

West Midlands Police and Crime Panel

Monday 6 February 2023 at 14:00 hours

Solihull Council Chamber, Civic Suite, Homer Road, Solihull, West Midlands, B91 3QZ

This meeting will be livestreamed on [Solihull Metropolitan Borough Council Webcasts](#)

More information about the Panel, including meeting papers and reports, can be found at www.westmidlandspcp.co.uk

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AGENDA

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

Supporting Document	Item	Topic	Approximate time
Attached	4	MINUTES To confirm the Minutes of the meeting held on 9 January 2023.	14:05
Attached	5	POLICE AND CRIME PANEL ACTION TRACKER To consider the progress of actions arising from previous Panel meetings.	
	6	PUBLIC QUESTION TIME To receive questions from members of the public notified to the Panel in advance of the meeting. Any member of the public who lives, works, or studies in the West Midlands (other than police officers and police staff) can ask a question at the meeting about the Panel's role and responsibilities. Questions must be submitted in writing 4 days before the meeting to wmpcp@birmingham.gov.uk	14:10
Attached	7	INDEPENDENT PANEL MEMBER RECRUITMENT Report of the Panel Lead Officer setting out for consideration the recruitment process and appointment of a selection panel to fill an independent panel member vacancy.	14:40
Attached	8	POLICE AND CRIME COMMISSIONER'S PRELIMINARY REVENUE BUDGET, CAPITAL PROGRAMME AND POLICING PRECEPT FOR 2023/2024 To review the Police and Crime Commissioner's precept proposals for 2023/2024. 8A - Report of the Panel Lead Officer setting out the Panel responsibilities under Schedule 5 of The Police Reform and Social Responsibility Act 2011 to review the Police and Crime Commissioner's proposed precept. 8B - Report of the Police and Crime Commissioner setting out his precept and budget proposals	14:50
Attached	9	COMMUNITY POLICING Report of the Police and Crime Commissioner on the delivery of his commitment to rebuilding Neighbourhood Policing, his oversight of West Midlands Police to deliver a safe and secure road network, and partnership work to tackle issues important in local communities including anti-social behaviour, speeding and nuisance driving	15:40
Attached	10	SUPPORTING VICTIMS - PUBLIC CONFIDENCE INQUIRY THEME Report of the Police and Crime Commissioner and Victim's Commissioner on their oversight of West Midlands Police compliance to the Victim's Code and impact of projects to support vulnerable victims.	16:15

Supporting Document	Item	Topic	Approximate time
Attached	11	POLICE AND CRIME COMMISSIONER KEY DECISIONS Key decisions published by the Police and Crime Commissioner since the last Panel meeting are attached for consideration. Decisions can be viewed on the PCC webpage: https://www.westmidlands-pcc.gov.uk/decisions/	16:45
Attached	12	PANEL WORK PROGRAMME To note the Panel's current work programme for 2022-23.	16:50
	13	URGENT BUSINESS To consider any items of business by reason of special circumstances (to be specified) that in the opinion of the Chairman are matters of urgency.	16:55

MINUTES OF THE MEETING OF THE WEST MIDLANDS POLICE AND CRIME PANEL HELD ON MONDAY 9 JANUARY 2023 AT 14:00 HOURS – COVENTRY COUNCIL HOUSE

PRESENT: -

Member

Cllr Paul Bradley – Dudley Metropolitan Borough Council

Cllr Alan Feeney – Solihull Metropolitan Borough Council

Cllr Zahir Hussain – Sandwell Metropolitan Council

Cllr Abdul S Khan – Coventry City Council

Cllr Zee Russell – Wolverhampton City Council

Cllr Suky Samra – Walsall Metropolitan Borough Council

Cllr Kath Scott – Birmingham City Council

Kristian Murphy – Independent Member

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

Sarah Fradgley – Panel Scrutiny Officer, BCC

Amelia Wiltshire – Overview and Scrutiny Manager, BCC

Sara Roach - Strategic Advisor, West Midlands Violence Reduction Partnership

Chief Superintendent Kim Madill, West Midlands Police

Mrs McArthur - Earlsdon Resident

689 NOTICE OF RECORDING

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

690 APOLOGIES

Apologies for non-attendance were received on behalf of Cllr Aitken (Birmingham), Cllr Akhtar (Coventry), Cllr Jaspal (Wolverhampton), Cllr Moore (Birmingham), Cllr McVittie (Sandwell), Cllr Rassaq (Dudley) and Kevin O’Keefe (Lead Panel Officer)

691 DECLARATIONS OF INTEREST

None declared.

692 MINUTES OF LAST MEETING

RESOLVED: -

That the minutes of the meeting held on 14 November 2022 be confirmed as a correct record.

693 ACTION TRACKER

RESOLVED: -

- i. **That the current action tracker be noted.**
- ii. **That WMP employee survey findings circulated to Members, be added to the Panel Work Programme.**

694 PUBLIC QUESTION TIME

The following question was raised by Mrs C McArthur, resident of Earlsdon, Coventry: -

How is the Police and Crime Panel holding the Police and Crime Commissioner to account on his stated objective to “ensure road danger reduction and deliver a safe and secure road network” and his intention to “prioritise reductions in speeding and nuisance driving?”

Mrs McArthur then read out the following statement setting out the context to her question: -

“In Earlsdon, south-west Coventry, residents-concerned at the increasing volume of excessively speeding traffic on local suburban streets-submitted an open letter with 180 signatures to the council and local police and set up a community speedwatch initiative.

The root cause of the four specific concerns outlined in the letter, was excessive speed. People did not feel that their local road network was “safe & secure” which our Police & Crime Commissioner states should be part of the Strategic Police Requirement.

The 9 community speedwatches carried out to date, together with the informal monitoring of speed warning cameras, confirm that the 30mph speed limit is being exceeded by a significant proportion of vehicles. Nine speedwatches, totalling approximately 9 hours found 164 vehicles driving in excess of 30mph, of which 40 were in excess of 35mph. Observations of speed warning signs totalling of 12 sessions of 15 minutes found 382 vehicles logged, of which 186 activated +30mph warning (so nearly 50% of vehicles)

Community speedwatches are required to be highly visible with signage giving every opportunity for drivers to moderate their speed.

