour when they see it. There is work to be done here in giving people the confidence to step up and play their part.

Alongside the work on challenging and changing behaviours and having a proactive policing response to preventing and tackling violence against women and girls, the Office of the Police and Crime Commissioner also commissions a wide range of support services for victims.

## **New Chief Constable**

Appointing a Chief Constable is one of the most important decisions I will make whilst in office. I am pleased to announce that Craig Guildford is my preferred candidate to be the next Chief Constable of West Midlands Police. He is an outstanding police leader and I look forward to working closely with him. He will now attend before the Police and Crime Panel for a confirmation hearing on the 25 July 2022.

The announcement follows an open, transparent and rigorous selection process. During the assessment, candidates were interviewed by a panel of young people, an external community stakeholder panel, an internal officer and staff panel and finally a formal interview by an Appointment Panel, chaired by myself.

The Chair of the Police and Crime Panel was also invited to attend and observe the interviews before the Appointment Panel. I am pleased that the Chair was able to accept that invitation. The Panels, were representative of the people and communities of the West Midlands, and helped to inform my decision.

Craig Guildford will be responsible for working with me to deliver my Police and Crime Plan and my core pledge to rebuild community policing. I also expect the incoming Chief Constable to reduce crime, so as to ensure the West Midlands is a safe and secure place for people to live and work and to drive recruitment to make West Midlands Police look more like the communities it serves.

Sir David Thompson has been an excellent Chief Constable and will continue to lead the force into the Commonwealth Games and through to the end of the year. Sir David has modernised the force and had to grapple with the huge challenges of austerity and ever-changing and challenging threats to public safety.

## **Ending VAWG Alliance**

On 27 May 2022 representatives from organisations across the West Midlands came together to collectively vow to end male violence against women and girls.

Ending Male Violence Against Women and Girls is a top priority in my West Midlands Police and Crime Plan, published on 1 November 2021. It is a top priority for West Midlands Police and for as long as I am West Midlands Police and Crime Commissioner, it always will be.

I was joined by the Victims' Commissioner, Nicky Brennan, at the landmark conference to launch the Ending Male Violence Against Women and Girls Alliance. We are calling on all men in the region to have important conversations about the part they need to play in challenging and changing actions and behaviours and to be upstanders for women's safety and not bystanders to intimidation and violence.

Alongside the work on changing behaviours and having a proactive policing response to violence against women and girls, the Office of the Police and Crime Commissioner offers a wide range of support services to victims.

My personal commitment and the commitment of the Office of the Police and Crime Commissioner is to constant and unremitting action to end male violence against women and girls.

## **£150k Victims Fund Allocated**

The rights and welfare of victims of crime are a top priority for me. I am therefore pleased to announce that eight charities from across the region have been allocated a share from a £150,000 Victims Fund to help and support victims of crime.

The groups, from across the West Midlands, have been successful in applying to the Victims' Fund which will help and support people dealing with the impact that criminal behaviour has had on their lives.

They include services which are linked to priorities within the Police and Crime Plan, such as those helping victims of domestic abuse, child sexual exploitation, stalking, harassment, female genital mutilation, hate crime and modern slavery. This funding will ensure that victims have access to the right services at the right time and are able to recover and re-build their lives.

## **Commonwealth Games**

The West Midlands Police policing operation will be the largest single operation in the history of West Midlands Police. Over 3,000 officers and staff, including 1,700 police officers, via mutual aid from other police forces, will be working every day on the Commonwealth Games to keep us all safe and secure.

To increase capacity of the force, officers will be working 12 hour shifts during the Games. This will provide increased capacity for business as usual policing and allow for a percentage of cancelled rest days to be re-instated.

There has been a significant amount of planning put in place to ensure a safe, secure and friendly Games are delivered this Summer, but I have continued to provide oversight and scrutiny of those plans, in public, as part of the need to build and promote public trust and confidence.

## **Midlands Fraud Forum: Annual Conference**

On 30 June 2022, I opened the Midlands Fraud Forum Annual Conference. The purpose of the Conference was to bring together people from the public and private sectors to share learning, but more importantly, to identify the action we all need to take collectively and collaboratively, to prevent and tackle fraud.

The Police Foundation Final Report of the Strategic Review of Policing published on 8 March 2022, observed that over 40 per cent of all crime is now fraud, most of which is cyber-enabled. Yet we are tackling the crime and disorder of the digital age with an analogue policing approach.

There is a clear need for an end to end overhaul of the way fraud is dealt with, throughout our criminal justice system. Fraud is a national issue and that requires a national response, that is commensurate with the level of demand, risk, threat and vulnerability.

To develop an effective response, across the whole of the West Midlands, I understand that we all need to work with partners from across the region and nationally. One of the ways that I will do that will be, via the Midlands Fraud Board, so as to increase awareness, communicate risk and promote best practice to counter fraud.

## **Meeting with Home Secretary and West Midlands MPs**

On 29 June 2022, I had an opportunity to meet the Home Secretary when she visited West Midlands Police. The matters discussed were the preparations for the Commonwealth Games, our 1,000 missing police officers in the West Midlands, the need for a fair funding formula for the West Midlands, the work I have been doing in partnership with the West Midlands Metro Mayor to prepare a bid for the Trailblazer Devolution Deal, the need for Police and Crime Commissioners to be Senior Responsible Owners within the government's Drug Reduction Partnerships who will represent and account for local delivery and performance to central government and the appointment of a preferred candidate for the new Chief Constable of West Midlands Police.

On 5 July 2022, I attended the House of Commons, together with the Chief Constable and the Director of the West Midlands Violence Reduction Partnership, to provide a briefing to West Midlands MPs on policing, crime, community safety and criminal justice related matters in the West Midlands. There was also an opportunity for a question and answer session. It is important that I communicate with and build relationships cross party with all West Midlands MPs.



Simon Foster  
West Midlands Police and Crime Commissioner



**Strategic Policing and Crime Board  
May 2022**

**Police and Crime Plan Priority: Regular Item**

**Title:** Performance Report – National Policing Priorities and Police and Crime Plan  
Scorecard

**Presented by:** Deputy Chief Constable Vanessa Jardine & Mark Kenyon

**Purpose of paper**

1. To provide an overview of performance against the National Crime and Policing Measures in a format to be used as West Midlands Police's (WMP) official statement on performance and activities undertaken.
2. This statement will be published along with a statement from the Police and Crime Commissioner as well as a Police and Crime Plan Key Performance Indicator (KPI) scorecard for measures where data is currently available.
3. This report meets the requirements of the Elected Local Policing Bodies (Specified Information) (Amendment) Order 2021.
4. Attached as appendices are the:
  - A. Police and Crime Plan KPI Scorecard
  - B. Police and Crime Commissioner responses to HMICFRS inspection and super-complaint reports

## **National Policing Priorities – West Midlands Police Statement**

### **Measure: Reduce Murder and Other Homicide**

5. The volume of Homicides in West Midlands has remained relatively stable in recent years, averaging five a month. Volumes from April 2021 to March 2022 saw 53 homicides, compared to 52 in the year ending June 2019 baseline (National Baseline set by Home Office), a 1.9% increase.
6. A significant proportion of homicides are often linked to Organised Crime Groups activity (13%) or domestic-related offending (26%). Drugs (47%) and alcohol (24%) are also significant factors. Analysis of victims and offenders also show the high proportion of victims (15%) and suspects (44%) that are under the age of 25. Almost one in four homicides take place within WMP's Impact Areas.
7. These factors will drive activity towards improving performance over the forthcoming quarter, Gang Related Violence remains one of the Force Tactical Priorities for the next period.

### **Measure: Reduce Serious Violence**

8. The national measure for Serious Violence relates to hospital admissions, after seeing several years of increases, levels of hospital admissions for under 25s with sharp object wounding have reduced since the peak in the baseline year (2019). The last 12 months (March 2021 to February 2022) saw 160 episodes, a reduction of 55 compared to the national baseline year ending June 2019. The last 12 months' hospital admissions have been stable at between 10-15 each month. Police recorded crime data for Violence With Injury is showing an increase of 20% vs year ending June 2019, a part of this is an improvement in Crime Data Integrity as highlighted in the last HMIC PEEL inspection. The biggest increase coincided with introduction of the CONNECT system, which incorporates the functionality for these revised crime recording practices. Overall Knife Crime is also up (+28%) but can similarly be linked to increased recording: the majority of knife crime is robbery (which is reducing), however knives are now being recorded in a greater proportion of the crimes. One of the biggest rises in crime relates to the possession of weapons (+124%), however this isn't attributable to the recovery of more weapons, but again a greater proportion of crimes where weapons are recorded as part of the offence.



9. Firearm discharges saw 157 incidents in the previous 12 months; this has reduced by 9 in the year ending March 2022 to 148. In the last quarter, a total of 36 discharges took place, with injury being caused in 13 of the incidents (of which four were fatal). 11 of the 36 discharges were linked to gang-associated nominals / gang activity. A further nine discharges were linked to drug dealing / County Lines activity. Shotguns have been the most commonly used firearm this quarter with a shotgun being discharged in 24 of the 36 discharges (67%).
10. A total of 140 lethal barrelled firearms have been recovered this year, this represents an increase of 16 recoveries when compared to 2020/21.
11. WMP's response to firearms is through Operation Captiva. This coordinates firearms activity throughout the force, understanding the current threat picture and monitoring performance. This quarter WMP have completed 38 firearms warrants, 46 drugs warrants and 185 Captiva visits as reported via the weekly submissions.
12. Project Guardian is WMP's response to Serious Youth Violence. Within this response WMP has a dedicated operational resource, the Guardian Taskforce, a team of 22 officers with enhanced training around behavioural tactics to support focused operational activity in hotspot areas. The taskforce provides structured deployments to promote enhanced local engagement, to set objectives with the community around violence and apply scrutiny to stop and search and police tactics. The Guardian Taskforce is currently deployed into Birmingham West NPU but is reviewed as part of the Force Tasking process.
13. The Home Office have specified that from April 2022 key forces (including WMP) will receive a three-year funding settlement to target Serious Youth Violence. This funding is approximately £3 million a year and will focus on delivering the Serious Youth Violence Priorities:
  - To deliver a place-based multi-agency approach led by Neighbourhood Policing Units (NPU) and coordinated with the Violence Reduction Unit (VRU), focusing on Violence Hotspots
  - To undertake a 'Precision Policing' approach to deliver Targeted Violence Patrols
  - To ensure grip of key offender networks
  - To deliver Problem-Orientated Policing on the causes of Serious Youth Violence
  - To enhance Community Engagement and involvement based on Operation

Rimush principles – effective consultation, community messaging and scrutiny to maintain confidence and legitimacy

- To coordinate activity and accountability between Strategic Violence themes Serious Organised Crime and Exploitation / Night Time Economy / Violence against Women and Girls / Homicide Reduction
- To deliver a Public Health approach driven through Local Authority Community Safety Partnership (CSP) structures and supported by NPU Commanders – targeted at our most deprived areas that generate violence – assisted by the VRU

14. WMP are committed to support the VRU as a key partner. The VRU is a partnership organisation that aims to reduce violent crime across the West Midlands region. It benefits from the expertise of partners in public health, criminal justice, sports, education and policing in order to take on a collaborative approach towards reducing violence. WMP invest a Chief Inspector and two Inspectors into the VRU to support programme delivery and integration. The effective partnership between WMP and VRU is critical to addressing serious youth violence in the short, medium and long term, not just from the perspective of what we do but how we do it. As a partnership organisation, the VRU report separately, but are a key member of WMP's Strategic Violence and Local Policing Governance boards.

