

**West Midlands Police and Crime Panel**

**Monday 14 November 2022 at 14:00 hours**

**Walsall Council House, Lichfield Street, Walsall, WS1 1TP**

This meeting will be livestreamed at <http://www.WalsallCouncilWebcasts.com>

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

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**AGENDA**

Supporting Document	Item	Topic	Approximate time
	<b>1</b>	<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.	<b>14:00</b>
	<b>2</b>	<b>APOLOGIES</b>	
	<b>3</b>	<b>DECLARATIONS OF INTEREST (IF ANY)</b> Members are reminded they must declare all relevant pecuniary and other registerable interests arising from any business to be discussed at this meeting.  If a disclosable pecuniary interest is declared a Member must not participate in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation.  If other registerable interests are declared a Member may speak on the matter only if members of the public are allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation.  If it is a 'sensitive interest', Members do not have to disclose the nature of the interest, just that they have an interest.  Information on the Local Government Association's Model Councillor Code of Conduct is set out via <a href="http://bit.ly/3WtGQnN">http://bit.ly/3WtGQnN</a> . This includes, at Appendix 1, an interests flowchart which provides a simple guide to declaring interests at meetings.	

Supporting Document	Item	Topic	Approximate time
	<b>4</b>	<b>PANEL MEMBERSHIP</b>  Members to note the change in membership from Birmingham City Council. Councillor Ray Goodwin has been appointed as substitute Member to replace Councillor Akhlaq Ahmed	
<b>Attached</b>	<b>5</b>	<b>MINUTES AND ACTION TRACKER</b>  To confirm the Minutes of the meeting held on 19 October 2022 and to note the latest Action Tracker.	
	<b>6</b>	<b>PUBLIC QUESTION TIME</b>  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 <a href="mailto:wmpcp@birmingham.gov.uk">wmpcp@birmingham.gov.uk</a>	
<b>Attached</b>	<b>7</b>	<b>POLICE AND CRIME COMMISSIONERS ANNUAL REPORT 2021-22</b>  The Panel has a statutory duty to review the Commissioner's annual report and put questions to the Commissioner on the report. The Panel must prepare a report and recommendations for the Commissioner.  Members are asked to consider  a) the report of the Panel Lead Officer setting out the panel responsibilities  b) Appendix A the draft Annual Report 2021-22	<b>14:15</b>
<b>Attached</b>	<b>8</b>	<b>PANEL WORK PROGRAMME</b>  To note the current work programme for 2022-23	<b>15:45</b>
	<b>9</b>	<b>FUTURE MEETING DATES</b>  9 January 2023 – Coventry Council House 6 February 2023 – Solihull Council Chamber <i>20 February 2023 (provisional date if precept veto) Birmingham Council House</i> 20 March 2023 – Dudley Council House	
	<b>10</b>	<b>URGENT BUSINESS</b>  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.	

## **MINUTES OF THE MEETING OF THE WEST MIDLANDS POLICE AND CRIME PANEL HELD ON WEDNESDAY 19 OCTOBER 2022 AT 11:00 HOURS – WOLVERHAMPTON**

### **PRESENT: -**

Cllr Paul Bradley – Dudley Metropolitan Borough Council  
Cllr Raqeeb Aziz – Birmingham City Council  
Cllr Zahir Hussain – Sandwell Metropolitan Borough Council  
Cllr Jasbir Jaspal – Wolverhampton City Council  
Cllr Gareth Moore – Birmingham City Council  
Cllr Zee Russell – Wolverhampton City Council  
Cllr Suky Samra – Walsall Metropolitan Borough Council

Cllr Tersaim Singh – Wolverhampton City Council (Observing)

### **ALSO PRESENT: -**

Simon Foster – West Midlands Police and Crime Commissioner  
Jonathan Jardine – Chief Executive, OPCC  
Alethea Fuller – Deputy Chief Executive, OPCC  
Mark Kenyon – Chief Finance Officer, OPCC  
Brendon Warner-Southwell – Policy OPCC  
Amelia Murray – Overview and Scrutiny Manager, BCC  
Sarah Fradgley – Panel Scrutiny Officer, BCC

### **667 NOTICE OF RECORDING**

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

### **668 APOLOGIES**

Apologies for non-attendance were received on behalf of Councillors Pervez Akhtar, Alan Feeney, Abdul Khan, Kamran Razzaq and Kath Scott, also Independent Members Kristina Murphy and Lionel Walker.

### **669 DECLARATIONS OF INTEREST**

None declared.

### **670 MINUTES OF MEETING HELD ON 25 JULY 2022 AND ACTION TRACKER**

The Minutes of the meeting held on 25 July 2022 and the updated outstanding action tracker were received and noted.

The Chair deferred discussion on **Outstanding Action 620 and 629** until the later work programme item.

Jonathan Jardin, OPCC provided a response to **Outstanding Action 631**. He undertook to send a full briefing note to members but summarised the analysis of available data on police record outcomes. This showed that of the 132 firearm seizures made in 2021, 50% of cases had an outcome of No Further Action because no individual had been identified to be associated with the firearm. 25% of cases resulted in a charge or summons. Other outcomes had resulted for the remaining 25% cases, including some where a suspect had been identified but evidential difficulties prevented further action.

**RESOLVED: -**

- i. **That the minutes of the meeting held on 25 July 2022 be confirmed as a correct record; and**
- ii. **The OPCC provide a full briefing note on Outstanding Action 631 for Panel Members**

#### **670 MINUTES OF CHIEF CONSTABLE CONFIRMATION HEARING HELD ON 25 JULY 2022**

**RESOLVED: -**

**That the minutes of the Chief Constable Confirmation Hearing meeting held on 25 July 2022 be confirmed as a correct record.**

#### **671 PUBLIC QUESTION TIME**

No public questions were submitted.

#### **672 PANEL SCRUTINY INQUIRY INTO PUBLIC CONFIDENCE IN POLICING – SIX MONTH PROGRESS UPDATE**

The Chair introduced the item to consider the PCC's initial response to the Panel's Public Confidence in Policing scrutiny inquiry received in March 2022 and to agree an approach for ongoing monitoring of the fulfilment of the inquiry recommendations.

The Chair invited the PCC to update the Panel on progress towards the inquiry recommendations since March 2022. The PCC stated that he had not prepared an update because he understood the purpose of the item was for the Panel to agree the approach for future updates, as opposed to considering the recommendations in detail today. However, he could provide information on some matters under his separate update later on the agenda.

Members agreed to programme 6-monthly reports tracking the progress of the inquiry recommendations. In addition, it was agreed to incorporate the following four core themes arising from the inquiry into the panel work programme. The PCC agreed to respond to back on these matters, subject to the Panel clarifying its expectations on the methods of reporting.

- Understanding public confidence locally
- Police accessibility
- Victims of crime
- Progress and outputs from the Fairness and Belonging Plan

**RESOLVED: -**

- i. That the Police and Crime Commissioner's 31 March 2022 response to the recommendations contained in the Police and Crime Panel Public Confidence in Policing Inquiry Report, be noted.**
- ii. That 6-monthly progress reports tracking the progress of recommendations be programmed on the panel work programme going forward; and**
- iii. Four key themes arising from the inquiry (Understanding public confidence locally, force accessibility, victims of crime, and the progress and outputs from the Fairness and Belonging Plan), be added to the Panel work programme.**
- iv. Panel Officers liaise with the OPCC to determine the timetable and scope of the tracking and themed reporting methods.**

**673 POLICE AND CRIME COMMISSIONER'S MEDIUM TERM FINANCIAL PLAN**

Mark Kenyon, OPCC presented the PCC's Medium-Term Finance Plan covering the period up to 2026/27. He highlighted the key expenditure and savings assumptions and financial pressures. Responding to questions from Panel members, he advised:

- A significant funding gap was anticipated in 2022/23 of between £25m and £30m, increasing to £45m by 2026/27. It was unclear at this stage whether changes would have to be made to grant funding assumptions, or the 3-year police settlement announced in December 2021.
- Flexibility for future savings was limited as most of the budget (60%) related to police pay that could not be touched.
- The OPCC and WMP were reviewing areas of expenditure and savings, including energy consumption, vacant non-critical posts, the capital programme, and police officer overtime currently £15m per annum.
- The meeting was assured that the PCC and WMP would fulfil the Police Officer Uplift programme as planned.
- The 'External Income' category included specific grants and charges such as football policing. The forecast decrease in this income line was a result of activities no longer undertaken by the Police.
- Financial monitoring was undertaken every month to assess the impact of costs. Formal updates of the MTFP were undertaken twice a year (February and Summer).
- Capital costs associated with the Estates Strategy were actively managed on a project-by-project basis to fit with the original plans agreed last year. Property disposals were progressing in line with the agreed programme of dates. A copy of the Estate Strategy report presented to Panel last year would be provided to new members for information.
- Useable reserves currently stood at £66m and forecast to be £44m by March 2023. Reserves were committed to specific projects, with a level held for contingency and insurance purposes.
- The majority of the financial savings arising from the WMP2020 efficiency programme were contained within the MTPF.
- Value for money for energy rates was achieved through a national police force energy contract. The PCC had recently launched an environmental strategy and was to audit energy consumption.

**RESOLVED: -**

- i. That the report be noted.**
- ii. A copy of the PCC's Estates Strategy November 2021 report be circulated to Members for information.**

**674 ESTABLISHMENT OF A POLICE AND CRIME PANEL BUDGET SUB-GROUP**

The Chair introduced the report that set out the proposal to establish a budget sub-group to examine aspects of the PCC budget in detail and report its findings to the full Panel. He encouraged members to volunteer to join the group.

**RESOLVED: -**

- i. That the terms of reference for the establishment of a Budget Sub-Group be agreed; and**
- ii. Three Panel Members be sought to join the Budget Sub-Group for the remainder of the 2022/23 Municipal Year.**

**675 TRAILBLAZER DEVOLUTION DEAL**

Brendon Warner-Southwell, OPCC presented an overview of work undertaken by the OPCC and WMCA to develop the Crime, Community Safety and Resilience strand of the Trailblazer Devolution Deal. He advised that the original timetable had shifted and now due to be presented for sign off to Chief Executives on 18 November 2022 and the Met Leaders in early December.

The meeting was advised that Government commitment to devolution and the levelling up agenda remained despite the recent change in Government and the current economic climate.

**RESOLVED: -**

**That the update on the West Midlands Crime, Community Safety and Resilience strand of the Trailblazer Devolution Deal be noted.**

**676 POLICE AND CRIME COMMISSIONER UPDATE**

The PCC referred members to his report and list of recent key decision and updated the meeting on matters arising since its publication. He also provided an update in relation to recommendations 1, 5, 9 and 10 of the Panel's Public Confidence in Policing Inquiry. During the presentation and question and answer session, the following points were made:

- Weapon surrender bins had recovered 4,000 items over 12 months. The OPCC worked with partners and police on locations, with a focus on the Impact Areas. WMP and trading standards conducted operations to tackle underage sale of knives.
- Chief Constable Sir David Thompson was to retire on 4 December 2022. The PCC was supporting the transition process for Craig Guildford's appointment.
- The Victims Commissioner had conducted surveys on the impact of the cost of living on victims of abuse and service providers. Findings were being used to inform policy research and fund-raising activity.