Since formally beginning their initiative, volunteers are aware of 7 significant traffic accidents at various locations along the road where speedwatches and sign monitoring have taken place. In 4 of those incidents, the driver lost control of their vehicle at speed and ended up entirely on the pavement-in one case completely upside down. In the most recent incident, a section of newly installed safety railing was completely flattened.

The Commissioner wants to prioritise reductions in speeding and nuisance driving and has already identified speeding as being “a particular area of concern for residents around the West Midlands” recognising that there is a “desire for the police to increase enforcement in local communities in terms of speeding & other offending on roads”.

There are no dedicated traffic police officers in Coventry. This suggests that resources for increasing enforcement are minimal and somewhat at odds with the Commissioner's expressed commitment to monitoring motoring offences and ensuring action is taken. Is speeding the most prevalent but least pursued offence?

The Chair permitted discussion on the question and during the debate it was acknowledged that whilst panel members had previously raised individual points about speeding, the topic had not featured on the panel work programme for scrutiny.

The Coventry Panel Member highlighted the recent installation of Average Speed Cameras on some Coventry city centre approaches and suggested local ward councillors and the Cabinet Member would be keen to understand the issues in Earlsdon to assist. Mrs McArthur urged that effort to tackle speeding focus was extended to residential areas.

The Chair invited the PCC to comment on the question. The Commissioner summarised his work with partners to address the stated objectives in the Police and Crime Plan. He invited Mrs McArthur to put a similar question to his Strategic Policing and Crime Board and indicated he would like to visit the area to understand the issue further.

The Panel agreed to ask the PCC to expand his community policing report to panel on 6 February to include his work West Midlands Police and local authorities to fulfil his police and crime plan commitments to deliver a safe and secure road network.

The Chair invited Mrs McArthur to observe the 6 February 2023 Panel meeting.

RESOLVED: -

- i. That the public question submitted by Mrs Clare McArthur asking how the Panel was holding the Police and Crime Commissioner to account on his police and crime plan commitments to deliver a safe and secure road network, be received and noted; and**
- ii. That the Police and Crime Commissioner be requested to report back as part of his Community Policing report on 6 February 2023 on his work with West Midlands Police and local authorities to deliver a safe and secure road network.**

695 POLICE AND CRIME COMMISSIONER'S PRELIMINARY REVENUE BUDGET, CAPITAL PROGRAMME AND POLICING PRECEPT FOR 2023/2024

The Police and Crime Commissioner and Mark Kenyon, Chief Finance Officer, OPCC introduced the report setting out the preliminary revenue budget, capital programme and precept proposals for 2023/2024.

The Chair explained that the Panel would formally review the Commissioner's proposed precept on 6 February 2023 and the Panel's Budget Subgroup would meet on 31 January 2023 to also examine the report.

The meeting was advised that taking into account all budget and funding assumptions, West Midlands Police would be left with a £28m funding gap. The OPCC undertook share national comparisons of PCC allocations recently published by the Home Office. It was noted that a detailed

report would be presented the next meeting and Members asked that the report also include the following additional information: -

- The implications of options for balancing the 23/34 budget and achieving savings of £28.1 million on the delivery of the police and crime plan priorities.
- More information on the priority-based budgeting exercise to understand the process and the implications on any areas of the budget that may be cut.
- More information on the cost and benefits of the current Estate Strategy spending.
- A full explanation and breakdown as to why costs had risen so sharply.
- The implications for reserves of budget decisions.

Responding to further questions, the meeting was advised that police pay assumptions were considered realistic and they reflected assumptions made by other forces. A refreshed Medium Term Financial Plan would be presented to Panel in September/ October 2023 setting out budget assumptions for the next 3 years. PCSOs recruitment had been frozen as temporary measure to control the budget in the current financial year. The Commissioner also gave his assurance that he would consider the public consultation responses before making a final decision on the budget and precept.

RESOLVED: -

- i. That the information set out the report be noted;**
- ii. The Police and Crime Commissioner be requested to include the additional information requested by Panel members in the detailed budget report to be presented on 6 February 2023; and**
- iii. The Office of the Police and Crime Commissioner forward a copy of the Home Office PCC funding allocation comparisons to be circulated to members for information.**

696 TACKLING SERIOUS VIOLENCE

The Police and Crime Commissioner and Alethea Fuller, Deputy Chief Executive OPCC presented the report explaining how the Commissioner provided oversight to West Midlands Police to reduce serious violence. The report further highlighted how the PCC was working in partnership with criminal justice and community safety partners to reduce serious violence, and what outcomes had been achieved.

Sara Roach, Independent Strategic Advisor for the West Midlands Violence Reduction Partnership summarised the core role of the Violence Reduction Partnership to deliver oversight and influence across the region to reduce violence, providing an evidence base of best practice, and commissioning activities to address the underlying causes of violent crime and prevent and respond to violence. The VRP was also supporting local authorities to comply with the new Serious Violence Duty requirements.

Chief Superintendent Kim Madill, West Midlands Police outlined the force collaboration with the VRP. She reported that data showed a reduction in serious youth violence and an increase in positive outcomes of diversionary activity. She outlined the work to embed trauma aware policing.

It was noted that indicative results of current study of Guardian patrols (focussing in 57 areas accounting for 19% of serious youth violence and harm) showed the reduction in the level of serious violence crimes and level of harm on patrol days.

It was explained that the VRP helped partners to understand the vulnerability and risk of violence for children with additional needs, such as neurodivergent conditions. Reassurance was also given that WMP examined emerging trends and risks to shape the policing response and diversionary plans at an individual and a wider service level.

The VRP undertook to share the academic evaluation programme reviewing some of its projects and the percentage of West Midlands schools engaging with the VRP.

Members reflected on their lack of knowledge about local CSPs initiatives and new local Violence Reduction Board arrangements, and the OPCC undertook to report back on the community engagement by local CSPs, as well as the Violence Reduction Boards structure to improve understanding.

RESOLVED: -

- i. That the information presented to the Panel be noted;**
- ii. The Violence Reduction Partnership be requested to share the academic evaluation programme reviewing some of its projects and the percentage of West Midland schools engaging with the Partnership; and**
- iii. The OPCC be requested to submit a report on community engagement by local CSPs and the local Violence Reduction Boards structure.**

697 POLICE VISIBILITY AND ACCESS – PUBLIC CONFIDENCE INQUIRY THEME

The Police and Crime Commissioner introduced the report on his oversight of West Midlands Police to improve its contact with the public and 999 and 101 call handling performance as it was not currently meeting the targets contained in the WMP Citizens Charter and Police and Crime Plan.