15. A strategic group chaired by Assistant Chief Constable Claire Bell has been launched to target Violence, Abuse and Intimidation against Women and Girls (VAIWG) and a strategy has been produced. Together with the Police and Crime Commissioner, the Safer Streets campaign has been launched. We continue to invest in key initiatives to help victims of stalking and harassment report crime and officers are better equipped to deal with these reports. Much work has been carried out on stalking protection orders, promotion of the HollieGuard app for personal safety, promotion of Clare's Law where people can apply for information on a partner's or ex-partner's previous abusive or violent offending, a survey to understand women's feelings on safety and the StreetSafe service where women can identify areas where they don't feel safe.

### **Measure: Disrupt Drug Supply and County Lines**

16. The introduction of having one arrest referral provider under the name of Cranstoun Arrest Referral Service (CARS) embedded within each of the four custody suites across the West Midlands Police force area has resulted in a consistency of service that previously did not exist and has delivered strong benefits for the public. Referrals from this service into Drug Treatment have increased over the last financial year from

1,315 to 1,723. 199 Drug Rehabilitation Requirements (DRR) / and 157 Alcohol Treatment Requirements (ATR) have also been granted.

17. Drug Testing in Custody was paused for most of 2021, but recommenced in November 2021. Since then, 1,784 tests have been undertaken with a positive rate of 64% and referred to CARS.
18. Year-to-date, there have been 580 positive drug disruptions carried out. Of these, 427 County Lines disruptions have been recorded; 661 arrests with 188 charges. 379 County Lines were closed during 2021/22.
19. 10 referrals were made to the National Referral Mechanism (NRM) which mention County Lines as a criminal exploitation sub-type. 80 people were engaged with safeguarding partner agencies, with a further 24 people who were referred to specialist support service providers.

#### **Measure: Reduce Neighbourhood Crimes**

20. The national measure will be based on the Crime Survey for England and Wales, however this isn't available at Police Force Area level, so recorded crime will be used as a proxy.
21. Total Burglary has been reducing since the peak in November 2018, partially helped by more hybrid working following lockdown, meaning more people are working from home. The year ending June 2019 saw West Midlands record 28,675 Burglaries; the year 2021/22 saw 19,987, with both residential and commercial burglary reducing 30%.
22. Robbery saw a peak in offending in October 2018 and the year ending June 2019 saw 8,945 robberies recorded. The financial year 2021/22 saw 7,868 robberies, a 12% reduction. For victims under the age of 25, the reduction is higher at -17% as robbery and knife crime are key Guardian priorities.
23. Vehicle Crime is currently down 9% compared to the baseline, however the last few months have seen an upward trajectory – especially around theft of vehicles – with March being the highest month for several years. An issue with global supply for car parts is driving demand for these parts, including microprocessors and semi-conductors, and the increased demand for second hand vehicles has pushed volumes

up significantly in last 12 months. Keyless entry is now the preferred way to steal vehicles. Theft of Vehicle has been elevated to a Force Tactical Priority. Significant activity is being done to tackle this across the force, with targeted patrols, dedicated operations to combat vehicle thefts – pursuing organised criminals and closing down ‘chop shops’, as well as a public awareness campaign with advice on vehicle security promoted to areas suffering from this issue.

24. Theft from Person has increased by 19% compared to the baseline, these numbers have started to rise, with February 2022 being the highest month for three years. Theft of mobile phones is a significant contributor to this, especially in the night time economy (NTE), 20% of all thefts occur within Birmingham City Centre neighbourhoods. Licensing officers are working with key venues to encourage customers to keep phones and bank cards safe whilst out.

**Measure: Improve Satisfaction**

25. There is no local data for the national measure since before the pandemic hit, however the previous Crime Survey for England and Wales sample showed West Midlands to be below the national average for perceptions that police do a good job.
26. WMP, in partnership with the Police and Crime Commissioner’s office, has developed a Citizen Charter and service standards. The Charter outlines the minimum standards that WMP intends to uphold whenever and wherever it deals with citizens. It was developed following consultation with members of the public and WMP employees and acts as a guide both for employees and citizens, letting employees know what is expected of them, and informs citizens what to expect from WMP.
27. Following the pilot of an SMS survey in late 2020 the citizen satisfaction project has embedded the SMS survey into Force Contact and Force Response since February 2021, giving an increased voice to the public about the service they have received. The survey obtains real time service satisfaction from the public across a much wider range of police involvement that our previous surveys have been able to. Information from SMS surveys is segmented against multiple factors, including incident type, caller demographics, location, day of the week, time of the day and down to team and individual level in order to gain insight, learn, develop and reward. The survey is reviewed regularly to learn further and make any necessary adjustments and explore long term impacts

28. WMP have received 13,509 completed surveys (approx. completion rate 10%) over the last 12 months, the results showed 68% of respondents giving an 8 out of 10 score or higher to the question focusing on whether WMP helped with their issue.

### **Measure: Tackle Cyber Crime**

29. The national measure data is not available at Police Force Area level. Therefore, proxy measures on Online and Fraud offences will be used, this will be from WMP data systems rather than Home Office data.

30. Similar to the national picture, Online and Fraud offences have jumped up significantly since the pandemic. Compared to the 2019 baseline, Cyber enabled offences have seen a five-fold increase.

31. According to the Office for National Statistics (ONS) in 2020, people are now more likely to fall victim to Fraud or Cyber offences above any other crime type. Recent data published by the ONS (2021), states there has been large increases in Fraud offences over the past year, with particular rises in 'consumer and retail fraud' and 'advance fee fraud' – possibly linked to behaviour changes related to the pandemic such as increased online shopping.

32. Between 2020 and 2021, there has been a growth in overall fraud victimisation in WMP from 13,331 to 15,555. Over this period, there has been significant growth in a number of fraud categories identified by the National Fraud Intelligence Bureau (NFIB). The categories with the greatest increase include:

- Share sales or Boiler Room Fraud (+46%)
- Dating Scam (Romance Fraud) (+44%)
- Rental Fraud (+43%)
- Advance Fee Fraud (+42%)
- Ticket Fraud (+30%)

33. Cyber enabled offences have seen a five-fold increase compared to national baseline, doubling compared to the similar period pre-pandemic, with February recording 2,836 offences (the highest monthly total ever recorded categorised as happening online). This now makes up 9% of all crime in the region. Although some of this may be a product of improved crime recording methods and the better data capture with the introduction of CONNECT. In the National Strategic Assessment, the National

Crime Agency (NCA) suggest that cyber crime increased in 2020 with more severe and high-profile attacks against UK victims. The estimated cost of these attacks ranges from several hundreds of millions to billions of pounds per year. This growth is expected to continue with cyber tools now being more widely available and increasingly easier for even less technical individuals to utilise. The most recent release of data from the ONS in September 2021 reaffirms this hypothesis stating that a 14% increase in total crime has been seen, driven by a 47% increase in fraud and computer misuse.

34. A number of activities are planned over the next quarter to prevent people becoming victims including:

- Money Mules docudrama – Continuing to deliver a project across schools and colleges.
- Money Mules recruitment poster – Erecting posters in/around schools/colleges/universities. The poster will include a barcode for individuals to scan, specific to the school/college/university/location linking to a webpage that advises of the dangers of becoming a money mule.
- Fraud & Cyber protect video translated to British Sign Language – The video has been created and will be shared with the deaf community via charities etc.
- Digital Police Community Support Officer (PCSO) network – Expanding the Digital PCSO network and educating PCSOs to increase the capability/reach of protecting messaging in local communities.
- Special Constables – Deliver Fraud & Cyber inputs to all Special Constables.
- Multi-Agency Approach to Fraud – Implementing a coordinated multi-agency approach – working collaboratively with industry partners, sharing intelligence, information and best practices.

### **Next Steps**

35. The board is asked to note the contents of this report.

Author(s): Harry Barton, Stuart Gardner

Job Title: Head of Strategy and Direction, Business Planning & Performance Senior Manager

## **National Policing Priorities – West Midlands Police and Crime Commissioner Statement**

### **Introduction**

36. This statement meets the requirements of the Elected Local Policing Bodies (Specified Information) (Amendment) Order 2021 as it pertains to the National Policing Priorities.

### **Murder and other homicide**

37. Whilst levels of homicide remain relatively stable within the West Midlands, it is saddening to see a high proportion of homicides within the West Midlands being linked to domestic-related offending (26%) and Organised Crime Groups (13%).

38. A global study by the United Nations on homicide highlighted the presence of Organised Crime Groups and the prevalence of gender stereotypes in society as drivers of homicide<sup>1</sup>. I have put Domestic Abuse and Violence Against Women and Girls at the heart of my Police and Crime Plan and as an Office we work closely with partners to spot and deal with potential male perpetrators, better education for young men on respecting women and girls and work with partners to make practical improvements to our streets including lighting and CCTV.

39. Recently I launched a new campaign to encourage all men and boys in the West Midlands to have important conversations with their peers about male violence against women and girls. The campaign, Here and Now, will ask men to step up and prioritise conversations about playing their part in putting a stop to unacceptable male behaviours and deep-rooted misogyny.

40. Alongside this, the Violence Reduction Unit (VRU) have a range of preventative programmes in educational settings to explore harmful sexual behaviours, gender stereotyping, consent, relationships and coercive behaviours, which aim to improve young people's respect for others.

41. Organised Crime Groups and Gang Related Violence remain tactical priorities for West Midlands Police, I will continue to work closely with them on tackling these issues whilst also working with regional partners via the Regional

---

<sup>1</sup> [Homicide\\_report\\_press\\_release.pdf \(unodc.org\)](#)

Organised Crime Unit. This is an area which ties in closely with activities and initiatives to reduce serious violence and to disrupt drug supplies and county lines.

42. The West Midlands is part of the offensive weapons homicide review pilot where the aim is to provide a more holistic understanding of particular offensive weapons homicides in order to help inform preventative actions to save lives in the future. I am working with partner agencies within the Community Safety Partnerships to ensure that learnings from the reviews to ensure improvements are put in place where required. However, the report by the UN also highlights a number of wider factors which were also highlighted as drivers such as: inequality, unemployment and political instability. Homicide is not an area which can be tackled by policing alone, as for serious violence the prevention and tackling of violence can only be achieved through strong and sustained partnership activity.

### **Serious Violence**

43. The main measure relating to serious violence relates to hospital admissions for injuries with a sharp object, in particular for those aged under 25 - It is encouraging to see that the latest data shows a continuing decrease in admissions. Our ability to understand and respond to serious violence is weakened by availability of partnership data; routine data sharing, particularly with ambulance services, would be hugely advantageous.
44. However, whilst admissions are reducing the increase in knife crime offences being recorded must be noted. Whilst some of this increase can be attributed to better crime recording practices and improved systems within West Midlands Police, increases in knife crime has been a trend seen in many large cities across the country for a number of years.
45. A focus for reducing knife crime within the West Midlands is around equipping young people with the life skills needed to respond, in the right way, if they see someone carrying a knife or weapon and to get the message across that if you carry a knife you're much more likely to become a victim of knife crime.
46. The Precious Lives initiative, funded by myself, sends people with real life experiences of knife crime into schools, colleges and youth centres to explain to



young people just how dangerous carrying a knife can be. It was reported recently that this initiative has now reached nearly 50,000 children in the West Midlands.