- The West Midlands had secured £1m Safer Street funding. Consisting of £365k secured by Wolverhampton City Council, £227k secured by Sandwell MBC, and a region-wide allocation of £458k.
- The PCC undertook to provide Members with a full breakdown of where Safer Streets phases 1,2, and 3 funding has been allocated across the West Midlands. It was noted that to date all local authority areas had successful bids except for Solihull.
- The PCC praised the efforts of the police and partners to secure a safe Commonwealth Games 2022. He reminded members of his oversight and scrutiny of the police planning for the event and advised that his Strategic Police and Crime Board would also consider a debrief report.
- The PCC advised that he had been granted responsibility for a multi-agency force-wide West Midlands Combatting Drugs and Alcohol Partnership to deliver the aims of the new Government's Drug Strategy. The existing Community Safety Partnership structure would be used to progress this work.
- Birmingham has been selected to establish a pilot Problem-Solving Court designed to help female offenders break the cycle of crime by referring them to wrap-around support services treating issues leading to offending.
- £2m Youth Endowment Funding had been secured for a Community Initiative to Reduce Violence (CIRV) to be delivered in Wolverhampton and Coventry with the Violence Reduction Partnership. The project aimed to engage with gangs and individuals by providing intensive support to them and their families to reduce gang affiliated violence, crime and exploitation.
- The PCC reflected on the passing of Queen Elizabeth II and recent appointments of the new Prime Minister (Liz Truss), Home Secretary (Suella Braverman) and Policing Minister (Jeremy Quin).
- The PCC reported that WMP was not compliant with its Citizen's Charter or service level agreements in relation to force contact and force response. The meeting reflected on the unprecedented level of call demand and the National Performance Measure that ranked WMP of all 44 forces to answer 999 calls.
- The PCC assured the Panel that he was subjecting the force to scrutiny of its contact and response improvement strategy. The strategy included recruitment, expanding online reporting, establishing a support desk for high level vulnerability callers, a dedicated line handling ambulance demand (100k calls a year), dealing with repeat callers suffering from mental ill health or substance addiction, and diverting non-emergency calls made to 999. Jonathan Jardine OPCC advised that there had been some signs of improvement in the last three months as call waiting times had reduced. He commented that the national focus on call pick up time was poor quality measure to take in isolation
- Responding to a question as to how much of the call demand related to avoidable service failures such as repeated calls from a member of the public trying to obtain an update or action on a reported crime, the PCC was not aware it was possible to measure repeated calls of this nature.
- A regional-wide community consultation would to be launched to understand what further challenge and change was required to build trust and confidence in the police service and ensure the Fairness and Belonging Strategy was relevant and up to date. The PCC was asked how to ensure survey work did not disenfranchise those without internet or mobile phones.
- The PCC provided an update on police recruitment and was confident the West Midlands would reach its 1,200 Police Officer Uplift target by March 2023. WMP had also committed to recruit an additional 10 officers at the invitation of Government.

- Progress towards the PCC's pledge to allocate 450 Uplift Officers to community policing was approaching 60% (256 officers).
- Progress towards the PCC's pledge to build a force representative of the community it serves was reported. In August 2022, 15.1% officers and staff, and 13% of police officers were from Black, Asian and minority ethnic communities (compared to levels in April 2010 9.3% and 8%). In August 2022 44.1% officers and staff, and 35% of officers were women (compared to April 2010 levels of 40.6% and 29.4%).
- The PCC was asked how confident he was that his strategic focus on partnership was working 'on the ground', the role of the police in this, and how he monitored impact. To illustrate the question, concern was expressed that a successful local project had been established because of the personal commitment of local members, the local police sergeant and partners, but this focus on partnership was not mirrored across the borough.
- Alethea Fuller, OPCC explained it worked on several levels and monitored the impact of work taking place. The OPCC worked closely with the Heads of Community Safety, the seven local CSPs, and command teams. It monitored interaction at a local level to ensure the Force was taking part in partnership activity. The OPCC had not identified any issues but would intervene if necessary. She suggested concerns be put to the relevant Head of Community Safety to raise with their commander directly. The PCC also encouraged members to raise any concerns that the system is not operating as it should with the OPCC.
- The PCC agreed to arrange for a representative of the Violence Reduction Unit to provide an overview the partnership so members can understand the impact of its work.
- Responding to concern expressed that the region had the highest level youth violent crime despite the range of interventions, the PCC advised that the Strategic Policing and Crime Board was due to receive a performance report, he understood there had been some positives, with a 25% decrease in homicides and a reduction in hospital admissions for serious violence. He assured the meeting that the OPCC, VRU and partners were committed to constant action to reduce and prevent serious violence combining operational policing and a public health approach.
- The PCC was providing oversight and scrutiny of the policing response to the recent racial tensions in Smethwick. The Assistant PCC had been working with local faith groups to talk through the issues aimed to set up better lines of communication.
- The PCC confirmed his commitment to youth engagement and provided examples of this area of focus including the Youth Commissioner scheme, an annual Youth Summit, the Police Cadets scheme, junior PCSO scheme and hosting youth panels on the consultation of the Police and Crime Plan and Chief Constable recruitment.

**RESOLVED: -**

- I. That the information presented in the Police and Crime Commissioner's Update report, the list of recent key decisions and the verbal updates provided at the meeting, be noted.**
- II. The Police and Crime Commissioner provide Members with a full breakdown of where Safer Streets phases 1,2, and 3 funding has been allocated within the region.**
- III. The Police and Crime Commissioner to arrange for a representative of the Violence Reduction Unit to provide a briefing on the partnership so that members can understand the impact it has made.**



**677 POLICE AND CRIME COMMISSIONER AND WMP JOINT AUDIT SERVICE**

Mark Kenyon, OPCC introduced the report that set out the PCC and WMP Joint Internal Audit Strategy, the work programme and the role of the Joint Audit Committee in monitoring the progress of the plan and audit findings.

**RESOLVED: -**

That the report be noted.

**678 MEETING INQUORATE**

At this point in the meeting the Panel became inquorate and continued on an informal basis, noting the remaining two agenda items.

**679 PANEL WORK PROGRAMME 2022/2023**

The Panel work programme was received and noted.

**680 MEETING VENUES 2022/2023**

The list of future meeting venues was noted.

The meeting ended at 13:20 hours

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CHAIR

West Midlands Police and Crime Panel - Action Tracker – 14 November 2022

**1. Outstanding Actions 2021-2022**

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	Clr 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	The Commissioner compares the budgets of the most similar forces and feedbacks to the Panel when setting the budget.	To inform debate on budget – January/ February 2023

**2. Actions 2022-2023**

Minute No.	Date	Action	Update
672 ii	Oct 2022	Six-monthly progress reports tracking the progress of recommendations be programmed on the panel work programme going forward	To be programmed
672 iii	Oct 2022	Four key themes arising from the inquiry (Understanding public confidence locally, force accessibility, victims of crime, and the progress and outputs from the Fairness and Belonging Plan), be added to the Panel work programme.	To be programmed
673 ii	Oct 2022	A copy of the PCC's Estates Strategy November 2021 report be circulated to Members for information.	Sent by panel officer.
674	Oct 2022	Three Panel Members be sought to join the Panel Budget Sub-Group	

<b>Minute No.</b>	<b>Date</b>	<b>Action</b>	<b>Update</b>
672 ii	Oct 2022	Six-monthly progress reports tracking the progress of recommendations be programmed on the panel work programme going forward	To be programmed
672 iii	Oct 2022	Four key themes arising from the inquiry (Understanding public confidence locally, force accessibility, victims of crime, and the progress and outputs from the Fairness and Belonging Plan), be added to the Panel work programme.	To be programmed
673 ii	Oct 2022	A copy of the PCC's Estates Strategy November 2021 report be circulated to Members for information.	Sent by panel officer.
676 ii	Oct 2022	The Police and Crime Commissioner provide Members with a full breakdown of where Safer Streets phases 1,2, and 3 funding has been allocated within the region.	
676 iii	Oct 2022	The Police and Crime Commissioner to arrange for a representative of the Violence Reduction Unit to provide a briefing on the partnership so that members can understand the impact it has made.	To be programmed

## Review of the Police and Crime Commissioner's Annual Report 2021-2022

- Date:** 14 November 2022
- Report of:** Panel Lead Officer: Kevin O'Keefe Chief Executive  
Dudley MBC
- Panel Contact Officers:** Overview and Scrutiny Manager (Birmingham City Council): Amelia Murray (07825 979253)  
Scrutiny Officer (Birmingham City Council): Sarah Fradgley (0121 303 1727)

### 1 Purpose

- 1.1 The Police and Crime Panel has a statutory duty to scrutinise the Police and Crime Commissioner's annual report at a meeting held in public and agree a collective response to submit to the Commissioner.
- 1.2 A copy of the PCC's draft Annual Report 2021-22 is attached at **Appendix A**.

### 2 Statutory Responsibilities

- 2.1 **The responsibilities of the Police and Crime Panel** regarding the review of annual report are set out in Section 28 (4) of the Police Reform and Social Responsibility Act 2011:
- 2.2 In summary, the Panel must:
- Arrange for a public meeting to be held as soon as practicable after receiving an annual report;
  - Ask the Commissioner at that meeting such questions about the annual report as the members of the Panel think appropriate;
  - Review the annual report; and
  - Make a report or recommendations on the annual report to the Commissioner.
- 2.3 **The responsibilities of the Commissioner** regarding the annual report are set out in Section 12 of Police Reform and Social Responsibility Act 2011:
- 2.4 In summary, a PCC must:
- Produce an annual report on the exercise of functions, and the progress which has been made in the financial year in meeting the police and crime objectives in the police and crime plan.
  - Send the report to the relevant police and crime panel.
  - Attend before the panel to present the report to the panel and answer the panel's questions on the report.

- Respond to any panel report or recommendations on the annual report.

### **3 Preparation and Publication of Reports**

- 3.1 Following the Panel meeting the members will meet to agree a collective response to submit to the Commissioner as a written report.
- 3.2 In line with the Panel's Rules of Procedure (Section 9), the Panel's report and the Commissioner's response will be published on the West Midlands Police and Crime Panel's website: [www.westmidlandspcp.co.uk](http://www.westmidlandspcp.co.uk).

### **4 Recommendations**

- 1. The Panel reviews the Police and Crime Commissioner's Draft Annual Report 2021-2022.**
- 2. The Panel makes a report and recommendations to the Police and Crime Commissioner on the annual report.**
- 3. A copy of the Panel report and the Police and Crime Commissioner's response be published on the Panel's website.**

### **5 Any Finance Implications**

- 5.1 None

### **6 Any Legal Implications**

- 6.1 In presenting this draft annual report to the Panel for consideration, the PCC and the Panel are fulfilling their respective statutory obligations as set out in the Police Reform and Social Responsibility Act 2011. Failure to do so would mean a breach of statutory duty.