Mark Kenyon, Chief Finance Officer summarised the components of the Improvement Plan to raise performance and the reporting mechanisms in place to monitor compliance with indicators.

It was suggested that waiting time for live-chat services should also be examined as residents had raised concerns about long waiting times with Panel Members.

RESOLVED: -

That the information in the report be noted.

698 POLICE AND CRIME COMMISSIONER KEY DECISIONS

The Panel noted the list of key decisions published by the Police and Crime Commissioner since the last Panel meeting.

RESOLVED: -

That the information relating the key decisions published by the Police and Crime Commissioner be received and noted.

699 PANEL WORK PROGRAMME 2022/23

RESOLVED: -

That the Police and Crime Panel work programme updated for January 2023 be received and noted.

700 POLICE AND CRIME COMMISSIONER ANNUAL REPORT 2020/2021 FINAL VERSION

The Police and Crime Commissioner presented the Panel with the final version of his Annual Report 2020/21 that had been updated following the Panel review of the draft report in November.

It was clarified that a response to the Panel report and recommendations had been provided to the Panel Lead Officer.

RESOLVED: -

That that the final version of the Police and Crime Commissioner Annual Report 2020/2021 be received and noted.

701 FUTURE MEETING DATES

RESOLVED: -

- i. That the remaining panel meeting dates of the Municipal Year - 6 February 2023, (20 February - provisional), and 20 March 2023 be noted; and**
- ii. The date of the Member visit to Lloyd House was to be advised.**

The meeting ended at 16:25 hours

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CHAIR

West Midlands Police and Crime Panel – Action Tracker February 2023

Date: 6 February 2023

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

1. Purpose of Report

The purpose of this report is to update the Panel on the status of actions arising from previous meetings.

2. Recommendations

The Panel is recommended to consider the information set out in tables 1, 2 and 3 of the report

1. Outstanding Actions from 2021-2022

<i>Minute/ Action No.</i>	<i>Meeting date</i>	<i>Action</i>	<i>Update/ notes</i>
630	Jan 2022	The PCC compares the budgets of the most similar forces and reports this information to the panel when setting the budget.	This data will inform the panel budget debate January/ February 2023

2. Outstanding Actions 2022-2023

<i>Minute/ Action No.</i>	<i>Meeting Date</i>	<i>Action</i>	<i>Update/ Notes</i>
620	Nov 2021	The OPCC to feedback on communications and publicity plans in relation to the Fairness and Belonging Plan and Recruitment.	Programmed for 20 March 2023
629	Jan 2022	Cllr Brennan, West Midlands Victims’ Commissioner be invited to report back on improving victim satisfaction survey response rates and her examination of local Victims’ Right to Review provisions.	Programmed for 6 Feb 2023
676ii	Oct 2022	The Commissioner provide a full breakdown of where Safer Streets phases 1, 2, and 3 funding has been allocated across the region.	
693 ii	Jan 2023	The Police and Crime Commissioner report back actions to address the findings from the recent WMP Employee Survey relating to staff morale, engagement, and culture.	Agenda item to be programmed
694ii	Jan 2023	The PCC to report to 6 February 2023 the impact of his partnership working and processes to address his police and crime plan commitments on road safety and speeding. The report should also outline what focus is given to local residential areas, as well as more strategic traffic routes.	To be incorporated into Community Policing agenda item 6 Feb 2023

Minute/ Action No.	Meeting Date	Action	Update/ Notes
695ii	Jan 2023	<p>Specific information requested for 6 Feb Budget / Precept report:</p> <ul style="list-style-type: none"> - The implications of options for balancing the 23/34 budget and achieving savings of £28.1 million on the delivery of the police and crime plan priorities. - More information on the priority-based budgeting exercise to understand how it was being conducted and the implications on any areas of the budget that may be cut. - More information on the cost and benefits of the current Estate Strategy spending. - A full explanation and breakdown as to why costs had risen so sharply. - The implications for reserves of budget decisions. 	Programmed for 6 Feb 2023
698ii	Jan 2023	The Violence Reduction Partnership to share the academic evaluation programme reviewing some of its projects and the percentage of West Midland schools engaging with the Partnership	
698iii	Jan 2023	The OPCC to report back on the community engagement by local CSPs, and Violence Reduction Boards structure.	Suggested Panel date 20 March 2023

Completed Actions 2022-2023

Minute/ Action No.	Meeting Date	Action	Update/ Notes
672ii	Oct 2022	<i>Public Confidence in Policing Scrutiny Inquiry – Programming six-monthly progress reports tracking progress of recommendations.</i>	<i>Programmed for 20 March 2023, and six-monthly thereafter</i>
672iii	Oct 2022	<i>Four key themes arising from the Public Confidence in Policing Scrutiny Inquiry recommendations – to enable panel to examine progress in greater detail, further reports be programmed on:</i> <ol style="list-style-type: none"> 1. <i>Understanding public confidence locally</i> 2. <i>Force accessibility</i> 3. <i>Victims of crime</i> 4. <i>Progress and outputs from the Fairness and Belonging Plan.</i> 	<i>Items scheduled on Panel work programme</i>
673ii	Oct 2022	<i>A copy of the PCC’s Estates Strategy November 2021 report be circulated to Members for information.</i>	<i>Report sent to members</i>
674	Oct 2022	<i>Volunteers sought to join the Panel Budget Sub-Group (minimum of 3 Panel Members)</i>	<i>Sub-group membership finalised (Hussain, Feeney, Jaspal, Murphy)</i>
676 iii	Oct 2022	<i>The Commissioner to arrange Violence Reduction Partnership briefing so members can understand the impact it has made.</i>	<i>Presented 9 Jan 2023</i>
687 iii a	Nov 2022	<i>The Police and Crime Commissioner provide the panel with a breakdown of how the total headcount of police officers and staff are currently distributed across West Midlands Police Force.</i>	<i>Information provided to Panel Members</i>
687 iii b	Nov 2022	<i>The Police and Crime Commissioner provide a summary of the package of support provided to student police officers.</i>	<i>Information provided to Panel Members</i>
687 iii d	Nov 2022	<i>The Police and Crime Commissioner provide the Panel with data on resignation rates across the Force.</i>	<i>Information provided to Panel Members</i>
687 iii c	Nov 2022	<i>The Police and Crime Commissioner report back on the findings from the recent police officer and staff survey to enable the Panel to understand the current picture of officer and staff morale.</i>	<i>Information provided to Panel Members. Further item added to work programme</i>
	Jan 2023	<i>OPCC to circulate Home Office report comparing police force grant allocations.</i>	<i>Information sent to Panel members</i>