47. Coupled with increases in knife crime are the increases in serious youth violence. Over the past couple of years, serious youth violence is an area in particular which has increased within the West Midlands. As noted in my previous update the prevention and tackling of violence can only be achieved through strong and sustained partnership activity, in which communities play a leading role with the West Midlands Violence Reduction Unit being at the forefront of this approach.
48. The VRU have supported schools to help children who are at risk of becoming involved in violence, with noted improvements in attendance and reduced behaviour issues already. Prevention activity is taking place in maternity and early years settings and also with every age group right up to those who have left education.
49. The VRU partnership is acutely aware that more options are needed for those who are already caught up in violence or exploitation. This year, the partnership has placed youth workers who have direct experience of adversity themselves into new locations such as emergency departments, sexual health clinics, exploitation hubs, and out and about in communities.
50. I welcomed the announcement the beginning of April that the VRU will be able to continue to support communities across the region, following a Home Office announcement that £14.5 million has been allocated to the unit, spread over the next three years. The VRU partnership has prepared the needs assessment for the area.
51. However, activity this important should not be subject to stop-start funding, changing requirements and last-minute government announcements. The VRU supported more than 10,500 young people between April and December last year. Each of those young people are entitled to that support to be consistent, which is why I underwrote the VRU services to keep them open until the government grant came through. It remains disappointing that Home Office promises to approve funding for 2022-23 in recent weeks remain unfulfilled; this is causing instability in the team and complicating local planning and activity.

52. I await the publication of the HMICFRS joint thematic inspection on serious youth violence. The insights that result from this inspection and, in particular, any examples of best practice in regards to partnerships and in implementing the serious violence strategy. In the meantime, I will continue to work with West Midlands Police and the partnership that supports the West Midlands Violence Reduction Unit to prevent and reduce violence.

### **Drug Supply and County Lines**

53. West Midlands Police's performance in increasing the number of positive drug and County Lines disruptions are noted, I particularly welcome the number of County Lines closed during 2021/22.

54. I am committed to protecting vulnerable people who are being ruthlessly exploited by Organised Crime Groups running County Lines. The Violence Reduction Unit continues to support the prevention of exploitation of young people through County Lines, with many precursor risk factors overlapping with involvement in serious youth violence. The County Lines Taskforce has transferred from WMROCU to Force CID. This shift enhances the connectivity between County Lines activity, the Force's investigatory and enforcement capacity and new SOC Exploitation Hubs, while maintaining good links with regional partners.

55. Reducing demand for illicit drugs is also a key issue in not only drug supply and county lines but also in wider offending trends. Within the West Midlands the Cranstoun Arrest Referral Service (CARS) has been commissioned to provide a consistent service for drug and alcohol users across the West Midlands Police Custody. The service helps to provide wrap around support, not only helping those tackle the root causes of their drug and alcohol problems, but will also help them to get their lives back on track through signposting for a range of services including housing and mental health support – An approach which has been highlighted as an example of best practice in Her Majesty's Inspectorate of Probation last week published their Substance Misuse Effective Practice Guide<sup>2</sup>.

---

<sup>2</sup> [Effective practice guide: substance misuse \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/effective-practice-guide-substance-misuse/)

56. The service also works with probation colleagues and in courts to increase the number of Alcohol Treatment Requirements and Drug Rehabilitation Requirements which are proven to reduce re-offending and tackle the drivers behind criminality. The service is seeing continued increases in both the referrals into treatment services being made and also in the number of treatment and rehabilitation requirements being put in place.

57. Coupled with this are the successes being seen with DIVERT, a scheme which offers Community Resolution outcomes for simple possession offences rather than individuals' being charged. Evidence suggests that short term prison sentences often lead to the offender committing more crime as opposed to engagement with a diversionary scheme. It is hoped that the scheme will not only reduce crime but also save the taxpayer money through cutting drug related crime.

### **Neighbourhood Crime**

58. My Police and Crime Plan commits West Midlands Police to reductions in acquisitive crime, including burglary, robbery, and theft of motor vehicles.

59. I am encouraged by the continued positive performance in terms of reductions in burglary, I am continuing to ensure that improvements to safety and security within the West Midlands are made.

60. Last year in partnership with Birmingham City Council we successfully secured funding from the Safer Streets Fund for the improvement of street lighting, the introduction of mobile CCTV, and securing access to alleyways within Stockland Green. Recently, I have worked with Sandwell Metropolitan Borough Council to put forward an additional bid to the Safer Streets Fund (1 of 4 bids on a variety of issues being submitted from the West Midlands area) to target harden properties in the Bearwood area of Sandwell

61. The increases in theft from the person offences is an area which we will continue to monitor and support West Midlands Police activity to prevent these offences through working with night time economy venues in order to encourage customers to keep their phones and bank cards safe.

62. Whilst vehicle crime overall is below the June 2019 baseline, there is still a recent upward trajectory driven by theft of motor vehicle offences. Keyless car theft remains the preferred way to steal vehicles, with West Midlands Police taking a number of steps to tackle theft, such as targeted patrols and operations to disrupt organised criminals.
63. We will continue to support West Midlands Police in their activities and also work with car manufacturers to understand what can be done to help owners protect themselves from car thefts. As noted previously, I have committed to rebuilding community policing, with the objective of both reducing the measurable harm caused by crime in high priority neighbourhoods, and perceptions of crime and anti-social behaviour in these areas. I have published information on the relative risk of car theft across different manufacturers.

### **Victim Satisfaction**

64. I am continuing to work with West Midlands to build up a picture of satisfaction locally.
65. The recently embedded SMS surveys will help in starting to build a more comprehensive picture of satisfaction within the West Midlands, and I will continue to support the roll out of these in order to offer victims as many opportunities to feedback on the service received as possible.
66. We know that demand for Police services within the West Midlands are at an all-time high, with wait times longer than they should be on some channels. I continue to work with West Midlands Police to ensure that resources are made available, where possible, under the uplift programme to tackle increasing demand.
67. In collaboration with West Midlands Police, a Citizens Charter has been developed in order to outline the minimum standards people can expect when in contact with West Midlands Police. As part of my Police and Crime Plan, I routinely discuss performance against the Citizens Charter service level agreements with the Chief Constable. The Government's intention to publish 999 "league tables", if implemented, will be highly counterproductive.

68. Linked with victim satisfaction, I am also working to improving both confidence in West Midlands Police as well as our understanding of confidence in local policing within the West Midlands.
69. It is recognised that recent events involving police officers' behaviour nationally has damaged police legitimacy and had a deeply profound impact on people's trust and confidence in the policing service, particularly with women and girls
70. The recent IOPCs Operation Hotton<sup>3</sup> investigation report found evidence of bullying and harassment, discrimination, and a culture of 'toxic masculinity', sexual harassment and misogyny. A YouGov survey commissioned by the End Violence Against Women Coalition found that almost half of women have less trust in the police following the rape and murder of Sarah Everard by serving Metropolitan Police officer, Wayne Couzens.
71. I am working with West Midlands Police to take the appropriate steps to ensure that the behaviours identified by the IOPC are not more widely prevalent and to also do more to monitor the performance of individual police officers.
72. West Midlands Police is implementing a comprehensive action plan, led by the Deputy Chief Constable, to further address issues relating to officer and staff performance and conduct.
73. Regarding violence against women and girls (VAWG) more generally, my Victim's Commissioner Nicky Brennan is establishing an Ending Male Violence Against Women and Girls Alliance to bring together system leaders to spearhead work in this regard.

### **Cybercrime and Fraud**

74. The recent State of Policing report<sup>4</sup> notes how online crime is now by far the most prevalent crime and that online enabled fraud has exploded. In HMICFRS's assessment of the police response to fraud<sup>5</sup> it was noted that people are more

---

<sup>3</sup> [Operation Hotton Learning report - January 2022.pdf \(policeconduct.gov.uk\)](#)

<sup>4</sup> [State of Policing: The Annual Assessment of Policing in England and Wales 2021 - HMICFRS \(justiceinspectors.gov.uk\)](#)

<sup>5</sup> [Police response to fraud - HMICFRS \(justiceinspectors.gov.uk\)](#)

likely to be a victim of fraud than any other crime and more needed to be done to prioritise fraud investigations.

75. The police response to fraud is a collaboration between territorial police forces, the City of London police, the National Crime Agency, the National Economic Crime Centre and the Home Office. Despite this, no collaboration agreement exists that sets out the mutual expectations, service levels and obligations that each of the parties should expect from the others. The status of taskings is not always clear. Responsibilities overlap and are confused, more needs to be done to make fraud and cyber-crime a national priority.
76. Locally, I continue work to increase awareness of cybercrime and fraud, and the steps people can take to protect themselves whilst working closely with partners locally, utilising the West Midlands Fraud Board, to monitor rates of Fraud and Cyber Crime and to direct action as appropriate. Through data collated at this Board, we ascertained that money muling was becoming a significant problem in the West Midlands. I have therefore commissioned a money mule docudrama to address the levels of young people being exploited in our schools and online. This docudrama is now being taken into classrooms across the West Midlands by our Fraud Protect coordinators.
77. Through the West Midlands Fraud Board, I have commissioned, in partnership with West Midlands ROCU and the Midlands Fraud Forum, for research to be performed into what a public health approach to Fraud looks like in the West Midlands. We now have a series of recommendations delivered by Professor Michael Levi and Professor Jonathan Shepherd, on what this looks like in a West Midlands context. I will be working with the partners engaged in the West Midlands Fraud Board over the next year to implement the findings from this report.
78. Furthermore, I will continue to engage at a national level to support the APCC with the establishment of a national Fraud Forum for PCCs and an academic network focusing on the development of the UK's response to fraud.

### **Next Steps**

79. Reports on performance against the Police and Crime Plan and the National Priorities will be reported at the Strategic Policing and Crime Board on a quarterly

basis, with the latter required by the Elected Local Policing Bodies (Specified Information) (Amendment) Order 2021.

**Strategic Policing and Crime Board  
May 2022**

**Police and Crime Plan Priority:** Regular Item  
**Title:** Performance Report Appendix – Police and Crime Plan Scorecard  
**Presented by:** N/A

**Purpose of paper**

1. Scorecard overview of performance against the measures detailed within the Police and Crime Plan
2. The document can be navigated utilising the content page header links



## Contents

Preventing and Reducing Crime.....	5
Violence against women and girls .....	5
Bringing offenders to justice .....	5
Reducing the harm caused by illicit drugs.....	6
Reducing acquisitive crime .....	7
Reducing cybercrime and fraud .....	7
Reducing business crime .....	7
Increased Confidence in West Midlands Police .....	9
A police force that represents the best of the West Midlands .....	9
Understanding, measuring and improving public confidence in policing and satisfaction with service .....	9
Police Powers (Stop and Search; Section 163 Traffic Stops; Use of Force) .....	10
Cadets.....	10
Complaints and misconduct processes that everyone can trust.....	11
Access to police services .....	11
Supporting the workforce, organisational change and new technology .....	12
Performance management of officers and staff .....	12
An efficient and effective criminal justice system .....	13
Supporting victims and witnesses.....	13
Reducing Violence .....	14
Supporting the workforce, organisational change and new technology .....	15
Public Transport .....	15
Safer travel .....	15