### **7 Any Equalities Implications**

- 7.1 None

### **8 Appendices**

- 8.1 A - West Midlands Police and Crime Commissioner cover report and draft Annual Report 2021-2022

# West Midlands Police and Crime Commissioner Annual Report Report to the West Midlands Police and Crime Panel

Report of West Midlands Police and Crime Commissioner

## PURPOSE OF REPORT

1. The Police and Crime Commissioner is required by the Police Reform and Social Responsibility Act 2011 to produce an annual report. A draft copy of the annual report has been circulated to Board members for comment and is being brought to the Police and Crime Panel for comment. The annual report from the Commissioner covers the 10-month period from 1 April 2021 – 31 March 2022.

## BACKGROUND

2. Publication of an annual report is a statutory requirement. Part 1, Chapter 3, Paragraph 12 of the Police Reform and Social Responsibility Act 2011 states:

'Each elected local policing body must produce a report (an 'annual report') on — (a) the exercise of the body's functions in each financial year, and (b) the progress which has been made in the financial year in meeting the police and crime objectives in the body's police and crime plan'.

3. Once agreed, the Police Reform and Social Responsibility Act 2011 also requires that the report is shared with the West Midlands Police and Crime Panel:

2) As soon as practicable after producing an annual report, the elected local policing body must send the report to the relevant police and crime panel.

3) The elected local policing body must attend before the panel at the public meeting arranged by the panel...to— (a) present the report to the panel, and (b) answer the panel's questions on the report.

4) The elected local policing body must— (a) give the panel a response to any report or recommendations on the annual report...and (b) publish any such response'.

4. Finally, it is a statutory requirement to publish the annual report, and it is for the Commissioner to 'determine the manner' of publication. The annual report will be published on the Commissioner's website, and promoted via social media, media releases, and the West Midlands Police intranet. There will be direct electronic dissemination to West Midlands MPs and councillors. A limited print run will enable copies to be sent to central libraries and partners across the West Midlands.

5. Copies of the annual report in large print, other languages and alternative formats will be provided on request. Any typographical and formatting corrections required will be made by the Office of the Police and Crime Commissioner West Midlands prior to final publication and dissemination.

## **PROCESS**

6. The draft Annual Report at Annex 1, has been shared with the Police and Crime Panel to give Board members the opportunity to consult with the PCC and make suggestions and/or comments in advance of publication. It has not yet been approved by the PCC.

7. All comments will be received and considered. Amendments will be incorporated, and the PCC will then forward the final approved version to the Panel for the meeting being held on the 9 January 2023.

## **FINANCIAL IMPLICATIONS**

8. The annual report was designed and produced by the Police and Crime Commissioners Office therefore no external costs have been incurred in its preparation. Electronic dissemination incurs no additional costs. The cost of the limited print run will be met from within existing budgets.

## **LEGAL IMPLICATIONS**

9. The production of an annual report ensures compliance with the requirements of Part 1, Chapter 3, Paragraph 12 of the Police Reform and Social Responsibility Act 2011.

## **RECOMMENDATIONS**

10. The draft report is being shared with the Police and Crime Panel in advance of publication, to allow the PCC the opportunity to consider any comments on the content, that the Panel may have. The published annual report will come back to the Panel on the 9 January 2023.



## **West Midlands Police and Crime Commissioner's Annual Report 2021-22**

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## **1. Foreword by West Midlands Police and Crime Commissioner, Simon Foster**

I was elected as the West Midlands Police and Crime Commissioner ('PCC') in May 2021. Representing the people of the West Midlands is an honour and a privilege. I take the trust and responsibility placed in me, very seriously. It drives me on to take the constant and unremitting action that is required to ensure West Midlands Police is the best it can possibly be, in order to prevent and tackle crime, protect people and help those in need.

My duties and responsibilities as Police and Crime Commissioner are extensive and wide ranging. As you read the report, you will gain an understanding of the breadth and scope of the role, which includes, amongst many other matters; ensuring an effective and efficient police force; holding the Chief Constable and police service to account; having responsibility for the police main grant and other grants from central and local government; setting the police budget and the local policing precept; funding the community safety partnerships; ensuring an effective and efficient criminal justice system; commissioning victim support services; and issuing a Police and Crime Plan.

I launched my Police and Crime Plan ('the Plan') on 1 November 2021. The Plan sets out my key objectives for policing, community safety, criminal justice and the rights and welfare of victims through to 2025. It is a comprehensive agenda for change, development and progress in policing, rebuilding community policing, putting prevention and the tackling of crime at the heart of what we do and ultimately delivering justice, safety and security for all of our people and communities of the West Midlands.

The Report outlines the progress that has been made over the course of 2021-22, following my election and the launch of the Plan, towards meeting the key objectives and outcomes set out in the Plan. That progress is all detailed within the Report. This has been achieved by working with the police and through strong partnerships, including with the people and communities of the West Midlands.

I always said that I would be a People and Communities Police and Crime Commissioner, who engages with, listens to and works with the people of the West Midlands. It has been a pleasure meeting so many of you, listening to your views, understanding your concerns and hearing what further action is needed to ensure West Midlands Police is the best it can possibly be, in order to prevent and tackle crime, protect people, help those in need and deliver justice, safety and security for all of our people and communities of the West Midlands.

The harsh reality is that the past 12 years has been a challenging time for policing, our essential preventative public services and our criminal justice system. That has been as a consequence of ill-advised, misconceived and poor decision making on the part of central government. That decision making was a big mistake, it was counter-productive and a false economy. Our under-funded and over worked police service has all too often been left to pick up the pieces. The people of the West Midlands have been paying the price because this has had, still does have and will continue to have, a serious adverse impact on West Midlands Police presence and visibility, response times, the conduct of investigations and the ability to prevent and tackle crime, all to the serious detriment of the people of the West Midlands.

I am firmly of the belief that a democratically elected and directly accountable Police and Crime Commissioner is the appropriate way to ensure an effective and efficient police service. The laser-like focus it gives is crucial to holding the police to account and driving the change needed. In view of the breadth and scope of the role, the gravity of the issues involved and the significant level of public concern and interest in policing, crime and criminal justice, people should be entitled to vote in order to decide who represents them as their Police and Crime Commissioner.

Finally, I am grateful for and want to record my thanks to my Assistant Police and Crime Commissioners, my Victims Commissioner, my Board members and the entire team within the Office of the Police and Crime Commissioner and Violence Reduction Partnership for all of the invaluable experience, knowledge, skills and hard work that they contribute. It truly is a collective and collaborative team effort. I am also grateful to the West Midlands Police and Crime Panel for the support and scrutiny it has provided throughout 2021 to 2022.

**Simon Foster**  
**Police and Crime Commissioner**

DRAFT

## 2. West Midlands Police

### Rebuilding Community Policing

Since May 2021, we have recruited an extra 211 neighbourhood police officers. This is formed on the back of several extensive public consultation exercises which have indicated that there is a strong desire across the West Midlands for an increase in neighbourhood police officers and a rebuilding of community policing. I have committed to recruiting 450 neighbourhood police officers before the end of my term and we are currently on track to achieve this goal.

Another key strand to community policing is our cadet programme. Cadets are all aged under 18 and take part in activities outside of school, which are designed to help them grow in confidence and develop their skills. They had had drill training, which teaches discipline and teamwork as well as helping to provide crime prevention to their communities. Mostly based in schools, the cadets are based across all seven local authorities across the West Midlands and we currently have 553. I have pledged 750 Cadets over my term of office, and we also have 175 community leaders working with them.

I have also pledged to increase the number of Special Constables and Junior Police Community Support Officers and WMP are working on increasing the numbers of both of these schemes of work.

### Recruitment

In 2021/22 WMP achieved the police officer uplift target of 368 extra officers and is well placed to achieve the 2022/23 target of 378 extra officers by March 2023. This will mean the number of extra officers across the West Midlands will be 1,200 over the 3-year uplift programme, however there will still be 1,000 less police officers across the West Midlands compared to 2010.

I am committed to increasing the number of police officers from under-represented groups and have set a target that by 2025 the number will increase by 1,000. At March 2022, a total of 329 extra officers have been recruited from under-represented groups, which is 13.35% of the workforce, compared to 8% in April 2010.

At 31 March 2022 the headcount across West Midlands Police was:

Police Officers	Police Staff	Police Community Support Officers	Specials	Total
7,642	4,129	448	304	12,523

The gender split for police officers across the Force is 35% and this position is improving through the police officer uplift programme.

West Midlands Police are continuing the recruitment of new Special Constables as well as continuing to focus on their development and deployment. During 2021/22 the Force have recruited 105 new Special Constables, who were 27.6% female and 21.9% from under-represented groups.

### Recruitment Performance

Key Performance Indicator	2021/22 Performance	Baseline/Target
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Meet or exceed the Police Officer Uplift target of 1,200 new Police Officers	March 22: 1,017	Y1 & Y2 allocation: 730
Utilising the Police Officer Uplift target, we will increase the number of neighbourhood Police Officers by 450	April 22: 211	-
Support and maintain the 464 PCSOs within the West Midlands	April 22: 477	April 21: 464
Increase the number of Special Constables	April 22: 304	April 21: 283
Utilising the Police Officer Uplift target, we will increase the number of Black, Asian and Minority Ethnic Police Officers by 1,000 <sup>1</sup>	March 22: 330	

### Fairness and Belonging

The Fairness and Belonging Plan is a programme of work to ensure that West Midlands Police is as inclusive, diverse and as fair an organisation as possible. Work has taken place since July 2020 to ensure that the strategy is an overarching one that covers disproportionality across a wide range of areas. It covers the work of WMP, but also the work of the OPCC and partners. I have prioritised the work taking place, committing to continuing the robust efforts already being made on the Plan. I am working with West Midlands Police and other partners to eliminate unlawful discrimination, victimisation and harassment, advance equality of opportunity and foster good relations so that everyone can be treated lawfully, fairly and respectfully. I have also introduced the systematic use of Equality Impact Assessments by West Midlands Police and the OPCC, to inform decision-making. It is important to me that we comply with the Equality Act 2010 and in particular the public sector equality duty, while I also ensure that the police and other public bodies performing public functions that I have dealings with, also have regard to and comply with their legal obligations in accordance with the Equality Act 2010.

At the time of the launch of the Plan, a significant worldwide movement was developing in response to the murder of George Floyd on Monday 25 2020 in Minnesota, USA. This was a stark reminder that racism, discrimination and racial inequality are a reality, both in the UK and abroad.

A report was taken to the Strategic Police and Crime Board on June 16 2020, entitled [Stop and Search and Use of Force](#) which showed that police powers were used disproportionately against black and Asian communities and it also set out the work that is being done to address this; there were mass protests taking place across the country and the world in response to the killing of George Floyd, and the Chief Constable gave an [apology to the black community](#)

[for historic wrongs](#); as well as the recognition of the overwhelming need to build greater trust and confidence within policing of underrepresented groups. A key commitment to ensure that WMP recruits 1,000 out of 2,800 new underrepresented police officers by 2023 was made in order that the force look more like the communities it serves.

The focus of the Fairness and Belonging work is about increasing trust and confidence within the Black community. It is essential that we listen and respond to the frustrations voiced by Black communities and this includes many new initiatives, such as involving communities in police training and working with people with lived experience. We continue to work in partnership to deliver this work with the outcome of building stronger links with black communities and the police, as well as other statutory partners.