Report to the West Midlands Police and Crime Panel – Independent Panel Member Recruitment

Date: 06 February 2023

Report of: Kevin O’Keefe, Chief Executive Dudley MBC, Lead Officer of the West Midlands Police and Crime Panel

Report author: Amelia Wiltshire, Overview and Scrutiny Manager, Birmingham City Council

Email: amelia.murray@birmingham.gov.uk

Phone: 07825 979253

1 Purpose

- 1.1 Mr Lionel Walker, Independent Panel Member has tendered his resignation from the West Midlands Police and Crime Panel.
- 1.2 This report sets out the process and timetable for filling this vacancy and asks the Panel to appoint to a Selection Panel to shortlist and interview candidates for the Independent Panel Member position.

2 Recommendations

2.1 That the Panel

- a. Agree to proceed with the recruitment of an independent panel member.
- b. Appoint a (three-member) selection panel to shortlist and interview candidates
- c. Approve the proposed recruitment timetable and process; and
- d. Consider a review of Co-optee (Independent Member) Allowances to include a Discretionary Allowance

3 Background

- 3.1 The Panel is required to have a minimum of two independent (non-councillor) co-opted members. On 12 January 2023, Mr Lionel Walker tendered his resignation from the Panel at the end of this Municipal Year, triggering the need to recruit to this position.
- 3.2 Section 3.23 of the Panel Agreement 2012 specifies the arrangements for recruitment of independent panel members:

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

a) The appointment will be made on merit of candidates whose skills, experience and qualities are considered best to ensure the effective functioning of the Panel;

b) The selection process must be fair, objective, impartial and consistently applied to all candidates who will be assessed against the same predetermined criteria; and,

c) The selection process will be conducted transparently with information about the requirements for the appointment and the process being publicly advertised and made available with a view to attracting a strong and diverse field of suitable candidates.

3.3 The Home Office has recently published its [Police, Fire and Crime Panel's Independent Member Recruitment Guidance](#) delivering on the commitment in [Part Two of the Review of Police and Crime Commissioners](#) to work with the Local Government Association to improve the recruitment and retention of independent panel members.

3.4 The Panel Secretariat has considered the new guidance in developing this recruitment process. This has also been based on the recruitment in the previous cycle, and feedback from the Panel Members at that time.

4 The Recruitment Process

4.1 The Local Government Association Guidance 'Police and Crime Panels - Guidance on appointing independent co-opted members' suggests that short-listing, interviewing, and selection be delegated to a selection panel or sub-committee of the Police and Crime Panel.

4.2 It is recommended that the Panel appoints a selection panel of three Members (Panel Chair and two further members) at an early point to enable their full engagement in the recruitment process. It is also advised that the selection panel reflects the diversity of the Police and Crime Panel.

4.3 This selection panel will shortlist applications received, conduct interviews, and make appointment recommendations to Police and Crime Panel.

4.4 The selection panel will receive support from the Panel Secretariat and other specialist services within Birmingham City Council including HR, Legal and Communications.

4.5 The recruitment process comprises six stages, which are outlined below:

4.6 **Stage 1: Panel approve the proposed process, timetable and appoints panel** – this includes identifying three Panel Members to support the shortlisting and interview phase.

- 4.7 **Stage 2: Recruitment pack finalised.** This will require a review of the existing recruitment materials to ensure we comply with current best practice and guidance.
- 4.8 **Stage 3: Advert.** This will include conducting a regional advertising campaign utilising a range of media outlets and faith, voluntary and community networks across the West Midlands. Communications expertise from Birmingham City Council will be sought for the recruitment campaign to create a compelling job advert, raise public interest in the role, and use a variety of methods to advertise the role to reach as many potential candidates as possible.
- 4.9 **Stage 4: Shortlisting and Interview.** Recruitment and Selection expertise will be provided to guide the member selection plan through the shortlisting and interview stages to ensure a robust and fair process. This will be supplemented by a briefing session for all Members involved. Selection Panel members will need to commit to attend the briefing, shortlisting session, and interview day.
- 4.10 **Stage 5: References and Checks.**
- 4.11 **Stage 6: Panel Approval of appointment.** This will take place at the West Midlands Police and Crime Panel AGM in June/ July 2023.

5 Recruitment Timetable

- 5.1 Set out in the below table is the recommended recruitment timetable, highlighting key stages necessary to comply with the Panel Arrangements, as outlined in 3.2.

Activity	Date
Police and Crime Panel considers process, timetable and appoints Selection Panel	6 Feb
Review Application Pack and Communications Strategy	13 – 25 Feb
Advert placed (3 weeks)	27 Feb
Closing date	19 March
Selection Panel Briefing and Packs	20 March
Shortlisting	w/c 27 March
Interviews	17 April
References and Checks (2 weeks)	May
Appointment ratified by the Police and Crime Panel	WMPCP AGM (June/ July)

6 Co-optee Allowances

- 6.1 In January 2013 the Panel approved its Member Expenses scheme. This agreed that as host authority, [Birmingham City Council Members' Allowances scheme](#) should form the basis of the West Midlands Police and Crime Panel Member Expenses.

- 6.2 All Panel Members (both Councillors and Co-optees) and Substitute Panel Members (who are officially substituting or have been requested to attend a Panel event or training session) can claim for travel and carer expenses incurred in undertaking approved duties. The Home Office grant includes a proportion for Expenses (up to £920 per member).
- 6.3 The Home Office has advised that it is for individual panels to decide whether to pay independent members a discretionary allowance on top of expenses. Currently, this is not the case for this Panel although this has been agreed by other Police and Crime Panels. Panel Members may wish to consider whether they would like to explore the introduction of these allowances. This may help to attract a wider range of potential candidates for these roles.
- 6.4 If the Panel are in agreement to explore this further, this would have to be agreed by Birmingham City Council's Independent Remuneration Panel (as the host authority) before the Panel's decision could be implemented. It will therefore not be offered as part of the recruitment information for this current vacancy.