## Rebuilding community policing

Sub-Objective	Key Performance Indicator	Current / Latest	Historical Performance / Benchmark
	Meet or exceed the Police Officer Uplift target of 1,200 new Police Officers <sup>1</sup>	1,017 [Mar 22]	730 Y1 & Y2 allocation
	By doing so, total number of Police Officers in the West Midlands will increase to over 8,000 <sup>2</sup>	7,708 [Mar 22]	6691 [Adjusted baseline]
	Monitor the numbers and reasons why Police Officers leave West Midlands Police and put in place action plans, where required, to ensure we support and retain our Police Officers	TBC	45% retirement, 25% left due to a transfer out, and 18% resigned [Last 2 years]
	Utilising the Police Officer Uplift target, we will increase the number of neighbourhood Police Officers by 450	211 [Apr 22]	
	Increase the amount of time Police Officers spend in local areas, in particular within the 19 Impact Areas	Measure currently being developed by WMP	
	Support and maintain the 464 PCSOs within the West Midlands	477 [Apr 22]	464 [Apr 21]
	Increase the number of Special Constables along with the proportion who complete 16 hours per month	304 [Apr 22]; *Measure for compliance currently being developed by WMP	283 [Apr 21];
	Increase the number of residents signed up to West Midlands Police's WMNow community messaging system, in particular those residents who live within an Impact Area (IA)	71,454; 20% from IAs [Feb 22]	42,157; 12% from IAs [Mar 21]
	Work to reduce the levels of harm seen within Impact Areas in terms of severity of crime	Impact areas not seeing a continued decrease in	

		Crime Severity Scores: Birmingham City Centre, Edington, Brierley Hill, Dudley Central, St Matthews Caldmore, West Bromwich Central	
	Monitor the estimates for perceived high levels of anti-social behaviour and the percentage of respondents saying that the police and local council are dealing with the anti-social behaviour and crime issues that matter in the local area from the Crime Survey for England and Wales (CSEW) – We will use these estimates to inform action locally.	Awaiting latest publication	Perception: WMP 17% GM 9; M 8; WY 12; E&W 7 [2019/20] Dealing with: WMP 52% GM 49; M 52; WY 47; E&W 52 [2019/20]
	Monitor the number and rates of anti-social behaviour incidents reported to the police, targeting resource as required through Community Safety Partnerships	29,381 [2021/22]  *N.B. Decrease linked to more incidents being crimed	59,826 [2020/21]

<sup>1</sup> [Police officer uplift, quarterly update to March 2022 - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

<sup>2</sup> [Police officer uplift, quarterly update to March 2022 - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

## Preventing and Reducing Crime

Sub-Objective	Key Performance Indicator	Current	Historical Performance/ Benchmark
<b>Violence against women and girls</b>	Reduce the number of outstanding suspects for Domestic Abuse offences awaiting investigation	Measure currently being developed by WMP	
	Reduce the repeat rates for Domestic Abuse offences, both in terms of repeat offenders and victims	Measure currently being developed by WMP	
	Reduce the length of time Rape investigations take within West Midlands Police	Measure currently being developed by WMP	
	Reduce the proportion of DA cases where the suspect is released under investigation rather than being bailed with conditions	Measure currently being developed by WMP	
	Increase the use of civil protection orders	Measure currently being developed by WMP	
	Increase the proportion of breaches (DVP notices; non-molestation orders) which result in an arrest	Positive outcome rate 30% [2021/22]	34% [2020/21]; 54% [2019/20]
	Increase the number of Domestic Abuse offenders which are managed through IOM/Probation	Measure currently being developed by WMP	
	Monitor the number of reports via the National Referral Mechanism which relate to Modern Slavery and work to build a more accurate picture of Modern Slavery within the West Midlands	643 (non-crime); 1,156 (crime) [2021/22]	455 (non-crime); 772 (crime) [2020/21]
<b>Bringing offenders to justice</b>	Identify the reasons for and ultimately reduce the number of investigations which are discontinued due to insufficient evidence where the victim supports police action (Outcome 15) and where	DA OC15 19%; OC16 74% Rape: OC15 14%; OC16 55%	DA: OC15 22%; OC16 65% Rape: OC15 17%; OC16 41% [2019/20]

	victims feel unable to support police action (Outcome 16)	[2021/22]	
	Increase the positive outcome rates for Domestic Abuse, Rape, and Stalking and Harassment offences above levels where they have typically been historically	DA 4%; S&H 2%; Rape 2% [2021/22]	DA>6%; Rape>5%; S&H>8% [Target]
<b>Reducing the harm caused by illicit drugs</b>	Monitor the number of drug trafficking offences recorded by West Midlands Police, directing resource appropriately to tackle supply	2,374 [2021/ 22]	1,580 [2019/20]
	Monitor the number of reports via the National Referral Mechanism which are flagged as County Lines related	124 [Jan – Dec 21]	89 [Jan – Dec 20]
	Increase/improve disruption activity by West Midlands Police as part of pro-active drug supply investigations	2,237 WMP and 478 ROCUWM drug disruptions; 868 WMP and 360 ROCUWM County Lines disruptions [Financial YTD Feb 22]	495 WMP and 381 ROCUWM drug disruptions; 108 WMP and 335 ROCUWM County Lines disruptions [Same period 2020/21]
	Monitor the number of drug related deaths in West Midlands, acting accordingly where there are significant increases <sup>3</sup>	455 deaths; 5.5 rate [2018-2020] {GMP: 554; 6.9 / Merseyside: 378; 9.6 / West Yorkshire: 500; 7.6}	335 deaths; 4.1 rate [2015-2017] {GMP: 480; 6.0 / Merseyside: 280; 7.1 / West Yorkshire: 381; 5.7}
	Increase the number of suspect/offenders in custody being referred into drug treatment where a need is identified	1,229 [2021]	1,087 [2020]
	Monitor proportionality in the use of diversion	Monitored as part of the Disproportionality Committee	

<sup>3</sup> [Drug-related deaths by local authority, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

	Increase the use of Out of Court Disposals for low level drug offences, such as those given via the DIVERT programme	36% of drug possession offences [2021/22]	32% of drug possession offences [2019/20]
<b>Reducing acquisitive crime</b>	Reduce the numbers of neighbourhood crimes (residential burglary, robbery of personal property, theft from the person and vehicle theft) committed within the West Midlands, achieving reductions on the numbers/rates seen in 2019/20 for Residential burglary, Robbery of personal property, Theft from the person, Theft, or unauthorised taking, of a motor vehicle	Burglary: 14,992; Robbery: 7,001; Vehicle theft: 12,222; Theft from the person: 3,854 [2021/22]	Burglary: 18,237; Robbery: 7,215; Vehicle theft: 9,896; Theft from the person: 3,064 [2019/20]
<b>Reducing cybercrime and fraud</b>	Monitor victims of fraud within the West Midlands as reported by Action Fraud, identifying emerging areas or victims who are at particular risk of fraud. <sup>4</sup>	15,555 [2021]	13,331 [2020]
	Where a fraud report is forwarded on by Action Fraud to West Midlands Police for investigation, I will monitor outcomes and ensure West Midlands Police are compliant with the City of London Police returns process.	N/A – Awaiting latest return	Compliance: 100% Judicial outcome: 2% NFA: 83% Outstanding: 15%  Apr 19 to Mar 20 with HOCR outcomes up to Mar 21
<b>Reducing business crime</b>	Monitor recorded business crime, using the insights to direct resources where needed and engage with businesses to reduce the risk of crime for Burglary - Business, Robbery - Business, Bilking, Shoplifting	41,804 total; 3,827 burglary; 853 robbery; 4,272 bilking; 13,004 shoplifting [2021/22]	46,017 total; 5,312 burglary; 957 robbery; 5,326 bilking; 15,201 shoplifting [2019/20]

<sup>4</sup> [NFIB Dashboard \(Public\)](#)

	Monitor assaults on retail and other workers recorded by West Midlands Police, assessing when peak periods of assaults occur and taking action if there are significant increases	440 [2021/22] *Provisional data	
	Reduce the number of outstanding suspects for serious acquisitive crimes awaiting investigation	Measure currently being developed by WMP	

## Increased Confidence in West Midlands Police

Sub-Objective	Key Performance Indicator	Current	Baseline/Target
<b>A police force that represents the best of the West Midlands</b>	Utilising the Police Officer Uplift target, we will increase the number of Black, Asian and Minority Ethnic Police Officers by 1,000 <sup>5</sup>	330 [Mar 22]	-
	Monitor disproportionality within the West Midlands Police Force, with a view to increase the representativeness of the force across the following: <b>Workforce</b> <sup>6</sup>	Female: 35.02%; Under-represented groups: 13.3%; White Other: 1.88% [Mar 22]	-
	<b>Recruitment</b> (Proportion of joiners over past 12 months)	Female: 46.0%; Under-represented groups: 22.4%; [Mar 22]	-
	<b>Attrition</b> (Proportion of leavers over past 12 months)	Female: 43.7%; Under-represented groups: 16.1%; [Mar 22]	-
	<b>Progression</b> (Success rate over past 2 years)	Female: 45.6%; Under-represented groups: 51.0%; [Mar 22]	-
<b>Understanding, measuring and improving public confidence in</b>	Monitor victim satisfaction with West Midlands Police, in particular for victims of Domestic Abuse offences, and commit to understanding the ways in which satisfaction can be improved	Polite and respectful: 82% Understanding: 76% Helped with issued: 64% [2021/22]	-

<sup>5</sup> [Police officer uplift, quarterly update to March 2022 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/police-officer-uplift-quarterly-update-to-march-2022)

<sup>6</sup> [Police officer uplift, quarterly update to March 2022 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/police-officer-uplift-quarterly-update-to-march-2022)



<b>policing and satisfaction with service</b>	Monitor the estimates of overall confidence in local police from the Crime Survey for England and Wales (CSEW) – We will use these estimates to inform action locally <sup>78</sup>	-	WMP 65% GM 70; M 74; WY 72; E&W 74 [2019/20]
<b>Police Powers (Stop and Search; Section 163 Traffic Stops; Use of Force)</b>	Increase the positive outcome rate for Stops and Searches to no less than 50%	27% [2021/22]	50%
	Monitor the use of Stops and Searches under Section 60, ensuring that they are used only when absolutely necessary	535 [2021/22]	95 [Same period 2020/21] 334 [Same period 2019/20]
	Ensure that the use of body-worn video during Stops and Searches and Use of Force remains at the same level or higher	S&S 95% UoF 82% [2021/22]	S&S 92%-95% UoF 78%-80%
	Reduce the disproportionality of who is stopped as part of Stops and Searches and for individuals being subjected to Use of Force	S&S 2.7 / 4.4; UoF 1.0/3.5 [2021/22]	S&S 2.6 / 4.5; UoF 0.9/3.9 [2019/20]
	Monitor where injuries occur as part of Use of Force, ensuring that cases where serious injury occur are reviewed and action taken where necessary	26 [2021/22]	42 [2020/21] 59 [2019/20]
<b>Cadets</b>	Increase the capacity of the cadet scheme so that more young people can join	Outstanding 2; Good 10; Satisfactory 10; Poor 0 [March 22]	Outstanding > 8 volunteers average per unit Good = 5-7 volunteers Satisfactory = 2-4 volunteers Poor <1 volunteer

<sup>7</sup> [Crime Survey for England and Wales \(CSEW\) estimates of personal and household crime, anti-social behaviour, and public perceptions, by police force area, year ending March 2020 - Office for National Statistics](#)

<sup>8</sup> [Confidence in the local police - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](#)