### **Anti-Racist Training**

I am committed to leading by example by making the OPCC an anti-racist organisation. This includes continuing an organisation-wide anti-racist training programme that addresses how to deal with issues relating to racism and how to develop and promote anti-racist practice. In addition to that, all staff within the OPCC have undergone training around trauma informed practice and becoming a trauma informed organisation. I am also pleased to say that in December 2021, the OPCC received the [Karl George Race Code](#) accreditation which evidences the work that we have been doing to create transformational, sustainable and lasting change, in order to achieve a competitive and truly diverse board and organisational senior leadership team.

The work taking place is challenging and I have provided a snapshot of some the work taking place. Oversight and analysis of stop and search and use of force powers is a key priority for West Midlands Police due to the impact such powers can have on local communities and the effect on public trust. The aim is to be a minimal force organisation and I am committed to ensuring that these powers are utilised in a proportionate, consistent and reasonable way.

A new regional Disproportionality Committee has been set up working across the West Midlands region also including our regional OPCC partners West Mercia, Staffordshire and Warwickshire. The Committee is currently chaired by my Deputy Chief Executive, Alethea Fuller. There is an ambition to pick up cultural awareness training but to go further and look at opportunities to do work experience, especially within the CJS to better understand the system. All recommendations for improvements are fed back to the Regional Criminal Justice Collaboration Board.

Out of Court Disposals is a joint WMP and OPCC priority as an alternative to prosecution in court. A range of disposals are available to the police and the CPS. They offer low-risk, low level and mostly first-time offenders, the chance to get help and/or to make reparation without the stigma of a court appearance and criminal conviction. We will assess fairness of use, disparity and disproportionality in the offer and use.

I am responsible for ensuring there is an Independent Custody Visiting (ICV) scheme in place Across the West Midlands, through which volunteer members of the public attend police custody centres unannounced to inspect conditions and ensure that detainees are being treated in accordance with their rights. We are working with ICVs to increase their role and influence within the process.

I know that engagement is key to the success of the work taking place. Engaging the black Community and securing their involvement in the structures we are developing is critical and I will continue to ensure that engagement is part of this process.

It is also important that I ensure that recruitment within the OPCC, appointment of Board members and recruitment of volunteers and other contractors is designed to attract and leads to the appointment of a diverse range of people reflecting the West Midlands.

In March 2022 the OPCC had 81 employees, of whom 51 were White/ White British and 25 were from an Ethnic minority group. There were 5 members of staff who choose not to disclose their ethnicity. 33% of staff within the OPCC are from an Ethnic minority group.

Analysis of my Strategic Police and Crime Board is that 4 members are White/ White British and 3 members are other ethnic groups. Meaning that 43% of members of the Strategic Police and Crime Board are from an ethnic minority group.

There were 11 internal promotions within the OPCC between April 2021 and March 2022. 7 were White/White British and 4 were from an Ethnic minority group, meaning that 36% of staff promoted internally where are from an Ethnic minority group.

### **Trust and Confidence**

[West Midlands Police's Citizen's Charter](#) pledges to treat the public with dignity, respect, kindness, care, honesty and fairness. I expect West Midlands Police to comply with the Charter's requirements and for it to be evaluated. I continue to scrutinise the Force to ensure that they are giving the best customer service experience to members of the public that contact them.

The WMP Digital Engagement Strategy has influenced the corporate communications social media style and led a programme of training for all PCSO's to be responsible for smarter, more targeted and engaging communications at a neighbourhood level. I will continue to hold the Force to account on achieving a process that delivers feedback to the public on the intelligence and concerns that they raise through WMNow and surveys. WMNow is a free community messaging system that delivers up to date information from police and partners direct to your inbox. From updates on crime, to local news, appeals and safety advice, information is accessible to you.

The Force Citizens Charter and Service Standards public launch has been delayed, demands for service have presented significant challenges. I want to see significant improvements in Force Contact and other Service Standards as a priority to enhance the public's access to West Midlands Police.

Citizen satisfaction SMS surveys are triggered when the public contact the police, and it continues to show reasonable levels of satisfaction (between 67%-85%). However, dissatisfaction is still evident due to repeat calls, and we do not know the outcome if the caller is signposted to other service providers (e.g. Local Authority) due to the issue not being a policing matter.

SMS surveys in our Impact Areas is currently under review as a way of surveying citizens satisfaction and customer journeys. I will work collaboratively with the Force to ensure a credible replacement provides a representative sample to gauge citizens satisfaction and trust and confidence in WMP.

During 2022 a backlog in police complaints has been identified. New information on the WMP website is now a better guide for the public about who to contact in resolving the dissatisfaction and should help to remove the need for a formal complaint.

## **Complaints**

Over the year I monitored the work of West Midlands Police and the Professional Standards Department, to ensure that the public continues to receive the highest standards from police officers. A new Whistleblowing Policy has been introduced which means that policing colleagues are able to raise serious concerns anonymously and I am a named body for whistleblowing reports.

I completed one pension forfeiture for an ex-police officer who abused their position for sexual gain and we also began the process to forfeit the pension from another officer who had also abused their position for sexual gain.

The timeliness of police complaints has improved significantly over the period. At the beginning of the year there was a large backlog of complaints waiting to be assessed. This peaked at over 1000 complaints waiting to be actioned in December/January, however this reduced to 760 by April 2022 with a trajectory for further reduction over the next months.

By end of year the average number of days to finalise a complaint was 54 days, which was a significant improvement from 136 days at the beginning of the year.

Whether it is a complaint or a misconduct allegation, the investigation should be carried out thoroughly but also in a timely manner. During the year I was informed of 24 investigations that exceeded 12 months. In each case I have looked carefully at the causes of the delay and monitored the progress of the investigation. In most cases the delay was caused by ongoing legal proceedings, which meant that the misconduct or complaint investigation had to be put on hold. In all cases I have regular discussions with PSD to discuss the reason for the lengthy investigation.

During the year, my team undertook two dip sample exercises to examine completed complaints. In December 2021 we examined 40 complaints that had been service recovered, and in July 2022 we examined 50 complaints with a focus on the quality of the investigations. The results of the dip sample indicated that in most cases the complaint had been properly understood and police were able to provide an outcome that was reasonable and proportionate. Some dip-samplers felt that communication could have been more empathetic and we have fed this information back to the Professional Standards Department.

Police officers wear body-worn cameras and when complaints have been made it can be helpful for the complainant to see the footage from these cameras. I have arranged access for two complainants to view body-worn footage this year and a protocol is being developed to allow more complainants access to body-worn camera footage.

In February 2022, the Force successfully completed the Vetting Aftercare project ensuring that every employee holds in-date vetting relevant to their role.

In March 2022, PSD and Vetting went through the Priority Based Budgeting process (PBB), chaired by the Deputy Chief Constable. Vetting's staffing levels were confirmed appropriate to manage future demand (including Vetting Aftercare). Some additional vetting officers were added to the team to ensure that risks including corruption and other harmful behaviours are identified.

WMP vetting complies with the College of Policing Authorised Professional Practice (APP).

I am the appropriate authority to undertake reviews following complaints against police officers. During the year there were 127 reviews. Seven reviews were upheld (this number may increase, as there are still some reviews under consideration at the time of writing).

I am also responsible for maintaining a list of legally qualified chairs and independent members to sit on police misconduct hearings. Following a rigorous recruitment exercise in 2021 a new list of 12 LQCs were introduced. Training was provided to them in January and February 2022.

### **Contact 999/101**

Nationally, there has been an increase in calls for service since the lifting of Covid-19 restrictions. The National Police Chiefs' Council (NPCC) stated in July that the volume of 999 emergency calls was regularly reaching an exceedingly elevated level, a demand that is usually secluded to certain days of the year, such as New Year's Eve<sup>2</sup>.

Regionally, West Midlands Police saw a sharp increase in calls during Summer 2021 and call volumes have remained consistently higher than previously seen. In total, there were 786,236 999 calls made to the force in 2021 which is an increase of 10% from the 2020 volume.

The recent publication of BT call data for 999 calls shows that West Midlands police has the highest rate per population demand across all police forces. Local analysis shows that there is a strong relationship between 999 call demand and total crime severity. As noted in the HMICFRS section, West Midlands Police are tackling higher levels of serious crime than that of other force areas.

This increase in demand is putting enormous pressure on call handlers and impacting upon service levels. Non-emergency service is also impacted due to advisors being set up to answer both 999 and 101 calls (with 999 calls being prioritised). This has led to wait times for non-emergency calls increasing. The risk that a rising number of calls are being abandoned creates additional demand and service recovery requirements.

A Force Contact improvement plan has been implemented recently which includes the creation of a new specialist support desk to improve the service offered to the public and make the best use of our resources. The support desk will include a team of trained officers and staff who will deal with the more complex and time-consuming calls, freeing up other call handlers to answer 999 and 101 calls faster.

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<sup>1</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)



It is important to note that not all 999 calls are emergencies. The NPCC estimate that around 20-25% of calls nationally require an immediate emergency response<sup>3</sup>. Local assessments support this statistic, as around 20-25% of 999 calls received by West Midlands Police also require an immediate emergency response. West Midlands Police are now receiving more 999 calls than 101 calls. However, following the lifting of restrictions last summer, assessments suggest that a considerable proportion of the additional calls being received are not crime related.<sup>4</sup>

We are supporting West Midlands Police to understand and help manage the increases in call demand.

## Stop and Search

We have seen increases in Body-Worn Video compliance during both Stop and Searches and Use of Force. For stop and searches, compliance has increased from 42% in 2018/19, to 89% in 2020/21 and to 95.1% in 2021/22. Compliance for Use of Force is now at 82%.

We have also now started to see increases in Positive Outcome rates, which is the rate at which an illicit item is found during a stop and search. This rate is now 27.2%, having previously been 26.5% in 2020/21.

In an effort to drive increases in Positive Outcome rates, we are also specifically looking at how effective particular searches are in terms of their “find rates”. This is where the outcome directly relates to the object of the search, for example where the objective of the search is for drugs and drugs were found.

- Drugs find rate: 34.4% 2021/22; 32.3% 2020/21
- Knife find rate: 13.5% 2021/22; 16.8% 2020/21
- Firearm find rate: 9.5% 2021/22; 7.7% 2020/21

Disproportionality continues to be a focus when scrutinising the use of stop and search powers. Across the WMP force area, the Asian search ratio is 2.7 and the Black search ratio is 4.4. The search ratios show how many times more likely an ethnic group is to be stopped and searched compared to the white population. These search ratios do show an increase from the previous year, which saw an Asian search ratio of 2.6 and a Black search ratio of 3.9. There is clearly more work to be done and this will remain a focus moving forward. We also expect to see the new census data being used in the coming months, which will reflect the true ethnic diversity we have across the region and will impact the search ratios we see.