7 Finance Implications

- 7.1 The Home Office provides an annual grant to support the administration of Police and Crime Panels. This will cover all costs relating to the recruitment of Independent Members. It will also cover the cost of Member (including Independent) allowances. The grant is administered by Birmingham City Council. Therefore, the introduction of discretionary allowances will increase the total expenditure of the Panel, however this is projected to remain within the grant allocation.

8 Legal Implications

- 8.1 [Schedule 6 of the Police Reform and Social Responsibility Act 2011](#) provides for police and crime panels to co-opt a minimum of two independent members and with the option to co-opt additional non-political independent members by resolution (and subsequent agreement by the Secretary of State) to sit alongside elected local authority members.

9 Equalities Implications

- 9.1 The Panel has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:
- a. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
 - b. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c. foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

- 9.2 The Panel should ensure that it addresses these duties by considering them during the recruitment of a new Independent Member. Specifically, this relates to the recruitment information and advertisement of the vacancy, and during the selection process. It is critical to the success of the panel that the recruitment campaign can reach and engage a diverse range of candidates to apply for the position.

10 Background Papers

Police Reform and Social Responsibility Act 2011

Local Government Association Guidance 'Police and Crime Panels - Guidance 2012

West Midlands Police and Crime Panel – Panel Agreement (2012)

West Midlands Police and Crime Panel meeting 21 January 2013

11 Appendices

- 11.1 There are no appendices.



Report to the West Midlands Police and Crime Panel - Review of the Police and Crime Commissioner's Proposed Policing Precept for 2023/24, Revenue Budget and Capital Programme

Date: 6 February 2023

Report of: Kevin O'Keefe, Chief Executive Dudley MBC, Lead Officer of the West Midlands Police and Crime Panel

Report author: Amelia Wiltshire, Overview and Scrutiny Manager, Birmingham City Council

Email: amelia.wiltshire@birmingham.gov.uk

Phone: 07825 979253

1 Purpose

- 1.1 Under [Schedule 5 of The Police Reform and Social Responsibility Act 2011](#) the Panel must review the Police and Crime Commissioner's proposed policing precept. This report sets out the legal basis and process for reviewing the precept, including the requirements and steps if the Panel exercises its power of veto.
- 1.2 The Police and Crime Commissioner's report is at Agenda Item 7B. This sets out his precept proposal and revenue budget for 2023/24 and capital programme.

2 Recommendations

The Panel is asked to note the Police and Crime Commissioner's report and do one of the following:

- a) **Support the proposed precept without qualification or comment;**
- b) **Support the precept and make recommendations to the Police and Crime Commissioner; or**
- c) **Veto the proposed precept (by the required majority of at least two-thirds of Panel members (10 members)).**

3 Timetable for reviewing the precept

- 3.1 The Panel's meeting schedule reflects the statutory timetable for the Police and Crime Commissioner's formal notification of the proposed precept and the review by the Police and Crime Panel.
- 3.2 Following this Panel meeting, the Panel must report back to the Commissioner by 8 February 2023.

3.3 A provisional meeting date is also held for 20 February 2023, should the Panel use its power of veto requiring the Commissioner to present a revised precept to the Panel.

4 Responsibilities of the Panel

4.1 Having considered the Commissioner's precept proposals, the Panel must either:

- Support the precept without qualification or comment
- Support the precept and make recommendations
- Veto the proposed precept (This requires a majority of at least two thirds of the membership of the panel at that time)

4.2 The Panel must then submit a formal report to the Commissioner.

4.3 The Panel will publish a copy of the report on its website.

www.westmidlandspcp.co.uk

4.4 The Commissioner must have regard to the Panel's report (including any recommendations) and provide a formal response to the Panel and publish this response. The Panel will publish the Commissioner's response on its website.

5 Exercising a Veto

5.1 The Panel has the power of veto of the proposed precept. A minimum of two-thirds of the total panel membership is required to veto the proposed precept. In the West Midlands this is 10 members.

5.2 If the veto is used, the Panel report made to the Commissioner must provide details of the reason for the veto.

5.3 The Commissioner is required to consider the Panel's report and issue a response, including a revised precept. Where the Panel has vetoed the proposal because the precept was too high, the revised precept shall be lower than the original proposal. Where the Panel has vetoed because the precept was too low, the revised precept shall be higher than the original proposed.

5.4 The Panel would then meet again on 20 February 2023 to consider the Commissioner's revised precept and make a second report indicating whether the Panel accepts or rejects the revised precept, together with any recommendations made.

5.5 Rejection of the revised precept proposal does not prevent the Commissioner from issuing this as the precept for the financial year. The Commissioner shall have regard to the Panel's second report and any recommendations and provide and publish a response.

6 Finance Implications

6.1 A Police Precept is issued annually by the Police and Crime Commissioner under [Section 40 of the Local Government Finance Act 1992](#). The Precept

forms part of the Council Tax bills issued by the constituent authorities within the Police Force area. [Schedule 5 of the Police Reform and Social Responsibility Act 2011](#) specifies that the Commissioner may not issue a precept until the scrutiny process by the Police and Crime Panel has concluded.

7 Legal Implications

- 7.1 The process and timescales associated with the duty of the Panel to review the policing precept are set out in [Schedule 5 of the Police Reform and Social Responsibility Act 2011](#) and the [Police and Crime Panels \(Precepts and Chief Constable Appointments\) Regulations 2012](#).

8 Equalities Implications

- 8.1 There are no equalities implications associated with this report. The equalities implications relating to the proposed precept are outlined in the report published by the Commissioner.

9 Background Papers

- 9.1 Police Reform and Social Responsibility Act 2011.
- 9.2 Police and Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012.
- 9.3 Local Government Finance Act 1992.

Report to the West Midlands Police and Crime Panel - Preliminary Revenue Budget and Capital Programme Proposals 2023/24 and Proposed Precept for 2023/24

Date: 6 February 2023

Report of: Mark Kenyon, PCC Chief Finance Officer

Report author: Mark Kenyon, PCC Chief Finance Officer

1 Purpose

- 1.1 To set out the Police and Crime Commissioner's proposals for the 2023/24 Revenue Budget, the Precept and the Capital Programme for 2023/24 to 2026/27.