	Increase the number of community volunteers in cadet units	175 + 36 joining [March 22]	
<b>Complaints and misconduct processes that everyone can trust</b>	Monitor the number of complaints which West Midlands Police receive and reduce the length of time taken to investigate complaints	Conduct: 123 Schedule 3: 428 Sch3 average resolution time: 209 days [2021/22]	Conduct: 179 Schedule 3: 487 Sch3 average resolution time: 141 days [2020/21]
	Increase the use of reflective practice within West Midlands Police	98 [Sep 21]	
	Monitor the service recovery satisfaction for victims and members of the public who have submitted a complaint	Measure currently being developed by WMP	
<b>Access to police services</b>	Ensure that West Midlands Police answer 999 and 101 calls within the timescales stated in the Citizens Charter  999: 90% within 10 seconds 101: 90% within 3 minutes [Citizens Charter SLA]	999: 75% within 10s; average 18s  101: 41% within 3m; average 8m58s [2021/22]	999: 86% within 10s; average 10s  101: 66% within 3m; average 3m52s [2020/21]
	Where Police Officers need to attend an incident (Priority 1 and Priority 2), ensure that they arrive within the timescales stated in the Citizens Charter	P1: 42% within 15m; median 16m22s  P2: 30% within 60m; media 1h30m28s [2021/22]	P1: 48% within 15m; median 14m41s  P2: 37% within 60m; media 1h03m12s [2020/21]

## Supporting the workforce, organisational change and new technology

Sub-Objective	Key Performance Indicator	Current	Historical Performance/ Benchmark
<b>Performance management of officers and staff</b>	Monitor the attendance rates within West Midlands Police and in particular absences due to mental ill health, providing programmes of support where needed	92.8%; 2.1% of absence days due to mental ill health [March 22]	95.4%; 1.5% of total working days [2020/21]
	Monitor referrals to occupational health, ensuring that there is no delay in Police Officers and Staff getting an appointment	10 days [Sept 21]	14-21 days
	Increase staff survey engagement rates and monitor wellbeing survey results	Awaiting next survey	Completion Rate: 44%; Engagement Rate: 75%
	Monitor incidents where Police Officers are assaulted whilst on duty and what action is taken against the offender	2,320; 49% Positive Outcomes [2021/22]	1,607; 70% Positive Outcomes [2019/20]
<b>A greener West Midlands Police</b>	Reduce CO2/ m2 from energy usage within the West Midlands Police estate	18.54 kg of CO2 per m2 [Apr-Jun 21] 30.07 kg of CO2 per m2 [Oct-Dec 21]	19.41 kg of CO2 per m2 [Apr-Jun 20] 27.73 kg of CO2 per m2 [Oct-Dec 20]
	Reduce CO2/km average travelled by the fleet by ensuring that vehicle service appointments are kept and through the monitoring of driving behaviours	256g CO2 per km [Jul-Sep 21] 206g CO2 per km [Oct-Dec 21]	218 g per kilometre (2018/19)

## An efficient and effective criminal justice system

Sub-Objective	Key Performance Indicator	Current	Historical Performance/ Benchmark
	Increase the use of Out of Court Disposals where offenders are eligible	Drug possession: 36% [2021/22]	Drug possession: 35% [2020/21]
	Monitor offence types along with demographic breakdowns of offenders to highlight potential gaps/disproportionality in the Out of Court Disposals available	Monitored as part of the Reducing Reoffending Delivery Group	
	Monitor disproportionality within the Criminal Justice System, with a focus on age, gender and ethnicity across: arrests, police outcomes, prosecution outcomes, remand status, reoffending	Monitored as part of the Disproportionality Committee	

## Supporting victims and witnesses

Sub-Objective	Key Performance Indicator	Current	Historical Performance/ Benchmark
	Monitor the number of victims supported by commissioned services and assess any gaps between numbers supported and the number of victims overall	Measure currently being developed by WMP	
	Monitor offence types along with demographic breakdowns of both victims and offenders to highlight potential gaps in service provision	Measure currently being developed by WMP	
	Monitor where individuals are more likely to be victimised multiple times and ensure appropriate services are in place	Measure currently being developed by WMP	

Reducing Violence				
Sub-Objective	Key Performance Indicator	Current	Historical Performance/ Benchmark	Target
	Monitor the rates of homicide within the West Midlands and ensure a swift response from West Midlands Police	53 [2021/22]	45 [2020/21] 50 [2019/20]	
	Reduce the numbers of violent crimes committed within the West Midlands, achieving reductions on the numbers/rates seen in 2019/20 for knife crime and robbery of personal property	6,321 knife crime; 7,001 robbery personal [2021/22]	3463 knife crime; 7,215 robbery personal [2019/20]	
	Monitor serious youth violence and increase the positive outcome rate for victims	8,828; 7% Positive Outcomes [2021/22]	5,917; 9% [2020/21] 7,465; 10% [2019/20]	
	Monitor hospital admissions of under 25s who have been assaulted with a sharp object and assess what action West Midlands Police can take <sup>9</sup>	175* [Year ending Aug 21] *Some data points suppressed	215 [Year ending June 19]	
	Monitor the number of gun crime offences and increase the number of firearms being recovered through better intelligence	903 gun crime [2021/22] 74 recoveries [YTD Feb 22]	700 gun crime [2019/20] 70 recoveries [YTD Feb 19]	

<sup>9</sup> [Monthly hospital admissions for assault by sharp object - August 2021 - NHS Digital](#)

## Supporting the workforce, organisational change and new technology

Sub-Objective	Key Performance Indicator	Current	Historical Performance/ Benchmark
<b>Public Transport</b>	Monitor the estimates for perceptions of safety on the public transport network within the West Midlands from the West Midlands Combined Authority transport survey and assess what role West Midlands Police can play in improving public perceptions	Bus travel perceptions of personal safety: <ul style="list-style-type: none"> <li>• 74% satisfied/very satisfied</li> <li>• 15% dissatisfied/very dissatisfied</li> </ul> [Q3 – 2021/22] <sup>10</sup>	
	Monitor reports of crime and anti-social behaviour incidents which occur on the public transport network and what the outcomes of investigations are	Bus travel: <ul style="list-style-type: none"> <li>• 4,101 crime</li> <li>• 2,199 ASB</li> </ul> Rail travel: <ul style="list-style-type: none"> <li>• 1,520 crime</li> <li>• 139 ASB</li> </ul> [2021 calendar year]	Bus travel: <ul style="list-style-type: none"> <li>• 3,061 crime</li> <li>• 2,238 ASB</li> </ul> Rail travel: <ul style="list-style-type: none"> <li>• 2,275 crime</li> <li>• 94 ASB</li> </ul> [2019 calendar year]
	There will be a focus on vulnerability type offences, such as hate crime and violence against women and girls, targeting resource as required through the Safer Travel Partnership	Monitored as part of the Safer Travel Partnership	
<b>Safer travel</b>	Monitor the rates of road traffic casualties on roads within the west Midlands	Traffic: 884 CPMG*: 46 [2021/22]	Traffic: 779 CPMG: 31 [2020/21]

\*N.B. includes West Midlands and Staffordshire Motorways due to CMPG collaboration

<sup>10</sup> [SPCB April 22 – Agenda Item 6: Safer Travel](#)

	<p>Monitor the following motor offences, ensure action is taken: Speeding offences, driving under the influence of drugs, driving under the influence of alcohol, driving without insurance, incidents of street racing</p>	<p>Endorsable Total 6,170</p> <ul style="list-style-type: none"> <li>• Speeding Offences 2,188</li> <li>• Proper control 599</li> <li>• Due care 816</li> <li>• License 158</li> </ul> <p>[2021/22]</p>	<p>Endorsable Total 8,769</p> <ul style="list-style-type: none"> <li>• Speeding Offences 1,763</li> <li>• Proper control 1,053</li> <li>• Due care 1,157</li> <li>• License 182</li> </ul> <p>[2019/20]</p>
	<p>Review the reasons for cars being seized, assessing whether there are any commonalities/trends which need addressing</p>	<p>Measure currently being developed by WMP</p>	
	<p>Monitoring offences relating to e-scooter and assessing what risks they pose to the public</p>	<p>Measure currently being developed by WMP</p>	



west midlands  
police and crime  
commissioner

Appendix B

**Strategic Policing and Crime Board  
May 2022**

**Police and Crime Plan Priority:** Regular Item  
**Title:** Performance Report – PCC Responses to HMICFRS Inspection and Super-Complaint Reports  
**Presented by:** N/A

**Purpose of paper**

1. To provide an overview of the Police and Crime Commissioner responses to HMICFRS inspection reports over the past year
2. Responses to HMICFRS inspection reports can be found here - [HMICFRS Reports - West Midlands Police & Crime Commissioner \(westmidlands-pcc.gov.uk\)](https://www.westmidlands-pcc.gov.uk/hmicfrs-reports)

**Introduction**

3. Police and Crime Commissioners (PCCs) are required to publish certain information to allow the public to hold them to account
4. The Elected Local Policing Bodies (Specified Information) (Amendment) Order 2021 requires that PCCs publish responses to HMICFRS PEEL inspection reports of their police force and also to publish a summary infographic showing how each aspect of a force's performance has been graded under the PEEL inspection framework (inadequate; requires improvement; adequate; good; or outstanding).<sup>1</sup>
5. In addition, if HMICFRS publishes an inspection report which relates to police forces, section 55 of the Police Act 1996 requires the PCC to prepare comments on the report and to publish them (section 55(5)).<sup>2</sup>

---

<sup>1</sup> [The Elected Local Policing Bodies \(Specified Information\) \(Amendment\) Order 2021: guidance for police and crime commissioners - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/consultations/the-elected-local-policing-bodies-specified-information-amendment-order-2021-guidance-for-police-and-crime-commissioners)

<sup>2</sup> [HMICFRS, PCCs and Mayoral Offices - HMICFRS \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/hmicfrs/pccs-and-mayoral-offices/)



## **PEEL 2021/22 – An inspection of West Midlands Police<sup>3</sup>**

7. HMICFRS graded West Midlands Police’s performance across 11 areas of policing and found the force was ‘good’ in five areas, ‘adequate’ in three areas and ‘requires improvement’ in three areas. HMICFRS said the areas requiring improvement included how the force investigates crime, how it supports victims and how it protects vulnerable people.

Outstanding	Good	Adequate	Requires improvement	Inadequate
	Preventing crime	Responding to the public	Investigating crime	
	Recording data about crime	Managing offenders	Supporting victims	
	Treatment of the public	Developing a positive workplace	Protecting vulnerable people	
	Disrupting serious organised crime			
	Good use of resources			

8. The PEEL inspection 2021/2022 shows that the police funding model is failing to allocate resources appropriately to address threat, risk and demand. West Midlands Police is an efficient police force, yet, as the Inspector’s commentary notes, lacks the capacity and resources to cope with the demand it faces. The national failure to fully implement the existing police funding formula, coupled to the historic legacy of a failure by the former Police Authority to raise precept in line with other areas, has left West Midlands Police structurally underfunded. The Inspectorate’s acknowledgement of the Force’s position is long overdue but still welcome.
9. I welcome acknowledgement of the concerted work that has been done to improve crime recording. West Midlands Police has improved the speed within which crime is recorded and the accuracy of its recording. As noted by HMICFRS, this is positive for victims as it demonstrates that West Midlands Police takes their reports of crimes seriously.
10. However, Chief Constable Sir David Thompson has reported that the crime recording standards can contribute to perverse outcomes, notably regarding the ability to “de-crime” an incident.
11. The consequences of moving to a model whereby incidents are recorded as crimes as a prelude to investigation – rather than the reverse – need to be fully understood. It appears, for example, that when comparing like-for-like crimes, police now record more crimes than the public self-reports via the Crime Survey for England and Wales. This development is unprecedented and is in part linked to the falling criminal justice outcome rates

<sup>3</sup> [PEEL 2021/22 – An inspection of West Midlands Police - HMICFRS \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/peel/2021-22-an-inspection-of-west-midlands-police/)

## **Policing in the pandemic - The police response to the coronavirus pandemic during 2020<sup>4</sup>**

12. Demand on policing changed during the first lockdown with decreased theft and robbery offences but an increased need to support the work of other frontline services whilst enforcing lockdown restrictions. However, this change has continued throughout 2020 and into 2021 with the demands and challenges facing the police service being substantial.
13. Despite theft offences being considerably down, recorded crime for 2020/21 saw an increase on 2019/20, driven by increases in low-level violence, domestic violence and stalking and harassment offences. In addition, by summer 2021 it is anticipated that the usual seasonal pattern of crime will have resumed and WMP will be entering a period of summer demand, which will see a further increase in violence and antisocial behaviour.
14. Whilst it is welcomed that the main finding from the report was that overall the police service responded well to the challenge of policing the COVID-19 pandemic, it should be acknowledged that the impacts of the pandemic will continue to impact the police service over the coming years.