## Scrutiny

Robust scrutiny and governance around stop and search is essential. The bi-annual Stop and Search Commission has continued to hold the force to account and scrutinise their use of stop

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<sup>2</sup> <https://news.npcc.police.uk/releases/public-urged-to-use-999-system-responsibly>

<sup>3</sup> <https://news.npcc.police.uk/releases/public-urged-to-use-999-system-responsibly>

<sup>4</sup> [Police struggle to deal with record demand levels as 999 calls surpass non-emergency calls | Express & Star \(expressandstar.com\)](https://www.expressandstar.com/news/2022/03/24/police-struggle-to-deal-with-record-demand-levels-as-999-calls-surpass-non-emergency-calls/)

and search and use of force powers; now chaired by Assistant Police and Crime Commissioner Tom McNeil.

West Midlands Police's use of these powers are also scrutinised at the local level, with a community-led scrutiny panel in each of the Neighbourhood Policing Units (apart from Birmingham West NPU and Birmingham East NPU which both have two panels), resulting in a total of 10 scrutiny panels.

A series of youth scrutiny panels in the Black Country are being piloted, to offer a space for young people to come together at a neutral location, with their peers to scrutinise use of stop and search. The panels have been piloted to address the lack of young people on our existing panels and to remove one of the obstacles to young people joining our panels, which was having to enter a police station.

This year a Custody Scrutiny Panel has also been piloted, where the objectives include: scrutinising the use of force powers in custody; the use of strip search powers and ensuring best practice; as well as reducing the disproportionality of use of force and strip search powers in custody. This pilot will be reviewed at the end of this year, with proposals made for what the next steps for the panel are.

Finally, as an action from the most recent Stop and Search Commission, we have held our first Scrutiny Panel Chairs Meeting. This is a meeting between the Chairs of each scrutiny panel (bar the pilot panels), stop and search policy officers from the OPCC, and the lead for Stop and Search in WMP. The objectives of the meeting are to allow the chairs to share learning and best practice from each other, drive regional consistency across the panels, but to also scrutinise West Midlands Police's use of Section 60 Stop and Search powers.

### Youth trainers

I have continued to fund 9 trainers to go into schools to raise young people's awareness around stop and search and why police use this power, but most importantly to educate young people on their rights regarding stop and search.

### Stop and Search Performance:

Key Performance Indicators	2021/22 Performance	Baseline/Target
Increase positive outcome rates for Stops and Searches to 50%	27.2%	Target: 50% 2020/21: 26.5% 2019/20:
Monitor the use of Stops and Searches under Section 60, ensuring that they are used only when absolutely necessary	535 searches under Section 60 orders	2020/21: 95 2019/20: 334
Ensure that the use of body-worn video during Stops and Searches and Use of Force remains at the same level or higher	Stop and Search: 95% Use of Force: 82%	Stop and Search: 92-95% Use of Force: 78-80%
Reduce the disproportionality of who is stopped as part of Stops	Search ratios* Asian: 2.7 Black: 4.4	2020/21 Search Ratios Asian: 2.6

and Searches and for individuals being subjected to Use of Force		Black: 3.9
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	2020/21: 42 2019/20: 59



### **3. Working in Partnership Locally**

**West Midlands Community Safety Partnership**

Community Safety Partnerships have a statutory responsibility to respond to crime and anti-social behaviour (ASB) in their local authority areas, and West Midlands Community Safety Partnership (WMCSP) is the place where I, statutory bodies and representatives from the seven Local Authority areas come together to agree a coordinated approach to crime reduction, local policing and community safety for the West Midlands.

The Community Safety priorities have been agreed for 2021 - 2024, through consultation with partners and communities and are informed by West Midlands Police's Strategic Assessment, which are: preventing crime and anti-social behaviour; serious and organised crime; supporting victims and witnesses; violence and intimidation against women and girls; cyber-crime and fraud; serious violence; offending and reoffending; and substance misuse.

### Community Safety Fund Budget 2021-2022

Activity	(£)
<b>Funding</b>	
<b>2020_21 Allocation</b>	<b>£3,863,303</b>
<b>Force Wide Commissioning Allocations</b>	
<b>Youth Offending</b>	<b>£ 652,108</b>
<b>Multi Agency Risk Assessment Conference Structure</b>	<b>£ 354,000</b>
<b>Allocations for Victims of Crime – Victims Fund top up</b>	<b>£ 271,410</b>
<b>CSP Analysts</b>	<b>£ 210,000</b>
<b>Arrest Referral (Drug Interventions Programme)</b>	<b>£ 500,000</b>
<b>New Chance</b>	<b>£ 270,000</b>
<b>Restorative Justice West Midlands – ASB</b>	<b>£ 63,785</b>
<b>Op Hercules – Forcewide Injunctions</b>	<b>£ 42,000</b>
<b>Sub-Total</b>	<b>£2,091,893</b>
<b>Local Commissioning Allocations</b>	
<b>Birmingham</b>	<b>£660,000</b>
<b>Coventry</b>	<b>£165,000</b>
<b>Dudley</b>	<b>£135,000</b>
<b>Sandwell</b>	<b>£165,000</b>
<b>Solihull</b>	<b>£ 90,000</b>

<b>Walsall</b>	<b>£135,000</b>
<b>Wolverhampton</b>	<b>£150,000</b>
<b>7 local CSPs</b>	<b>£1,500,000</b>
<b>Total Allocated Budget</b>	<b>£3,591,893</b>

The OPCC has supported applications from CSPs into the national Safer Streets Fund, including Wolverhampton securing £365,567 for activity to address youth ASB and violence in the City Centre, and issues of safety within the NTE; and Sandwell's bid of over £227,000 to address ASB through additional CCTV and enhanced detached youth work.

### **Local Criminal Justice Board**

I have worked with partners to improve offender management to reduce criminality and prevent re-offending. One of the key forums I use to advance this is the Local Criminal Justice Board (LCJB). I chair and support the LCJB and its delivery groups.

The LCJB is supported by several delivery groups, including reducing re-offending, victims and witnesses and the women and girls' delivery group.

The LCJB has responded to and supported on a number of key emerging issues over the past year. A substantial but not exhaustive list includes the Government's new 10-year drugs strategy 'From Harm to Hope', the probation's reunification, the OPCC's new strategy concerning domestic abuse perpetrators, the piloting of a new youth improvement sub-group and the court backlogs we have experienced over the past few years.

Further, the LCJB has fed directly into the Crime, Community Safety and Resilience Strand of the Trailblazer Devolution Deal through an extraordinary LCJB. West Midlands Combined Authority (WMCA) have been invited by the Department for Levelling Up Housing and Communities (DLUHC) to engage with them on a TDD process, where they will be given the opportunity to negotiate with central government on achieving tailored devolved powers and devolved funding. I have particularly been working with the WMCA on the Crime, Community Safety and Resilience Strand and the LCJB held an extraordinary meeting to feed directly into the ideas which are being proposed under this strand of the deal.

### **Victims**

As part of my commitment to supporting victims of crime, I appointed the first ever West Midlands Victims Commissioner in May 2021; Cllr Nicky Brennan. To support my priority around Violence Against Women and Girls (VAWG), the office has made monumental strides forward in supporting an attitudinal and cultural shift across the region. This included carrying out a regional consultation on the development of an Ending Male Violence Against Women and Girls (EMVAWG) Alliance which concluded on the 16th May 2022. The consultation confirmed the strategic need for a joint approach in ending male violence as well as an acknowledgement that work in this area must start at an early age. The alliance; led by the Victim's Commissioner, will be instrumental in creating a whole systems approach to tackling this issue.

We were successful in both of our bids to Safer Streets Fund 3 (SSF3) which bought in £655,372 through to the region, predominantly (but not exclusively) to improve responses to ending male violence against women and girls through place based work, education, training and communications campaigns including the successful [Here and Now campaign](#) which focuses on men having conversations with their peers about violence against women.

The Safer Streets 3 Fund enabled us to fund a number of programmes with a focus on prevention. Work included the Safer Together project, workshops working with boys exhibiting harmful sexual behaviours in schools and Turnaround CIC which led on the production of a lived experience video aimed at training professionals on how to engage with sex workers. We also expanded our Mentors in Violence programme delivered by the Violence Reduction Partnership to include a VAWG syllabus and lesson plans delivered in schools.

Towards the tail end of last year, we successfully relaunched our [#NoExcuseForAbuse](#) campaign which engaged people across the West Midlands around VAWG in public spaces focusing on upstander/bystander activity. Over the Christmas period we launched our digital billboards across the region which shared a message of zero-tolerance for abuse. These were advertised on billboards and on social media. To broaden the reach of this campaign, we also produced three audio adverts to accompany the billboards, which were played on regional radio stations across the West Midlands, called 'It's A Man Thing'. We also commissioned a poll of 2,000 people in the West Midlands through YouGov, which has informed the work we are doing on this agenda.

### **Commissioning of Support Services**

I have continued to fulfil my statutory responsibility of commissioning high quality care and support services for victims of crime. This includes free, accessible, high quality support available to enable every victim to cope and recover from their experiences, regardless of whether they reported their crime. The majority of funding for victim services comes directly to the OPCC from the MOJ and for 2021-2022 the total amount of funding for 2021-2022 was £5,337,437.11.

**Table 1. Victims budget summary 2021/22**

<a href="#">Victims Core Budget 2021-2022</a>	£3,937,129
<a href="#">National IDVA/ISVA Fund 2021-2022</a>	£1,400,307
Total	£5,337,436

### **Victims Commission**

The Victims Commission continues to serve as an advisory body and representatives are the voice of the victim and survivors. They bring innovation and best practice to service delivery and ensure that we deliver improved co-ordination and consistency to victims. They also ensure that the response to victims at a both strategic and local level is tailored to and reactive to their needs.

### **Number of Victims supported**

The table below shows the number of victims supported by our services over the course of the year.

<b>Crime Type</b>					
Restorative Justice	Sexual Violence	Domestic Abuse	Road Crime	Other services for victims of crime	Child Sexual Abuse/Child Sexual Exploitation
Total number of supported victims in the time period					
536	3,582	14,708	155	39,731	1,672

### **Violence Reduction Partnership**

I am the joint Serious Violence lead for the Association of Police and Crime Commissioners alongside PCC Steve Turner, and we are the advocates for this significant area of responsibility on behalf of all PCC's, to the Home Office. I am also the Chairperson of the West Midlands Violence Reduction Partnership (WMVRP), which is one of twenty VRPs across the country and established in 2019. They are funded by the Home Office to build capacity in local places and systems, and to tackle the root causes of violence. The unit is made up of a range of specialists who work regionally and locally to facilitate and encourage the development of system wide responses to preventing and reducing violence, as well as directly delivering and commissioning a range of services and interventions. It is a partnership consisting of public, private, voluntary and community sector organisations across the region, bringing efforts together to tackle the root causes of violence, such as poverty and inequalities.

The partnership actively works with local violence reduction partnerships to support their local violence prevention/reduction systems, enabling everyone from frontline workers to senior leaders to access data and information about the nature of violence in the region. The partnership will support local partnerships to prepare for the requirements of the Serious Violence Duty and lead on developing and sharing a robust evidence base to understand the impact of interventions.

The VRP adopts a public health approach to preventing violence. This means focusing on understanding the root causes of the problem and testing, evaluating and upscaling interventions. Developing stronger data, analysis and evaluation is key to working in this way. West Midlands Police plays an integral role in the VRP, providing support and bringing policing knowledge and expertise into the different thematic areas. They ensure that the whole force understand the role of the VRP and play an active role, working in partnership locally and regionally to prevent and reduce violence.