2 Background

- 2.1 This report follows the Police Precept paper presented to the Panel at its meeting on 9 January 2023. The Government announced the provisional police funding settlement for 2023/24 on the 14 December 2022.
- 2.2 There is a statutory requirement for the Police and Crime Commissioner (PCC) to set the precept by 1 March, however, the Commissioner seeks to set the annual budget and precept by mid-February to assist Billing Authorities with early despatch of Council Tax Bills.
- 2.3 Regulations require the PCC to notify the Panel of the proposed precept by 1 February, to enable the Panel to review the precept by 8 February 2023.
- 2.4 The Panel does have the power to veto the proposed level and if the veto is exercised the Commissioner would need to consider the Panel's views and respond by 15 February for review by the Panel by 22 February. The Panel must respond by 22 February but rejection cannot prevent the Commissioner from issuing the precept.
- 2.5 The Panel's schedule of meetings in February accommodates this timetable should it be needed.

3 2023/24 Provisional Grant Settlement

- 3.1 The total grant settlement for the West Midlands in 2023/24 is £569.7m, which is an increase of £10.3m on the 2022/23 Settlement. This is consistent with the Commissioner's medium-term financial planning assumptions. This additional

grant reflects the commitments made earlier this year to maintaining the police officer uplift programme and the 2022-23 police officer pay award.

3.2 The other main points to note from the settlement are as follows:

- The Settlement includes the opportunity for PCC's to raise their precept by up to £15 per year per Band D property in 2023/24. This is an increase of £5 on the £10 announced as part of the three-year Spending Review in 2021.
- PCC's are expected to pay for the Police Staff 2022 pay award, along with 2023 pay awards from the funding settlement. This will be a significant cost to the police budget.
- Funding for the social care levy has been removed from core funding, due to the cessation of the increased contributions in November 2022.
- PCCs will also be required to fund other significant cost pressures. These include increases in the cost of gas, electricity, fuel, and general inflation; currently at record levels, and other costs.
- Continuation of the £7m pension grant, as a flat cash grant for 2023/24.
- PCCs will have to demonstrate that they have maintained their overall headcount, comprised of their agreed Police Uplift baseline, plus their allocation of the 20,000 additional officers. For West Midlands Police (WMP) this equates to £16.8m in 2023/24, which is conditional on WMP maintaining a headcount of 7,909.
- The Government expects the police to continue to build on the progress made on improving efficiency and productivity, expecting to see at least £100m of cashable efficiency savings by 2024/25. In 2021/22, policing made efficiency savings of almost £40m, including cashable savings of £25m and non-cashable savings of £15m. In addition, the National Police Chiefs' Council has been commissioned to conduct a review of operational productivity in policing.
- For 2023/24, the Government will maintain settlement funding for programmes that prevent crime and help keep communities safe, including:
 - Funding to combat serious violence, including Violence Reduction Units and Grip 'hotspot policing' programme.
 - Delivering on the commitments made in the 10-year drug strategy, by prioritising funding to clamp down on drugs and County Lines activity, which has already achieved 2,900 county line closures since 2019.
 - Continuing to invest in tackling exploitation and abuse, including child sexual exploitation and modern slavery.
 - Prioritising Regional Organised Crime units, ensuring they are equipped with the specialist capabilities and dedicated resource needed to support law enforcement, in confronting serious and organised crime.

4 Council Tax

- 4.1 The ability to raise the council tax police precept by £15 per annum, per Band D property will generate approximately £13.2m additional income. This along with the police grant still does not address the inflationary / cost pressures, therefore savings programmes have been identified to meeting the resulting budget gap.
- 4.2 Therefore, the increase of £15 per annum, per Band D property is not discretionary for an area such as the West Midlands that is more reliant on funding from Central Government and has the second lowest precept level nationally.
- 4.3 With the £15 increase, the West Midlands precept will still be significantly less than neighbouring police forces (for example, Staffordshire's precept in 2022/23 was £248.57 which was £61.02 above the West Midlands) – see **Appendix 2** which details Police Precept Band D rates in 2023/24 if precepts are increased by £15.

5 Consultation on Budget and Precept Proposals

- 5.1 The Commissioner has been undertaking a consultation on a precept increase of £15 per Band D property for 2023/24. This consultation runs until 3 February 2023. An update will be provided at the meeting on the outcome of this consultation.
- 5.2 The Commissioner also held a consultation meeting with representatives of Business Ratepayers where no specific objections were raised on a £15 increase per Band D property in 2023/24.

6 Proposed Revenue Budget 2023/24

- 6.1 The Commissioner is proposing a Revenue Budget for 2023/24 based on the following:
- The priorities in the Police and Crime Plan.
 - The implications of the funding settlement.
 - Existing budget commitments and inflationary pressures.
 - The continued recruitment of Police Officers to ensure than planned numbers are maintained as detailed in Section 7.
 - Maintain the Police Uplift headcount for West Midlands Police.
 - The provision of improved equipment and technology to frontline officers to support capability, safety and welfare.
 - The opportunity to have a workforce more representative of the public we serve by recruitment more police officers, police staff and PCSO's from underrepresented groups.

- The continuation to support apprenticeships and the drive to increase and develop the police cadets' scheme, volunteers and specials across the West Midlands.
- A precept increase of £15 in line with the Council Tax referendum limit principles that applies to West Midlands Police together with the prudent use of reserves.
- Maintain the Community Safety Funding and External Commissioning to support prevention and crime reduction activity at 2022/23 levels.
- Savings required to support the revenue budget in 2023/24 of £28.1m.
- Continued work on efficiencies and productivity to redirect resources to frontline policing as a priority.
- Continued support for the Estates strategy, and implementation of Continuous Improvement methodology and Priority Based Budgeting, to deliver savings and efficiencies in the short to medium term. These will help the Force to continually challenge the way services are provided, maximise innovation and drive efficiency and productivity.

6.2 The table below analyses the changes between the proposed 2023/24 Revenue Budget compared to the 2022/23 budget. The subjective analysis of the proposed 2023/24 budget is shown in **Appendix 1**, along with the base budget from 2022/23.