## **Custody services in a COVID-19 environment<sup>5</sup>**

15. As with demand on policing in general, the Covid-19 pandemic drastically impacted upon the ways in which custody suites operated. Police officers have had to make assessments prior to arrest as to the health of the suspect/offender and whether the arrest is warranted during the pandemic whilst custody suites themselves have ran at a reduced capacity to ensure a safe and secure environment.
16. The pandemic also impacted services such as the Independent Custody Visitors (ICVs), Appropriate Adults Service, and the Cranstoun Arrest Referral Service. These services had to adapt quickly to the challenges of the pandemic in order to meet the requirement under the Police and Criminal Evidence Act codes of practice and to continue to provide the opportunity to break the cycle of crime and substance use.
17. As part of the ongoing internal audit strategy and work programme, there is a particular focus on the organisational learning from the Covid-19 pandemic, with the review also considering the robustness of new practices that have been adopted in custody suites during the Covid-19 pandemic.

## **Report on Hestia's super-complaint on the police response to victims of modern slavery<sup>6</sup>**

18. Modern Slavery and Human Trafficking are complicated crimes which are difficult to prove and resolve. Although national progress has been made since the inception of the 2015 Modern Slavery Act and the last HMICFRS inspection in 2017, progress remains patchy and inconsistent across forces. The West Midlands has led the way in responding to Modern Slavery; however we must not become complacent and must continue to drive forward improvements.

---

<sup>4</sup> [Policing in the pandemic – The police response to the coronavirus pandemic during 2020 - HMICFRS \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/hmicfrs/reports-and-publications/policing-in-the-pandemic-the-police-response-to-the-coronavirus-pandemic-during-2020/)

<sup>5</sup> [Custody services in a COVID-19 environment - HMICFRS \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/hmicfrs/reports-and-publications/custody-services-in-a-covid-19-environment/)

<sup>6</sup> [Report on Hestia's super-complaint on the police response to victims of modern slavery - HMICFRS \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/hmicfrs/reports-and-publications/report-on-hestia-s-super-complaint-on-the-police-response-to-victims-of-modern-slavery/)

19. In 2020 we launched the Exploitation and Abuse framework in acknowledgement that these crimes cannot be solved solely by policing alone and required a partnership, multi-agency collaborative response. The framework allows us to drive regional collaboration and improve responses to exploitation and abuse in all its forms across the region. The strategic boards are accountable to the West Midlands Community Safety Partnership (WMCSP) and all seek to prevent, identify and effectively support victims of exploitation and abuse and to disrupt and pursue perpetrators. We also have WMP SOCEX which is the exploitation hub which acts as a SPOC for officers and partners, and they are often the "go to resource" for queries or service recovery
20. A recent report from the Anti-Slavery Commissioner; Sara Thornton speaks about the benefits of taking a public health approach to modern slavery. The Anti-Slavery Commissioner's and this super complaint together provide an opportunity to reflect and consider how the West Midlands could further establish itself as a lead in this area of business

### **Review of policing domestic abuse during the pandemic – 2021<sup>7</sup>**

21. Reports of domestic abuse have been growing and make up a significant proportion of demand on West Midlands Police. In the year ending September 2020, domestic abuse flagged crimes made up around 23% of all crime. In 2021, WMP commissioned Crest Advisory to research the higher than normal increase in reporting for WMP throughout 2020 and an outlier in terms of domestic abuse demand. The findings however show; the West Midlands does not appear to be an outlier in terms of the rate of domestic abuse per population. Between the year ending March 2016 and the year ending March 2020 the West Midlands was in line with the national average and below that of its MSF's.
22. Since the beginning of the pandemic, domestic abuse has risen faster in the West Midlands than nationally, but it is likely Covid has exposed, rather than created the problem. Initial findings from London City University and the University of Durham suggest that the pandemic exposed, rather than created the domestic abuse crisis' i.e. it may be that these areas were particularly good at encouraging reporting during this time.
23. There is broad consensus on the drivers of rising demand, though it has not been possible to evidence this from the available data. West Midlands Police focus group participants identified that the increase in demand was driven by three key factors:
  - a. broader interpretations of the definition of domestic abuse,
  - b. increase in available reporting methods (web chat) and
  - c. failure demand from other public services
24. Within the West Midlands, domestic abuse victims and their families were identified as a priority early on in the initial lockdown. The force were particularly keen to ensure the voice of the child was captured during the pandemic and response officers trained in DA matters were issued 5 wellbeing questions to pursue with children when they went out to domestic calls. This allowed an additional avenue to assess risk and support safeguarding children who were further hidden from professionals and public view due to the lockdown.

---

<sup>7</sup> [Review of policing domestic abuse during the pandemic – 2021 - HMICFRS \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/hmicfrs/reports-and-publications/review-of-policing-domestic-abuse-during-the-pandemic-2021/)

## **Interim report: Inspection into how effectively the police engage with women and girls<sup>8</sup>**

25. Along with the increase in domestic abuse during the pandemic, women's fears about street harassment has also increased significantly<sup>9</sup> with a recent poll finding that 7 out of 10 women had experienced some form of sexual harassment in public<sup>10</sup>. In 2020/21 there were circa 44,000 records of crime relating to stalking and harassment, up 96% on 2019/20 - Of these, 67% did not relate to domestic abuse.
26. Worryingly, whilst there have been increases in recorded crime a local Women and Safety Survey found that 92.5% of respondents who had experienced sexual assault and rape in the West Midlands did not report their experience to the police
27. It is argued that the prevalence of violence against women and girls has been underestimated for decades and suggests that violence against women and girls is better positioned as a systemic, global and enduring phenomenon<sup>11</sup>. We would argue that any inspection into rape, domestic abuse, and violence against women and girls must acknowledge that these are systemic, structural issues that can only be addressed via multi-agency, long term activity.
28. We are supporting a Force consultation on a Violence and Intimidation Against Women and Girls Strategy (VAIWG) the local strategy will follow the national approach and will seek to coordinate the WMP's response and approach to VAIWG crimes

## **Neurodiversity in the criminal justice system: A review of evidence<sup>12</sup>**

29. The report notes that professionals who work in the CJS have, for many years, been concerned about the experiences of and outcomes for neurodivergent individuals. This concern has centred on (amongst other things) the low levels of knowledge and understanding amongst staff of neurodivergence.
30. The report concluded, for example, that on arrest neurodivergent individuals may be recognised and are more at risk of:
31. Being arrested due to their behaviour not being recognised as a manifestation of their condition
32. Becoming unsettled by the police custody process, leading them to exhibit behaviours which are interpreted as non-compliant meaning that they may not receive the support they need
33. Not fully understanding the process, not being able to effectively engage with the investigation without support or to have someone advocate on their behalf
34. In the West Midlands, we recognise that these risks are particularly pertinent where the detainee is a child. We know that, for instance, children are being inappropriately detained in police stations because local authorities aren't able to offer emergency secure and non-secure accommodation. A national review looking into the scale of this problem is most definitely required. We also know that for children with neurodiversity challenges in contact with the criminal justice system (CJS) – many of whom have some

---

<sup>8</sup> [Interim report: Inspection into how effectively the police engage with women and girls - HMICFRS \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/hmicfrs/interim-report-into-how-effectively-the-police-engage-with-women-and-girls/)

<sup>9</sup> [Sarah Everard: 'Epidemic' of violence against women in UK not taken seriously enough after 33-year-old's disappearance, MPs warn](https://www.bbc.com/news/health-56888888)

<sup>10</sup> [Prevalence and reporting of sexual harassment in UK public spaces](https://www.bbc.com/news/health-56888888)

<sup>11</sup> [Understanding the scale of violence committed against women in the UK since birth](https://www.bbc.com/news/health-56888888)

<sup>12</sup> [Neurodiversity in the criminal justice system: A review of evidence - HMICFRS \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/hmicfrs/interim-report-into-how-effectively-the-police-engage-with-women-and-girls/)

experience of poverty, discrimination, violence, and trauma – the experience of custody can be particularly harrowing and re-traumatising, possibly exacerbating issues which led to their arrest in the first place.

35. Criminal justice spaces (especially custody suites) need to recognise this. That is why in the West Midlands, we have been looking into possibilities regarding specialist police facilities more akin to ‘home like’ rooms – secure rooms but not at all like police cells – for children in custody, geared around the facilitation of integrated, intensive support (including for acquired brain injury, neurodiversity, and mental health – challenges which we know are coexisting, mutually reinforcing, and all too often not picked-up).

### **A joint thematic inspection of the police and Crown Prosecution Service’s response to rape – Phase one: From report to police or CPS decision to take no further action<sup>13</sup>**

36. In recent months we have had a spotlight focus on both national and international policing responses to both Violence Against Women and Girls (VAWG) and in particular sexual assault and abuse including a plethora of national strategy, guidance and direction all indicating a lack of procedural justice for victims of rape.
37. Since November 2020, the force has been implementing both the feedback from the hot debrief and also the following in the RASSO space:
- a. A joint multi-agency strategy; the West Midlands Sexual Assault and Abuse Strategy 2020-2023 was launched on 8th January 2021 with buy in from both WMP and WMOPCC.
  - b. The Sexual Assault and Abuse Board (formerly RASSO) has been moulded to a multi-agency focus promoting the above agenda through its action plan and work streams. The board which used to be very CJ focused now incorporates representatives from health, third sector and all local authorities with the aim to work towards the national strategy.
  - c. The OPCC are working with the force through their new Sexual Harassment Project lead for the 3 year project to ensure that gender inequality and sexual harassment are addressed appropriately. The Sexual Violence Consortia (specialist third sector providers) are overseeing this project and a specialist support arm has been developed for officers who are victims of sexual assault and abuse to access specialist support.
  - d. We support the work of the RASSO CPS Gatekeeper and the progress they have established since being extended in post. This role has been crucial to supporting the communication between Police and CPS.
  - e. We work with all our commissioned services through the PCC’s Victim’s Commission to identify and address issues arising and support more victim focused work.
38. Key work ongoing with the force are:
- a. training for all staff on sexual harassment and exploitation,
  - b. strengthening the victim’s voice within the process through the recommendations of the PCC’s Vulnerable Victim’s Review.
  - c. Piloting of the Rape Triage PPU car will in a different locality in the next months to look at a better front end offer to victims of RASSO crimes.