### **Working in Local Places**

Between 2019-2021, the VRP established 9 place-based pilots, testing different approaches to violence prevention and reduction. The pilots were all co-designed with key stakeholders and bespoke to the needs of the areas they were based in. The learning from the pilots was adopted and used to inform the development of a regional delivery model in 2021. The VRP delivery model aims to:

- Deliver primary prevention, entire population approaches to violence prevention and reduction, including training, capacity building and awareness raising.
- Fund targeted work in areas we know are impacted more by violence.

- Respond effectively as a partnership to incidents when they occur to limit the onward transmission of violence and address the trauma that serious incidents cause to individuals and communities.

### **Delivery Teams**

A team made up of Community Navigators and Education Intervention Advisors has been working across the region, in each local authority area to provide a physical interface for the VRU at a local level. This team has directly provided universal, primary preventative approaches, like training, and has supported the integration of key targeted approaches based on evidence. The team have also strengthened partnership responses to incidents of violence across the region, attending partnership meetings on a daily basis to connect responses and provide access to a range of interventions from the delivery model. The delivery team are well embedded locally, with most co-located in Community Safety Partnerships, Police Stations and a variety of other community locations. They are accessible and provide consistent representation of the VRU in a local area, supporting partnerships to reduce and prevent violence.

### **Services and Support**

Across the region, the delivery model seeks to embed training around violence prevention and reduction, to raise awareness that everyone has a role to play in reducing violence in the community. The stakeholder networks galvanise this further by bringing together a range of stakeholders within a locality to work together to reduce violence. The delivery team supports the networks and localities with securing funding for projects, providing training and promoting programmes.

Throughout the region in 2021/22, all areas have also been able to access the following interventions and support through the delivery team:

- Access to lived experience mentors.
- Access to clinical psychologists.
- Trauma Informed practice support for education settings.
- Step Together Chaperone Scheme on 19 school routes.
- Teachable moments in A & E departments.
- St Giles County Lines Support Service.
- St Giles County Lines Rescue and Response Service.
- Heal Hub Online Cognitive Behavioural Therapy.
- Resettlement Support following custody.

As well as these regional services, funding has been available to local areas to support violence prevention and reduction partnerships to deliver services that are bespoke to their area. The delivery team have supported local partnerships across the region to maximise this funding and to integrate new services effectively into the local system.

### **Responding to Serious Violence**

The delivery team work alongside key partners to provide coordinated responses to incidents of serious violence across the region to prevent further incidents and address the trauma experienced by communities when incidents occur. The type of interventions provided as part of partnership responses have included: individual and group mentoring; therapeutic work;



family support; youth work; diversionary activity; specialist violence prevention workshops for schools; youth work around schools; coordinated support through Step Together; training/awareness raising for local organisations or the community; additional community or youth engagement work to address potential community tension as a result of the incident. The team have worked within partnerships to respond to around 70 incidents of violence per quarter.

For more information on the VRP, please visit the [Violence reduction Partnership](#).

## **Children and Young People**

I have a duty to hold the Chief Constable to account for the duty that WMP have in terms of protecting children and this has manifested in a number of high-profile cases; namely the very sad cases of Arthur Labinjo-Hughes and Kaylee Jayde Priest. It was my responsibility to scrutinise the role of the Force and ensure that they had fulfilled their responsibilities as part of the Children's Local Safeguarding Board.

Upon my election I committed to maintaining the Youth Commission and peer elections and a new cohort of Youth Commissioners followed swiftly in July 2021. 16 young leaders were inducted in August 2021 and have reported their progress to my Strategic Policing and Crime Board twice during the past year.

Outreach youth consultation on my draft Police and Crime Plan provided an insight of what issues most concerned young people, based on a representative sample interviewed and videoed across the region. Youth Commissioners endorsed the findings of the research and used three priority issues to be showcased at the annual Youth Summit. These were community policing, safer travel and reducing violence and intimidation against women and girls.

The Youth Summit in March 2022 attracted 160 young people and police officers hosted by Youth Commissioners. They co-designed and delivered the event and provided outstanding role models for the audience. I was invited alongside the Chief Constable, ACC Bell, and the Safer Travel Team to present against the themes. This was interspersed with delegates using VRP digital mapping tools to pin locations and incidents of crime or safety fears in their neighbourhoods, on their travel to school and work and in the public realm of town and city centres. The event shared information on violence reduction programmes by the VRP with local contacts, our #NoExcuseForAbuse campaign messaging, our Upstander campaign and actively encouraged reporting of sexual harassment on public transport. An open mic session on what behaviours needed to change to reduce violence against women and girls had active participation from all genders. This will have ensured this information has reached and will influence a wider and younger audience.

The event included young people from Police Cadets, Youth Councils, youth organisations in uniform alliance, some sixth form colleges, the VRP Youth Assembly and youth-led organisations from around the force area that I work in partnership with our commission. The event offers an opportunity for the young people of the West Midlands to meet and engage with me, with neighbourhood and senior officers from WMP, whilst providing a platform for youth voice around policing and crime.

Youth Commissioners are now being supported to be active on social action on subjects that affect the young people they represent, using my stakeholder networks and that of their NPU's as well as collaborating with other regional youth structures. With the agreement of the Active Citizens Board, Youth Commissioners will be supported to apply for Helping Communities funding where appropriate for their activity. Youth Commissioners already represent the voice of young people at local authority meetings, community grant panels and stop and search community scrutiny panels.

Youth Commissioners have hosted and acted as facilitators for the VRP at regional faith and youth voice events this year, as well as engaging with academics and political leaders. Such experiences and skill development in the role help develop future leaders. I am proud to say there are now 3 former Youth Commissioners employed in my Office. Their departments are Business Support, the Communications team and as an Assistant PCC. Elsewhere, former Youth Commissioners have roles on the Combined Authority Race Equality Task Force, have been Queen's baton carriers for the Commonwealth Games and as UK British Council youth representatives to the Commonwealth.

A youth stakeholder panel assisted me in recruiting a new Chief Constable this summer. Questions posed had been researched amongst their peers and were discerning and challenging, whilst their feedback to me on each candidates' strengths and weaknesses was immensely useful to me in selecting the successful officer. It is important that each Chief Constable can gain the trust and confidence of youth leaders that carry influence with those they represent.

#### **4. Police Collaboration**

##### **Criminal Justice**

Along with partners across the region and with PCC colleagues, I continue to chair a Regional Criminal Justice Collaboration Forum to coordinate work around the criminal justice system. In order to ensure that this collaboration does not duplicate the vital work undertaken at Local

Criminal Justice Boards, I have instigated a review of how the Forum can operate more effectively, tackle blockages within the wider system and drive improvements. I have continued to support the work that has examined the issues relating to crime in prisons. Along with a wide range of partners and all of the regional PCCs I attended an inquiry session that considered how the work established in the region can be developed, shared across all forces and prisons in the region and how collectively we can influence government policy in this area. There is still too much crime occurring in prisons and some of this is undertaken by organised criminals who continue to operate causing harm in our communities. I will continue to seek improvements to how we collectively tackle these issues.

### **Disproportionality in the Criminal Justice System**

The Disproportionality Committee reports to the wider Regional Criminal Justice Collaboration Forum and undertakes work to understand and tackle the disproportionality that exists within the West Midlands Criminal Justice System. The position of chair was taken over by WMPCC Deputy Chief Executive, Alethea Fuller in February. The group focuses on 4 key strands of work; learning from our history, which aims to assess the extent to which lessons from previous inquiries have been learned and implemented, the end to end system, which specifically looks at disproportionality in relation to stop and searches, offending, enforcement and out of court disposals. Representation primarily focuses on the representation of black and minority ethnic individuals in the criminal justice system, including in the youth justice service and finally engagement is prioritised and a lived experience panel is looking to be trialled so that lived experience can penetrate into practice and affect delivery.

### **The Drugs Strategy**

I continue to support the Home Office funded Heroin and Crack Acton Area (HACAA) project. This was a region-wide initiative working with partners from all four police force areas to develop responses to a variety of public health issues, particularly around heroin and crack markets, the links to serious violence and the increase in drug-related deaths.

A report was published by my office in May 2021 which included a series of recommendations aimed at reducing the harm drugs cause our communities as well as the people who use them. In October I was pleased to appoint a dedicated officer to our Regional Team to progress these recommendations as well as supporting the overall response to drugs across the region.

With the publication of the new government drug strategy, From Harm to Hope, being published in December 2021, the HACAA project has allowed us to work collaboratively with partners in the region, and beyond, to identify the opportunities the new strategy brings and ensure information and good practice is shared far and wide.

### **Strategic Policing Requirement**

The Strategic Policing Requirement (SPR) requires me to ensure that the Force has the capacity and capability to respond to national policing threats. This means joint working with other Forces and agencies as part of a national response, requiring standardisation and co-ordination of equipment and processes. I have taken annual reports to SPCB as part of this

“have regard” duty. While the reports have highlighted how reductions in police numbers have stretched the capacity and capability to respond to a major public order incident, I am satisfied that West Midlands Police remains ready to meet the SPR. I have contributed to the current SPR review.

Collaboration between police forces and PCCs requires investment in the mechanisms for joint working. My Office hosts two Regional Policy Officers to work across the four OPCCs in the region on areas of joint working and collaboration, the first roles of their kind in the country. As a result, we have increased scrutiny of areas such as counter-terrorism policing, serious and organised crime, and the National Police Air Service (NPAS).

We have played a key role in the shaping and development of NPAS. I have engaged in consultations regarding the future of this important national service and supported changes to enhance its governance. I supported the Force with engaging in conversations around potentially hosting NPAS but based on the challenges involved I did not feel it was in the best interests of West Midlands communities to take this any further. I wrote to the Home Secretary on this matter on 2 occasions stating that financial stability needed to be guaranteed for me to participate in any further conversations.

These regional collaborative workstreams are overseen by the four Police and Crime Commissioners through a Regional Governance Group which meets quarterly with the four Chief Constables and Chief Executives to scrutinise collaborative activity. Heads of the West Midlands Counter-Terrorism Unit and Regional Organised Crime Unit also attend to provide performance, management and financial information. All four PCCs in the region also have local briefings with the Counter-Terrorism and ROCU leads to ensure effectiveness at the local level. The structure of these briefings has been developed collaboratively with the other three PCCs to ensure proportionate local scrutiny arrangements. This is crucial because it informs the joint scrutiny by PCCs at a regional level. The regional meeting also receives reports on other collaborative activity, such as the Police Education Qualifications Framework.

I have been assured during my time in office that the Force is confident in managing public order issues. I have received regular updates from Chief Officers relating to issues of public order in the West Midlands and have utilised the SPCB as a forum to scrutinise these. The Regional Policy Officers attend quarterly Regional Ops meetings to ensure PCC representation and engagement across these specialist areas of policing.