Revenue Budget Movements	£m
2022/23 Base Revenue Budget	686.8
Pressures	
Pay Adjustments, Inflation & Increments	34.7
Non-Pay Inflation	7.1
Increase in Capital Financing Requirements	1.4
Gas & Electricity Inflation	9.0
Movement in Change Programme / Estates Strategy	-4.2
Other Changes	
Increase in Ring Fenced PUP Grant	-8.5
Increase in Interest Receivable	-1.9
Rollout of Force Wide Replacement of Body Armour – funded via reserves	4.2
Savings	
One Off Short Term borrowing to Fund Capital Programme	-7.0
PCC Office Savings	-0.3
Savings Identified as part of Budget Setting	-2.3
Provisional PBB Savings*	-9.9
2023/24 Provisional Revenue Budget	709.1

** If the Provisional PBB target isn't met in the short-term additional budget reserve will be utilised whilst further work is completed.*

- 6.3 The 2023/24 outline base budget includes all 2022 pay awards, provisions for the 2023 pay award for all officers and staff at 3.0%, inflationary pressures on non-pay, and attrition and recruitment in line with the Force's workforce plan.
- 6.4 The table below shows the details of how the £28.1m budget gap that was reported to Panel in January 2023 is being managed.

Balancing the £28.1m Gap	£m
One Off Short Term borrowing to Fund Capital Programme	-7.0
One Off Use of the Budget Reserve	-5.6
One off Surplus on Collection Fund	-3.0
PCC Office Savings	-0.3
Savings Identified as part of Budget Setting	-2.3
Provisional PBB Savings	-9.9
Total	-28.1

- 6.5 To assist in generating resources available in 2023/24, WMP are currently holding police staff vacancies, with operational exceptions; frozen Police Community Support Officers (PCSO) recruitment in the short term; reduced capital expenditure for IT and fleet and has reviewed / reduced agency spend where possible. This has created an in-year underspend of £9.8m December Year to date. This will be transferred to reserves and drawn down to help balance the 2023/24 budget, allowing time to generate more long-term sustainable solutions to balance the budget.
- 6.6 A priority-based budgeting style exercise is underway across WMP to review and identify how the budget gap will be managed as part of the budget build exercise.
- 6.7 Furthermore, the Chief Constable has commissioned an Operating Model Review with the aim of moving towards a more local policing model. It is too early to reflect the potential impact that this may have on the allocation of budgets, but will remain within the overall envelope.
- 6.8 The table below summaries the savings options currently under consideration. The associated risks to service levels range from low to high, however this is still being worked through and part of the PBB exercise. The Hold Staff Vacancies column are the current police staff vacancies (after in-train recruitment has completed) for those areas within scope. To balance the budget for 2023/24 at least £9.9m of savings will need to be identified across the 3 areas.

Portfolio	Hold Staff Vacancies	Budget Reduction (up to 8%)	Budget Reduction (up to 12%)
	£m	£m	£m
Total Estimated Savings	9.8	11.9	15.5
Broken Down Between:			
Staff Pay	9.7	4.4	6.5
Overtime	0.0	1.5	2.1
Non-Pay	0.1	4.9	5.8
ROCU Savings Target	0.0	1.1	1.1

- 6.9 The full impact on policing will be articulated once the PBB exercise is complete and decisions made.

7 Forecast Staffing

- 7.1 The table below details the forecast staffing levels including those relating to retaining the national uplift programme across the Force for police officers, police staff and PCSO's. There is a continued commitment to recruit up to the number of Police Officers outlines below:

Workforce Breakdown	Target FTE @ 31/03/2023	Target FTE @ 31/03/2024	Current Strength FTE @ 01/01/2023
Police Officers	7,839	7,839	7,584.07
Police Staff*	4,316	4,316	3,816.84
PCSO	464	464	416.44
Total Workforce	12,619	12,619	11,817.35

* The Police Staff FTE is subject to change following the outcomes of the PBB budget setting exercise.

- 7.2 The 2023/24 funding settlement requires PCCs to maintain their overall officer numbers. Significant recruitment is on-going during the final quarter of 2022/23 to bring our strength up to this target. The 2023/24 budget proposal looks to maintain these numbers to ensure no financial penalties are faced by the Force in the loss of the ringfenced uplift grant.
- 7.3 Due to the short-term freeze on PCSO and Staff recruitment strength is currently significantly below our target establishment. The proposed budget makes full provision for the full PCSO establishment. It should be noted however, that the Force is currently piloting a non-degree officer entry route for internal staff and Special Constables, which has been secured with an extra 50 places from the Home Office. The Force will look to run similar pilots for non-degree entry in 2023/24. The Commissioner and Chief Constable are also working together on continued efficiencies and increasing the capability of officers and staff.

8 Estates Strategy

- 8.1 **Appendix 3** provides further information on the estate's strategy.

9 Police and Crime Commissioner

- 9.1 The proposed budget for the Police and Crime Commissioner's office for 2023/24 compared to the budget for 2022/23 is shown in the table below. The 2023/24 budget includes provisions for the impact of the national 2022/23 and 2023/24 pay award, staff increments and an increase in the employer's pension contribution.
- 9.2 The Office supports the functions of the PCC, including commissioned services, supporting victims, engaging with the public, internal audit, running grants schemes, custody visiting, managing complaints appeals and responsibility for overseeing, scrutinising and leading the police force. The Office is responsible for victim services in the region, including supporting victims of domestic abuse and sexual assault. For many of these grant funded schemes the Office absorbs the overhead ensuring the maximum amount of money is allocated to the receivers of the services. The Office continues to support projects such as the Regional Criminal Justice Forum on behalf of the four-regional force / OPCC areas.

- 9.3 The PCC's Office has identified £276k worth of savings (around 8%) as part of the budget setting process of its 2023/24 base budget. These savings relate to vacant posts, posts that are now funded from alternative sources of funding and other non-pay budgets.

Office of the Police and Crime Commissioner Breakdown	Budget 2022/23 £,000	Proposed Budget 2023/24 £,000
Governance	311	309
Staff and Office Support costs	2,284	2,234
Consultation, ICT and Supplies and Services	114	42
Police Misconduct Hearings including Legally Qualified Chairs	35	35
Subscriptions	40	40
Bank Charges and External Audit Fees	85	85
Custody Visiting	10	10
Professional Services	66	66
Total Budget	2,945	2,821

10 Community Safety Funding

- 10.1 The Commissioner has made a commitment to maintain the levels of Community Safety Funding in 2023/24 at 2022/23 levels at £3,863,308.