---

<sup>13</sup> [A joint thematic inspection of the police and Crown Prosecution Service’s response to rape – Phase one: From report to police or CPS decision to take no further action - HMICFRS \(justiceinspectorates.gov.uk\)](#)

- d. ISVA/DI clinics in each of the RASSO units monthly to work with local support services to provide bespoke, wrap-around support for victims at every stage.
39. A 2019/20 Data driven insights report showed that to have the best chance to reduce the length of investigation and enable better engagement/reduction in attrition for victims/witnesses, one investigator should hold the case from start to finish and hold a maximum of 6 investigations at any one time (current WMP DC's hold 20-25 cases each). For this cycle to be broken, there is a need to invest in resources to fund PPU in terms of staff and digital forensics capacity.
  40. West Midlands Police are one of four pilot forces joining the Home Office's Operation Soterio pilot which is the roll out of the action plan for a deep dive review into RASSO as modelled in Avon and Somerset Police by academics following a five pillared approach to follow the directions of the Government's End to End Rape Review.
  41. With the academic pilot starting in West Midlands in April 2022, planning is underway to prepare and use the delivery plan above to increase progress towards both the recommendations above and the wider national and regional targets to improve the criminal justice response to rape and sexual offences. Working towards the recommendations above and within the End to End Rape Review will be successful when working together in partnership, with the right legacy funding/provision to uplift all parts of the CJS to be able to investigate rape and sexual offences in a timely, efficient, procedural and effective manner.

#### **State of Policing: The Annual Assessment of Policing in England and Wales 2020<sup>14</sup>**

42. There is much in the Assessment that I would recognise and support. Your analyses of the issues arising from failing national technology projects, under resourcing of mental health services, and the consequences for the criminal justice system arising from ill-advised, misconceived and poor decision making by successive governments over the past decade, are all well made. I also agree that the "stop-start" of annual funding cycles are unfit for purpose and they have damaged medium-term planning and preventative activity.
43. The financial cuts imposed on public services after 2010 did not fall evenly, either in policing or in the public sector more widely. West Midlands Police lost approximately 2,200 officers, but notwithstanding the Uplift we will only get 1,200 back. Thus, while some forces will be larger than they have ever been, West Midlands Police will have a thousand or so less officers than it had in 2010. This is not the product of local decision making, as government has cynically and inaccurately suggested, but a deliberate policy that disadvantaged forces more reliant on police grant. At no point does the Assessment, or any of its predecessors, adequately address this reality. Neither has HMICFRS reflected on the implications of the failure to implement the police funding formula, which has cost West Midlands Police tens of millions of pounds a year.
44. Despite this, HMICFRS has inspected West Midlands Police year after year as if it is directly comparable to forces with far lower crime, far less vulnerability, far less threat, and far less deprivation, but whose funding per head of population is greater than that allocated to West Midlands Police. In this sense, the inspection regime is essentially flawed and suggests either a lack of appreciation of the impact of this reality and/or an

---

<sup>14</sup> [State of Policing: The Annual Assessment of Policing in England and Wales 2020 - HMICFRS \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk)

unwillingness to factor it in, have regard to it and reflect on the reality of the circumstances in which different forces find themselves.

45. Similarly, local authorities in more deprived, urban areas, saw much greater cuts to funding than those serving more affluent areas. It is no surprise then that forces like West Midlands Police were faced with a more challenging environment than forces in less disadvantaged areas. Again, the inspection regime fails to address these systemic factors in reaching its judgements. The net effect of this approach is that the inspection regime simply perpetuates and reflects this inequitable state of affairs rather than acknowledging and challenging it.
46. The desire to see crime recorded accurately is universally accepted. However, the Assessment fails to offer self-reflection on the issues that have arisen from the approach to crime recording required by HMICFRS and the HOCs. The HMICFRS Assessment continues to make a crude assertion that there is an automatic correlation between compliance with prevailing crime recording standards, improved outcomes for victims and better value for taxpayers.
47. Compliance has created significant additional resource requirements for forces, potentially taking capacity away from preventing and responding to crime, and allocating it to measuring crime. Changed recording practices have led to significant increases in the recorded levels of some offences – notably those involving violence without injury, and stalking and harassment – when the number of reported victims has, in some cases, been falling.
48. It is driving down outcome rates, potentially irrecoverably, creating a sense that policing is not responding to criminality when a more accurate picture might be that crimes are being recorded that were never likely to be detected. This is in turn skewing the demand assessment for investigation teams. The Additional Verifiable Information standard for “decriming” an incident has become so onerous that there is little profit in investing the necessary level of resource to get a crime taken “off the books,” even where a reasonable observer would consider it to be the appropriate course of action.

#### **A review of 'Fraud: Time to choose'<sup>15</sup>**

49. The independent inspectorate’s report shines a light on the issue of Fraud in the UK. Fraud affects everyone, from individuals to businesses, organisations and Governments. We will all either have experience of or know people who have been affected by fraud. In fact, fraud costs the UK economy £193 billion each year and an estimated 3.8million fraud offences are committed annually, yet Action Fraud, the national reporting centre, only recorded just shy of 750,000. The fraudsters are inflicting misery on millions. That has to end. We need to get tough on the criminals preying on the vulnerable.
50. The report exposes a number of key things. Fundamentally the Investigators found that not enough had changed since their 2018 inspection and that victims are ultimately being failed by the system across the country. The main thing the report concludes which needs to happen, is a greater investment into anti-fraud capabilities. This investment needs to match the scale of the problem. Subsequent government announcements since the Investigators conducted their revisit, such as the Beating Crime Plan, fall considerably short of the mark.
51. Policing also needs to focus on and make this area as a priority. I support the recommendations made to forces in this report. Firstly, fraud victims need to be given

---

<sup>15</sup> [A review of 'Fraud: Time to choose' - HMICFRS \(justiceinspectors.gov.uk\)](https://www.justiceinspectors.gov.uk)

appropriate advice and support when they report a case of fraud and secondly that all forces follow guidance regarding calls for service

### **A duty to protect: Police use of protective measures in cases involving violence against women and girls<sup>16</sup>**

52. The report highlights a lack of understanding amongst police forces on how to effectively utilise protective measures available to safeguard victims of VAWG crimes; specifically focused on pre-charge bail conditions, non-molestation orders, domestic violence protection notices and orders, and restraining orders.
53. As part of the Vulnerable Victim's Review conducted in February 2020, a prevalent theme discussed by victims of domestic abuse was the breach of non-molestation orders (pg. 12). One victim told us that "there were 28 breaches last year and he never got arrested, just warned" (Anonymous).
54. It is plainly unacceptable for victims to be left vulnerable and feeling unsafe despite the availability of measures to prevent this.
55. These failures further harm victims trust and confidence in the police, their likelihood to report in the future and as such undermines the delivery of justice as well as the robust and effective safeguarding of victims.
56. It is vital that the voice of the victim is not lost in both the improvements made to the use of protective measures and that their views and needs are central within decision making and that the processes the protective measures entail are appropriately communicated with the victim; whereby they have responsibility to serve a non-molestation order on the defendant themselves or request this from the court, for example.
57. My office will work with Force to explore how the West Midlands can most effectively respond to the recommendations set out by the HMICFRS report and super-complaint by turning them into tangible and measurable actions and objectives.
58. We will also work with wider criminal justice agencies through the Local Criminal Justice Board and its victims and witnesses subgroup to ensure the whole system is working together efficiently to improve the use of protective orders, with a particular focus on cases involving violence against women and girls.

### **Police response to violence against women and girls - Final inspection report<sup>17</sup>**

59. My office has been supporting the embedding of the force's Violence, Abuse and Intimidation Against Women and Girls (VAIWG) strategy as attached below which is loosely based on the NPCC VAIWG strategy nationally. In respect of the commitments of the NPCC to the VAIWG strategy; The NPCC state "this strategy should be very much seen as a work in progress, with the aim of becoming embedded in business as usual throughout policing," The strategy proposes that it runs from 2021-2024, and will need to include regular review points and updates in line with the plethora of upcoming national inspections and strategies as well as the pending independent enquiry into the murder of Sarah Everard. The NPCC need to ensure that there is a sufficient reviewing process of the need to update the strategy in line with the likelihood that significant change will be

---

<sup>16</sup> [A duty to protect: Police use of protective measures in cases involving violence against women and girls - HMICFRS \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/hmicfrs/)

<sup>17</sup> [Police response to violence against women and girls – Final inspection report - HMICFRS \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk/)



coming, this should be specified within the work plan and highlighted as to frequency within the strategy itself.

60. The closing statements read “Our next actions will directly impact upon the confidence that women and girls have in policing,” which leads me to emphasise that this is a key turning point for both society and policing in the work to End Male Violence Abuse and Intimidation Against Women & Girls and there is a distinct need to recognise that women and girls will only have confidence in policing when there is an acknowledgment of the past and a commitment to continue to develop and embed good practice across the scope of the strategy’s term. These are key elements which are important to hold the force to account on.
61. Further to the initial response submitted on the interim report published earlier in 2021; whereby I stated that victims’ needs should be a central consideration of any investigation, victims should be fully supported towards a result that reflects their wishes and considers any discrimination and inequality they may face.
62. Consistent and accurate recording of information on the protected characteristics of victims is needed to help ensure the right support is offered. Indeed, the strengthening of the Victim’s Code in 2021 seeks to address many of these issues yet there is clearly as demonstrated by the full report a significant gap in policing to demonstrate compliance.
63. The recent HMICFRS PEEL Inspection highlighted that the force’s data for victims of crime shows that age and gender are well recorded whilst other protected characteristics (ethnicity, disability, and sexual orientation) are not. This is an issue that the OPCC is aware of through various work streams with the Force and ways to improve recording are being explored.
64. This data is essential in understanding the demography of victims and offenders and is crucial in the commissioning of services to support victims of crime and in the commissioning of diversionary activity.

### **A joint thematic inspection of the criminal justice journey for individuals with mental health needs and disorders<sup>18</sup>**

65. In the West Midlands, we know that rates of mental ill-health are high among those who pass through the Criminal Justice System (CJS). We know also that, even where consistent information is available, the data picture is far from complete given the high number of cases which, for a variety of reasons, are never properly diagnosed.
66. This is important to recognise for 3 primary reasons:
  - a. The criminal justice process itself can be incredibly traumatising and detrimental to mental health – criminal justice agencies therefore have a duty of care to individuals in contact with the CJS who deserve access to treatment;
  - b. Mental ill-health (in its various forms) can trigger harmful behaviour which leads to contact with the CJS – combatting harmful behaviour thus necessitates some action be taken to treat mental ill-health;
  - c. Mental illness, particularly in its most severe forms, can massively impact an individual’s capacity to understand and participate in criminal justice processes – the application of open and fair justice therefore demands proper recognition for individuals with problems associated with mental ill-health.