I have also ensured engagement and appropriate oversight of national projects such as the Emergency Service Mobile Communication Programme, a national programme tasked to introduce a replacement for the Airwave system. I, along with my regional counterparts, have funded a regional programme team until the end of 2022, who are working to facilitate the roll out across each Force. The delays in this national programme, and the uncertain local implementation costs, are a significant future risk to West Midlands Police and other Forces.

### **West Midlands Counter-Terrorism Unit**

I am the Chairperson of the National Counter-Terrorism Strategic Board. The Strategic Board oversees the collaboration agreement between the 11 Counter-Terrorism Units which work together daily to confront the threat from terrorism. By default, as chair of the Strategic Board, I am also the national lead for PCCs on counter terrorism. As part of my role, I have led the

engagement of PCCs in the national review of police Special Branch services which culminated their lift and shift into Counter Terrorism Units in April 2022. As a Strategic Board, we have also scrutinised the financing of Counter Terrorism Policing and written to the Home Secretary requesting more flexibility around the use of resources. As chair, I have ensured we have a strategic understanding of threat and risk at the national level and I seek to ensure we have an effective structure through which to ensure national strategy and policy is implemented consistently, efficiently and effectively across all police forces.

At the regional level, PCCs receive and scrutinise reports with their Chief Constables and Chief Executives on the threat assessment, performance information, management information, budgetary planning and strategic trends. Working with my PCC colleagues across the region we have also convened “deep dive” sessions held at the West Midlands Counter Terrorism Unit, the most recent looking into the local implementation of the Special Branch changes and also covering the introduction of a new approach to nominal management. Following the Fishmonger’s Hall attack in 2019, this topic has been of particular importance for the region as the offender was a Stoke resident and had been managed by Staffordshire Police and West Midlands Counter Terrorism Unit prior to the attack. Through our scrutiny, we have sought assurance that improvements have been made and agencies are working better together in the management of terrorist offenders.

### **Major Incidents**

In March 2022, I attended an exercise for regional PCCs testing how we would respond to a major incident such as a terrorist attack. PCCs have a key role to play in a major incident: we have a responsibility as civic leaders to provide community reassurance, to provide support to victims and families of a major incident and to hold to account the Force for their role in the policing response and recovery. This was the first session of its kind for PCCs in the region and we took away an action plan for how we can strengthen the role we play and ensure there are effective plans in place should an attack happen.

### **West Midlands Regional Organised Crime Unit**

Strategic oversight of the ROCU continues to be a shared responsibility with PCC colleagues from across the region. We receive a comprehensive quarterly performance report at our Regional Governance Group meetings that are attended by regional PCCs and their Chief Executives and Chief Constables. Along with this performance report additional detailed reports on different aspects of the services delivered by the ROCU are delivered and their work is scrutinised.

The ROCU is undertaking a complete organisational review and I have fed into this process and will continue to do so as this progress.

Our regional policy officers continue to support ROCU to ensure that there is an effective response to shared threats across the region and nationally. The relationship between the Force, ROCU and National Crime Agency (NCA) is vital and I am keen to ensure that all agencies work extremely closely together.

I continue to ensure that the ROCU is adequately funded to meet and tackle the regional threat and harm caused by organised criminals. The policing uplift programme has been applied to

the ROCU and it now delivers around 25 specialist services and capabilities on behalf of the whole region. Many of these services would not be able to be delivered at a force level.

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## **5. Civic Leadership and Campaigning for Change**

When I was elected in May 2021, I promised to keep the views of local residents at the heart of my plans for policing. Equally important is ensuring that I can engage effectively with communities of all kinds across the West Midlands and I have prioritised community engagement and contact with communities. I have attended over 70 community meetings and visits to community projects. Over the last year, I've been out and about in our communities to hear your views and concerns and, through ongoing work my office I am giving residents

even more opportunities to have their say in how the region is policed. I have also attended engagements with stakeholder networks and forums, residents meetings and community forums, in order to ensure that the people of West Midlands are represented by me, and that your voice is heard in all the work that we do. I was pleased that, with the relaxing of Covid-19 restrictions over the course of the year, I was able once more to get out and about, meeting people face-to-face and hearing your concerns and suggestions.

My Police and Crime Plan was published in November 2021 and I ensured that it was informed by an extensive and wide-ranging consultation. This was to ensure that your voice was truly at the heart of the priorities. The consultation period spanned from my first day in office on Thursday 13th May, right up to Friday 1st October. I have ensured that the consultation process was as inclusive as possible and I wanted it to be a true reflection of the diverse nature of our region.

I and my political team have also launched major campaigns to make the West Midlands safer, particularly focusing on my priorities of sexual violence, domestic abuse, violence against women and girls, hate crime and fraud, and there is much more in development.

## **COVID Recovery**

The COVID pandemic impacted the lives of all people in the UK. The magnitude of this loss is difficult to comprehend, with bereavement and illness close to many of us, coupled to the fear of catching the disease and the wearing separation and isolation we all faced. Over the past 18 months the Covid-19 pandemic has presented yet further unprecedented challenges to policing and the criminal justice system.

As Police and Crime Commissioner, I felt it was imperative to make sure that I did all I could to ensure West Midlands Police and my Office were efficient and effective in their response, providing strategic direction and holding to account.

The Police and Crime Plan positions my expectations on how recovery from the Covid-19 Pandemic will be incorporated for services and the public sector, which I maintained close oversight of with monthly reports published on my website and considered at Strategic Policing and Crime Board.

It was important to speak publicly, locally, regionally, and nationally, on the issues arising from the pandemic both for policing and more widely, so partners, decision makers, stakeholders and the public could understand the issues, the challenges, what was being done, and what needed to be done. PCCs are civic leaders, and it is their duty to speak to, with and on behalf of the public.

West Midlands Police had to appropriately respond to the changed patterns of criminality that emerged during the pandemic. With the night-time economy stilled and people remaining home, some forms of criminality dramatically reduced for a spell. Conversely, we also saw the effects of the lockdown on the drug economy, with violence erupting between organised crime groups in response to shortages of supply and struggles for territory and markets. The combination of emotional and financial pressures arising from lockdown, plus a changing approach to crime recording. The threat of online fraud, sexual abuse, and other cyber offences, is also very real, and my office has worked with the Force and partners to improve the collective policing response and approach to prevention. Again, the Force has monitored and responded to these patterns as they have emerged.

During the pandemic, the Force shifted to remote working with alacrity and energy, speeding up the acquisition and distribution of networked devices and laptops to Officers and staff. It adopted a flexible approach to training and working practices to minimise the loss of productivity arising from remote working, shielding and self-isolation. recognised that the crisis would affect the 'systems' in which a PCC has a role, notably our community safety partnerships, support for victims of crime, the criminal justice system, and the growing network building around violence reduction. The services I commission in all these domains had to adapt, and adapt quickly, to much reduced face-to-face contact. Key projects such as New Chance – which supports female offenders – actually increased in scope during lockdown, and a new scheme to support prison leavers during lockdown was implemented from scratch in just a few weeks. The Violence Reduction Unit established its place-based approach during lockdown too. Lockdown saw a spike in recorded hate crime, and I'm pleased that we are now commissioning a dedicated service to support victims.

Lockdown has proved particularly challenging for the criminal justice system. The requirements of the courts process, particularly running jury trials in a COVID secure environment, have proved difficult to progress. As a result, backlogs for the most serious cases are growing and trial dates are slipping. This is a national problem unconfined to the West Midlands. "Nightingale Courts" will help, but a thorough and properly funded national plan is required. The national failure to recognise and then resource a system-wide approach to video remand hearings, for example, has been unhelpful. At the local and regional levels, we have used the existing Local Criminal Justice Board, and the newer Regional Criminal Justice Forum – which I chair – to develop a common understanding of the problems, and implement creative local solutions that mitigate the system effects as best we can.

The business of the Office of the Police and Crime Commissioner had to continue. Missing only one month, the Strategic Policing and Crime Board transitioned to online meetings, still in public, with public papers, so as to ensure continuity of holding to account and strategic direction. The Office embraced remote working, with complex functions such as commissioning and financial management continuing unimpeded, even though the Office had to manage additional funding streams worth millions of pounds designed to support third sector organisations during the crisis. All our commissioned services were maintained, and supported to transition to remote working where possible. Our doughty Custody Visitors and Appropriate Adults for Vulnerable Adults donned their PPE and continued their vital work, and to them I offer immense thanks. The Active Citizens Fund, which previously used money seized from criminal enterprise to support small community safety and violence reduction projects, morphed into the Community Initiatives Fund, adopting a streamlined process to help local community groups weather the crisis and continue their activity. Internal Audit continued its important work, mixing remote working with site visits. Our liaison and oversight meetings with Neighbourhood Policing Units continued, and the Deputy PCC maintained a programme of COVID secure site visits, including through the Christmas period. Our pension forfeiture duty was fulfilled. Like the Force, the Office stepped up its welfare offer to staff, and put in place plans for training that will make us a trauma-informed and anti-racist organisation.

## **Fraud**

It is estimated that in the year ending March 2022 there were 4.5 million fraud offences in England and Wales, this is an increase of 25% on the year ending March 2020. There has



been an increase in the proportion of fraud incidents which were cyber-related from 51% to 63%, suggesting that a lot of the increase in fraud has been driven by fraud committed digitally.

This continuing increase and developing complexity in fraud is of great concern due to both the lack of capacity within police forces to investigate crimes (as noted by several HMICFRS report) and a continued lack of a focus on how to improve the approach to fraud nationally. In addition, there is not currently a full understanding of why estimations of fraud are increasing but reports to Action Fraud are decreasing.

Locally, the threat from and approach to fraud is assessed through the West Midlands Police and Crime Commissioner Fraud Board. Cash for Crash has been identified as a serious issue within the West Midlands by an insurance fraud board, and I am working with partners to understand the full picture and to develop a coordinated approach to tackling this type of fraud.

Through the Board, research has been commissioned to look into what a public health approach to Fraud looks like in the West Midlands. We now have two reports. One covering the PH approach and its applicability to addressing fraud and one articulating how to roll out approach in the West Midlands. There are 8 recommendations in the report. We are convening a steering group over the next month or so to get partners involved in the local fraud response to co-own this area of work. Over the next year we will be working towards implementing these recommendations with these partners.

A rise in money muling has been raised by partners through the board as well. I am therefore supporting the role out of the 'money mules' educational programme. The programme provides young people, in particular vulnerable young people, with the information they need to be aware of this activity and the serious consequences it can have. This programme consists of classroom workshops which are being delivered by WMP Cyber PCSOs and an overarching targeted social media campaign funded by HSBC. The workshops have reached 4,000 young people so far and the online campaign will be launching later in the year.

## **6. Good governance, transparency, equality and public engagement**

### **Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS)**

PCCs are required to publish certain information to allow the public to hold them to account and the Elected Local Policing Bodies (Specified Information) (Amendment) Order 2021 requires that they 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). 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)).

Since taking up post in May 2021 I have responded to 14 inspections of West Midlands Police and all my responses can be found here: [HMICFRS Reports - West Midlands Police & Crime Commissioner \(westmidlands-pcc.gov.uk\)](https://www.westmidlands-pcc.gov.uk/hmicfrs-reports-west-midlands-police-crime-commissioner)

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			

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 with 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.

The performance in context section highlights the level of demand faced within the West Midlands and the challenges faced by West Midlands Police. For the 2020/21 financial year, West Midlands Police recorded 29.8 domestic abuse related incidents per 1,000. HMICFRS note that this is much higher than other forces, although it is in line with other similar force areas, such as West Yorkshire and Merseyside.

West Midlands Police are also tackling higher levels of serious crime, such as firearms and knife crime offences, than that of other force areas. Some forms of violence have been rising in the West Midlands for several years, driven in no small part by poverty, deprivation and inequality. Local authorities in more deprived, urban areas, have seen 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.

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 take their reports of crimes seriously. 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. 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.

### **The Strategic Police and Crime Board**

The Strategic Police and Crime Board supports me in holding West Midlands Police to account and setting the strategic direction for the force. It meets on a monthly basis, in public and is an opportunity for the public to submit questions and petitions relating to my duties and responsibilities. Newly elected Police and Crime Commissioner Simon Foster has appointed his top team to support him holding West Midlands Police to account and setting the strategic direction for England’s second largest force. I selected my Board in June 2021, and they are

- Two Assistant Police and Crime Commissioners: Tom McNeil and Cllr Wasim Ali
- Victims Commissioner: Cllr Nicky Brennan
- Board members: Cllr Bhupinder Gakhal, Dr Cath Hannon and Charmaine Burton.

My board is 50% female and is representative of the West Midlands. They are helping to me deliver the priorities that the people of the West Midlands elected me to deliver. We have many challenges over the coming years and the Board brings a wealth of experience that will help me to deliver upon the public’s priorities to make the region safer and reduce crime.

I ensured that we held a competitive and transparent process during recruitment and have appointed each successful Board member for the next 12 months.

### **Internal Audit**

I am responsible for ensuring that my business is conducted in accordance with the law and proper standards and that public money is safeguarded, properly accounted for and used economically, efficiently and effectively. This includes the maintenance of a sound system of internal control, and that arrangements are in place for the management of risk.

### **Governance and Accountability**

The Joint Annual Governance Statement reflects the established governance framework, and it is published alongside the annual accounts of the PCC. A joint corporate governance framework also sets out how governance operates for both the Chief Constable and the PCC. In addition, I continued with the established arrangements for holding the force to account, adhering to the detail set out in the Policing Protocol 2011. I met with the Chief Constable and senior officers and staff on a weekly basis for the duration of the year, returning to face-to-face meetings as soon as possible, in order to maintain the strong working relationships in place. The meetings covered wide ranging topics, relating to current strategic and operational matters. I have scrutinised force performance data, 101/999 and Contact with the Public, Police recruitment and the national programme of uplift of police officers.

I also requested a [Review of the Estates Strategy 2021](#) when I took up office as I was aware of the huge impact this was having. This was presented at my November 2021 Board meeting. I ensure I have a good understanding of the successes and challenges the force faces across the range of policing, to understand how the force's work meets the requirements of the Police and Crime Plan and to enable effective scrutiny when issues arise.

The Joint Audit Committee provides independent assurance on the governance, risk management and internal control frameworks through its oversight and scrutiny of the work of Internal Audit, External Audit, inspectorate reports and risk registers. It provides this service both to me and the Chief Constable. Further assurances are obtained via the Annual Governance Statement, the Statement of Accounts and review of the Scheme of Governance. Joint Audit Committee meets in public and the Chair of the Joint Audit Committee also attend Strategic Policing and Crime Board annually.

## **7. Funding, grants, resources, police precept and financial planning**

Grants, both large and small, are one of the key ways that I make a direct contribution to making the West Midlands a safer place. Projects, initiatives and groups tackle a range of issues responding to domestic abuse, sexual violence, victims of crime, cybercrime, county lines, serious youth violence, mental health, sports diversion and youth justice, mentoring, rehabilitation, offending and out of court disposals, among others. The information below sets out how grant funding has been spent across a number of different funding streams. The full

[Budget report for 2021/22 is available here.](#) It sets out expenditure for capital and revenue expenditure across all areas of policing and the OPCC.

### Community Initiative and Active Citizens Funding 2021-22

£400,000 of money seized from criminals under the Proceeds of Crime Act (POCA) was again made available in 2021-22 to fund community projects which reflect my aims as PCC, and the priorities of the West Midlands Police. The funding is shared between the Neighbourhood Policing Unit's (NPU) and is open to community organisations to apply for grants of up to £5,000 to support and fund projects which contribute to crime prevention and reduction, and community safety in the local areas.

The first round was launched as the Community Initiative Fund (CIF) in April 2021. CIF core aims were to help and support those organisations who had been running community projects throughout the pandemic and lockdowns.

### Community Initiative Fund allocations 2021/22

Neighbourhood Policing Unit	CIF Funding Allocated	Number of projects
Birmingham East	£11,800	3
Birmingham West	£18,673	4
Pan Birmingham (East & West)	£14,860	3
Coventry	£14,969	3
Dudley	£4,058	2
Sandwell	£15,741	5
Solihull	£18,405	6
Walsall	£15,260	7
Wolverhampton	£30,108	8

With Covid-19 restrictions lifting, the Active Citizens Fund (ACF) was then relaunched in September 2021, encouraging innovative projects, which promote active public citizenship and a closer working relationship between local communities and West Midlands Police. A third and final round of ACF was opened in January 2022.

The funding was allocated to projects as per the tables above (CIF) and below (ACF) and also to a number of start-up and 'world café' initiatives. The funding was allocated to projects as per the tables above (CIF) and below (ACF) and to a number of start-up and 'world café' initiatives.

### Active Citizens Fund allocations 2021/22

Neighbourhood Policing Unit	ACF Funding Allocated	Number of projects
Birmingham East	£42,899	14
Birmingham West	£36,989	10

Annex 1: Draft version for Dissemination to the Police and Crime Panel.

Coventry	£24,462	7
Dudley	£29,923	8
Sandwell	£24,377	8
Solihull	£9,420	2
Walsall	£16,853	6
Wolverhampton	£9,010	2

### External Commissioning

The External Commissioning budgets are allocated in line with the priorities within my Police and Crime Plan and the projects that we funded during the financial year are set out below.

### External Commissioning budget allocations 2021/22

Project / Area	Funding 2021/22
Youth Promise Plus	£97,000
Domestic Violence Perpetrator Interventions & Drive	£862,452
Cranstoun Arrest Referral Service	£298,127
Enterprise to Employment	£113,216
Reducing offending through employment -Black Country	£176,000
Stop and Search education/Precious Lives	£20,000
Weapons Surrender Bins	£40,000
West Midlands Combined Authority Membership	£25,000
Substance Misuse	£60,000
Protect Co-ordinator	£36,000
Safe Space	£10,000
Regional OOCd for Anger and Anxiety	£42,000
Contribution to Social Value Portal	£27,000
Birmingham Anchor Network	£5,000
Youth Commissioners	£8,000
Dr Chard Work – “Punishing Abuse”	£20,000
Family Drug and Alcohol Courts	£40,000
CARA	£50,000
<b>Total Allocated to Projects</b>	<b>£2,012,576</b>

DRAFT



**Simon Foster**  
**West Midlands Police and Crime Commissioner**

**Keep in touch**

This report is important as it gives you the opportunity to review my progress and I welcome your feedback.

There are lots of ways to keep in touch.

You can:

Write to us: **Police & Crime Commissioner's Office**,  
Lloyd House, Colmore Circus Queensway, Birmingham, B4 6NQ

**Tel:** 0121 626 6060 **Fax:** 0121 626 5003

[www.westmidlands-pcc.gov.uk](http://www.westmidlands-pcc.gov.uk)

[wmpcc@westmidlands.police.uk](mailto:wmpcc@westmidlands.police.uk)



[WestMidsPCC](https://www.facebook.com/WestMidsPCC)



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If you require any part of this document in Braille, larger print or another language, please contact my office.



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

**Date:** 3 November 2022

**Report of:** Panel Lead Officer: Kevin O’ Keefe Chief Executive Dudley MBC

### Panel Members

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 Razaq – Dudley Metropolitan Borough Council  
 Cllr Zahir Hussain, Cllr Danny Millard – Sandwell Metropolitan Borough Council  
 Cllr Alan Feeney – Solihull Metropolitan Borough Council  
 Cllr Suky Samra (Chair) – Walsall Metropolitan Borough Council  
 Cllr Jasbir Jaspal – Wolverhampton City Council  
 Kristina Murphy (Vice-Chair), Lionel Walker – Co-opted Independent Panel Members

### Officer Support:

Overview and Scrutiny Manager (Birmingham City Council): Amelia Murray (07825 979253)  
 Scrutiny Officer (Birmingham City Council): Sarah Fradgley (0121 303 1727)

### 1. Purpose of Report

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.

### 2. Recommendations

The Panel is recommended to:

- a) Consider the work programme for 2022-23 set out in the table at paragraph 3

### 3. Panel Work Programme – As of November 2022

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>
27 September 2022	<ul style="list-style-type: none"> <li>• <i>LGA Police and Crime Panel Webinar (10am)</i></li> </ul>
13 October 2022	<ul style="list-style-type: none"> <li>• <i>WMPCPC Member Training: Performance and Finance Scrutiny</i></li> </ul>
19 October 2022	<ul style="list-style-type: none"> <li>• PCC Medium Term Financial Plan</li> <li>• PCC and WMP Joint Audit Strategy, work programme and annual report</li> <li>• Trailblazer Devolution Deal</li> <li>• Public Confidence in Policing WMPCP Inquiry: PCC Response</li> </ul>
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 Annual Report (statutory task)</li> </ul>
<i>Date(s) to be confirmed</i>	<ul style="list-style-type: none"> <li>• <i>Budget Subgroup(s)</i></li> </ul>
9 January 2023	<ul style="list-style-type: none"> <li>• PCC draft policing precept and budget proposals 2023/24</li> <li>• Memorandum of Understanding between WMPCP and PCP</li> </ul>

Meeting Dates	Items
	<ul style="list-style-type: none"> <li>• Public Confidence Inquiry: Theme 1 (to be confirmed)</li> <li>• PCC Annual Report (statutory task)</li> <li>• Serious Violence (including Violence Reduction Partnership)</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> <li>• Community Policing</li> <li>• Public Confidence Inquiry: Theme 2 (to be confirmed)</li> </ul>
<i>20 February 2023 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> <li>• Public Confidence Inquiry: Recommendations Tracking</li> <li>• Public Confidence Inquiry: Theme 3 (to be confirmed)</li> </ul>

#### 4. Items to be programmed

- a) Member visits – this has been identified by the Panel to provide more understanding of the functions of the OPCC and West Midlands Police. This follows a previously successful visit. Discussions will be undertaken by the Panel Secretariat with the OPCC to confirm arrangements.
- b) Training – the Panel has identified additional training around Finances as a gap.
- c) Chief Constable – the Panel intends to invite the incoming Chief Constable to present to the Panel.

#### 5. Legal Implications

There are no immediate legal implications arising from this report

#### 6. Financial Implications

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

#### 7. Public Sector Equality Duty

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.

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.

The Panel should ensure that equalities comments, and any recommendations, are based on evidence.