---

<sup>18</sup> [A joint thematic inspection of the criminal justice journey for individuals with mental health needs and disorders - HMICFRS \(justiceinspectorates.gov.uk\)](#)

67. WMP are working to ensure that provision for individuals with MH support needs and the early identification of those needs is improved
68. The findings in the report are closely linked to the findings from the joint inspection on neurodiversity in the criminal justice system published December 2020, which noted that professionals who work in the CJS have, for many years, been concerned about the experiences of and outcomes for neurodivergent individuals and concluding specifically for Police, that on arrest neurodivergent individuals may not be recognised and are at more risk of:
- a. Being arrested due to their behaviour not being recognised as a manifestation of their condition
  - b. Becoming unsettled by the police custody process, leading them to exhibit behaviours which are interpreted as non-compliant, meaning that they may not receive the support they need
  - c. Not fully understanding the process, not being able to effectively engage with the investigation without support or to have someone advocate on their behalf

### **State of Policing: The Annual Assessment of Policing in England and Wales 2021<sup>19</sup>**

69. Policing has become more difficult because under-funded, weakened public services are not able to work together as effectively and efficiently as possible, to prevent crime and harm. I therefore welcome the commitment to greater use of joint inspections so the effectiveness and efficiency of the *system*, rather than just policing, can be better assessed. A thematic inspection of, for example, violence prevention, which focuses largely on policing and the “tertiary” response is, in large part, missing the point. It is my intention to use the partnership structures I support, such as Community Safety Partnerships, the Local Criminal Justice Board, the Violence Reduction Partnership and Victims Commission to review recommendations from joint inspections to ensure a collective response.
70. I welcome the response from APCC Chair Marc Jones<sup>20</sup> and agree that PCCs are working tirelessly to cut crime and keep our communities safe and would like to highlight the Assessment’s recognition of the significant contribution that PCCs make to the different parts of the criminal justice system, together at a local level, to improve outcomes for victims and the public.
71. Within the West Midlands the increase in police-recorded crime continued in 2020-21 and 2021-22. For the year ending September 2021, the West Midlands saw a 28% increase in police recorded crime compared with the previous year - largely driven by increases in records relating to Domestic Abuse and Stalking and Harassment.
72. Compliance [with recording requirements] has created significant additional resource requirements for forces, potentially taking capacity away from preventing and responding to crime, and allocating it to measuring crime. Changed recording practices have led to significant increases in the recorded levels of some offences – notably those involving violence without injury, and stalking and harassment – when the number of reported victims has, in some cases, been falling.
73. With the increased focus on “league tables” for police performance through the national priorities for policing and the beating crime plan, there are valid questions around whether increases in crime are due to poor performance by police forces or due to increases in

---

<sup>19</sup> [State of Policing: The Annual Assessment of Policing in England and Wales 2021 - HMICFRS \(justiceinspectorates.gov.uk\)](https://www.justiceinspectorates.gov.uk)

<sup>20</sup> [State of Policing: The Annual Assessment of Policing in England and Wales 2021 \(apccs.police.uk\)](https://www.apccs.police.uk)

crime data integrity. It also raises the question of how useful performance comparisons are as between forces' who are good at recording crime and forces' who are not.

74. For example, Table P1a (Jul-Sep) for the year ending September 2021 edition of the Crime in England and Wales: Police Force Area data tables<sup>21</sup> shows that in the latest quarter of the data set (Q3 2021), the Metropolitan Police Service only recorded 1,418 more stalking and harassment offences than West Midlands Police and West Midlands Police recorded 280 more possession of weapons offences. Is this really because London has a lower crime per population rate for these offences than the West Midlands? Or, is it due to the Metropolitan Police Service not recording these offences as accurately?
75. The number of police outcomes for certain offence types have remained largely static and yet outcome rates are decreasing rapidly following the significant increases in police-recorded crime. The PEEL inspection 2021/2022 for West Midlands Police shows that the police funding model is failing to allocate resources appropriately to address threat, risk and demand. West Midlands Police is an efficient police force, yet, as the Inspector's commentary notes, lacks the capacity and resources to cope with the demand it faces and to investigate crimes.
76. The Assessment notes the gap between resourcing levels and public expectations and that the police service cannot meet all of the demand it faces. The 2021/22 PEEL inspection findings outlined above highlight the gap between demand and capacity within West Midlands Police. With rising costs and inflation, West Midlands Police's budget remains under pressure.
77. The Assessment also makes a reference to evidence of toxic behaviour and attitudes among some police officers and the impact this has had on trust and confidence. The IOPCs Operation Hotton<sup>22</sup> investigation found evidence of evidence of bullying and harassment, discrimination, and a culture of 'toxic masculinity', sexual harassment and misogyny. A YouGov survey commissioned by the End Violence Against Women Coalition<sup>23</sup> found that almost half of women have less trust in the police following the rape and murder of Sarah Everard by serving Metropolitan Police officer, Wayne Couzens.
78. Policing needs to do more to take appropriate steps to ensure that the behaviours identified by the IOPC are not more widely prevalent and to also do more to monitor the performance of individual police officers.

---

<sup>21</sup> [Crime in England and Wales: Police Force Area data tables - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/crime-in-england-and-wales/p1a)

<sup>22</sup> [Operation Hotton Learning report - January 2022.pdf \(policeconduct.gov.uk\)](https://policeconduct.gov.uk/operation-hotton-learning-report-january-2022.pdf)

<sup>23</sup> [Almost half of women have less trust in police following Sarah Everard murder \(endviolenceagainstwomen.org.uk\)](https://endviolenceagainstwomen.org.uk/)

25 July 2022

**Police and Crime Commissioner Key Decisions: March 2022– 15 July 2022**

The following key decisions have been published by the Police and Crime Commissioner since the last Police and Crime Panel meeting.

Further details of non-confidential decisions, including reports and supporting documents are available on the PCC website: [PCC Decisions](#)

**06 JULY 2022**

**Decision – 017-2022 – Appointment of Chief Constable Preferred Candidate** Decision to appoint preferred candidate and notify the Police and Crime Panel in order that a confirmation hearing can be undertaken

**10 JUNE 2022**

**PCC Decision -Victims’ Services Budget Decision Addendum** allocation of the victim services budget and funding for 2022-23

**01 JUNE 2022**

**PCC Decision – 016 2022 Kennelling of Dogs** a confidential decision

**30 MAY 2022**

**PCC Decision – 015 2022 Licence** a confidential decision relating to property leasing.

**23 MAY 2022**

**PCC Decision 014-2022 -Disposal of Property** a confidential decision

**18 MAY 2022**

**PCC Decision 013-2022 -Vehicle Hire** a confidential decision relating to CWG vehicle hire

**21 APRIL 2022**

**PCC Decision 012-2022 -Annual Investment Strategy 2022/23** Treasury Strategy Statement and updates on debt management activity and investment activity 2021/22

**12 APRIL 2022**

**PCC Decision 011-2022 -ITD Solutions** a confidential decision relating to IT Delivery

**12 APRIL 2022**

**PCC DECISION – 2022 – Victims’ Services Budget Decision** Core Victims Services and National Independent Sexual Violence Advocate (ISVA) and Independent Domestic Violence Advocate (IDVA) Funding 2022/23

**28 MARCH 2022**

**PCC DECISION 010-2022 CWG UNIVERSITY ACCOMMODATION** contract award

**16 MARCH 2022**

**PCC Decision 005-2022 – Vehicles** a confidential decision

**16 MARCH 2022**

**PCC Decision 007-2022 – Tyres** a confidential decision

**West Midlands Police and Crime Panel – Work Programme 2022-23**

<b>Date:</b>	25 <sup>th</sup> July 2022
<b>Report by:</b>	Kevin O’ Keefe Chief Executive Dudley MBC, Panel Lead Officer
<b>Chair:</b>	To be appointed
<b>Deputy Chair:</b>	To be appointed
<b>Committee Members:</b>	Cllr Alex Aitken, Cllr Gareth Moore, Cllr Kath Scott – Birmingham City Council Cllr Pervez Akhtar, Cllr Abdul S Khan – Coventry City Council Cllr Paul Bradley, Cllr Kamran Razzaq – Dudley Metropolitan Borough Council Cllr Zahir Hussain, Cllr Danny Millard – Sandwell Metropolitan Borough Council Cllr Alan Feeny – Solihull Metropolitan Borough Council Cllr Suky Samra – Walsall Metropolitan Borough Council Cllr Jasbir Jaspal – Wolverhampton City Council Kristina Murphy, Lionel Walker – Co-opted Independent Panel Members
<b>Officer Support:</b>	Overview and Scrutiny Manager (Birmingham City Council): Amelia Murray (07825 979253) Scrutiny Officer (Birmingham City Council): Sarah Fradgley (07927 665829)

## 1 Introduction

- 1.1 The purpose of this report is to outline the current work programme for the Panel for 2022-23 with regards to its statutory requirements and standard items.
- 1.2 This reflects the statutory requirements as part of the Police Reform and Social Responsibility Act 2011. It also builds upon guidance from the LGA for Police and Crime Panels.

## 2 Recommendations

- 2.1 The Panel is recommended to:
  - i. Agree the work programme for 2022-23 as attached in Appendix 1.

### **3 Background**

3.1 The [Police and Reform and Social Responsibility Act 2011](#) outlines the core functions of Police and Crime Panels. The Panel provides scrutiny of:

- The Commissioner's Police and Crime Plan
- The Commissioner's Annual Report
- The Precept
- Senior appointments (through a process of confirmation hearings).
- Complaints' handling
- Discharge of the Commissioner's functions

3.2 The [LGA guidance](#) highlights the role of Panel's is to support the Commissioner and should be driven by the need to make a positive impact on the delivery by the PCC of their own duties and priorities.

3.3 The West Midlands Police and Crime Panel Rules of Procedures also outlines the purpose and scope of the work programme.

### **4 Work Programme 2022-23**

4.1 Appendix 1 sets out the future work programme for the Panel based on the statutory functions.

4.2 Members are asked to agree the draft work programme. This is a living document and Members will have the opportunity to identify additional items in future meetings.

4.3 The work programme will be reviewed at each meeting of the Police and Crime Panel.

### **5 Legal Implications**

5.1 There are no immediate legal implications arising from this report

### **6 Financial Implications**

6.1 There are no financial implications arising from the recommendations set out in this report.

## **7 Public Sector Equality Duty**

- 7.1 This Police and Crime Panel is a joint committee of West Midlands Local Authorities. Therefore, it has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:
- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
  - Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 7.2 The Panel should ensure that it addresses these duties by considering them during work programme development, the scoping of work, 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 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.
- 7.3 The Panel should ensure that equalities comments, and any recommendations, are based on evidence.

## **Appendices**

Appendix 1: Work Programme 2022-23 (July)

Meeting Dates	Items
25 July 2022	<ul style="list-style-type: none"> <li>• Election of Panel Chair and Vice Chair</li> <li>• Panel Rules of Procedure and Panel Arrangements</li> <li>• Confirmation Hearing Chief Constable (statutory task)</li> <li>• PCC Police and Crime Plan – Progress and Performance</li> </ul>
12 September 2022	<ul style="list-style-type: none"> <li>• PCC Medium Term Financial Plan</li> <li>• PCC Annual Report (statutory task)</li> <li>• Public Confidence in Policing WMPCP Inquiry: PCC Response</li> </ul>
September 2022	<ul style="list-style-type: none"> <li>• <i>Training: Performance and Finance Scrutiny</i></li> </ul>
10-11 November 2021	<ul style="list-style-type: none"> <li>• <i>Annual National Police (Fire) and Crime Panel Conference</i></li> </ul>
14 November 2022	<ul style="list-style-type: none"> <li>• PCC Police and Crime Plan – Progress and Performance</li> </ul>
9 January 2023	<ul style="list-style-type: none"> <li>• PCC draft policing precept and budget proposals 2023/24</li> </ul>
6 February 2023	<ul style="list-style-type: none"> <li>• Review of PCC's precept proposal (Statutory Task)</li> <li>• PCC Police and Crime Plan – Progress and Performance</li> </ul>
20 February 2023 <i>Provisional Date</i>	<ul style="list-style-type: none"> <li>• <i>Provisional - if Precept Veto</i></li> </ul>
20 March 2023	<ul style="list-style-type: none"> <li>• Panel budget and expenditure annual monitoring</li> <li>• Panel annual complaints annual monitoring</li> <li>• PCC Police and Crime Plan – Progress and Performance</li> </ul>

### 1. Items to be programmed

- a) WMPCP and PCC Memorandum of Understanding
- b) Member visits - A programme of visits may be developed to support the Panel's activity.
- c) Training – additional training may be identified by Panel members
- d) Annual address of the Chief Constable