11 Capital Programme

- 11.1 The table below details the capital programme for 2023/24 to 2026/27, this is subject to change depending upon the outcomes of the PBB Budget setting exercise. The Capital Programme will be financed by a combination of revenue contributions, capital receipts and additional borrowing as required. The exact combination of funding sources will depend upon:

- The extent to which reserves will be required to support total revenue spending over the medium term.
- The long-term costs of borrowing and the impact of borrowing costs on total revenue spending.

- 11.2 Both the Estates Strategy and operating model are currently being reviewed and the outcomes will be reflected in the updated Capital Programme.

Capital Programme, £m	2022/23	2023/24	2024/25	2025/26	2026/27	Total
Fleet	4.7	5.1	5.7	6.4	6.6	28.5
Body Worn Video	0.7	1.4	1.0	1.0	1.0	5.1
Taser	0.0	0.0	0.0	1.8	1.0	2.8
Mobility Devices	2.5	3.0	3.0	3.0	3.0	14.5
Laptops / Desktops	2.0	2.0	2.0	2.0	2.0	10.0
IT Infrastructure	5.9	4.0	5.5	5.5	5.5	26.4
Total Business as Usual Capital	15.8	15.5	17.2	19.7	19.1	87.3
Estates Strategy	6.6	36.8	33.0	25.0	27.5	128.9
Total Capital Programme	22.4	52.3	50.2	44.7	46.5	216.1
Business as Usual Funded by:						
Revenue Contributions	15.8	8.5	17.2	19.7	19.1	80.3
Borrowing	0.0	7.0	0.0	0.0	0.0	7.0
Estates Strategy Funded by:						
Planned Borrowing	2.0	33.6	30.0	15.0	12.3	92.9
Capital Receipts	4.6	3.2	3.0	10.0	15.2	36.0
Total Funding	22.4	52.3	50.2	44.7	46.5	216.1

12 Precept Proposals

12.1 Details of the provisional tax bases and collection fund surpluses / deficits the Commissioner is required to consider in setting the precept are set out in the table below. These are subject to final approval by the Local Authorities.

Authority	2022/23 Tax Base	2023/24 Provisional Tax Base	% Change	2022/23 Provisional Surplus / (Deficit) on Collection Fund
Birmingham	258,362.00	263,262.00	1.9%	1,698,179
Coventry	84,264.30	86,075.20	2.1%	919,594
Dudley	93,790.94	93,834.60	0.0%	128,000
Sandwell	74,858.45	76,764.73	2.5%	7,199
Solihull	78,256.00	79,168.00	1.2%	150,358
Walsall	71,803.35	72,608.66	1.1%	118,472
Wolverhampton	64,936.94	65,994.12	1.6%	(65,000)
Total	726,271.98	737,707.31	1.6%	2,956,802

12.2 The above table shows an increase of 1.6% in the tax base from 2022/23 along with a net provisional surplus on the collection fund of £2.9m, this includes the final year of the 2021/22 deficit related to COVID that was spreadable over the 3 years to 2023/24.

12.3 Subject to final approval by Local Authorities of their tax bases and surplus / deficits on collections funds for 2022/23, the Commissioner will be proposing the following Budget for 2023/24. Along with a precept increase of £15 per Band D property and subsequent increases across all other bandings as set out in the following tables.

Summary Precept Calculation	2022/23 £m	2023/24 £m
Total Revenue Budget	686.8	709.1
Contribution to / from Reserves	-8.1	-10.7
Net Budget Requirement	678.7	698.4
Police Grant including DCLG	-525.1	-527.0
Council Tax Support Grant	-19.0	-19.0
Surplus / Deficit on Collection Fund	1.6	-3.0
Precept Requirement	136.2	149.4
Total Tax Base	726,271.98	737,707.31
Band D Precept	187.55	202.55

12.4 This would produce a charge for each property band for 2023/24 as follows:

Band	Statutory Proportion	2022/23 Precept £: p	2023/24 Precept £: p	Change Annual £: p	Change Weekly £: p
Band A	6/9	125.03	135.03	10.00	0.19
Band B	7/9	145.87	157.54	11.67	0.22
Band C	8/9	166.71	180.04	13.33	0.26
Band D	9/9	187.55	202.55	15.00	0.29
Band E	11/9	229.23	247.56	18.33	0.35
Band F	13/9	270.91	292.57	21.66	0.42
Band G	15/9	312.58	337.58	25.00	0.48
Band H	18/9	375.10	405.10	30.00	0.58

- 12.5 As per the funding settlement the Commissioner is now proposing a precept increase of £15 for a Band D property per year. For Band D Council tax payers in the West Midlands this increase will be £1.25 per month and the Police precept in the West Midlands will still be the second lowest in the country (as shown in **Appendix 2**). It is also important to note the majority of properties in the West Midlands are lower banded properties.

13 Reserves

- 13.1 The prudent use of reserves to support spending continues to be a key factor in the Medium-Term Financial Strategy. The following table details the anticipated level of reserves at 31 March 2023 and the estimated level of reserves by 31 March 2024, as per the plans outlined within this budget report.

Reserves	31st March 2023 (Forecast Balance) £,000	2023/24 Planned Movement in Reserves £,000	31st March 2024 (Forecast Balance) £,000
Operational Reserves			
Regional / National Teams Reserve	3,317	-78	3,239
Budget Reserve	15,409	-5,600	9,809
Estates Strategy Reserve	10,681	-1,247	9,434
Change Programme	2,393	0	2,393
Other Reserves			
Uniform and Equipment Reserve	6,730	-3,678	3,052
Drug Squad / PPA Reserve	1,547	-400	1,147
National Contingency Reserve	1,291	0	1,291
Insurance Reserve	623	250	873
Total Earmarked Reserves	41,991	-10,753	31,238
General Fund Reserve	12,042	0	12,042
Total Reserves	54,033	-10,753	43,280

13.2 Details of the Planned Movement in Reserves are as follows:

- **Regional / National Teams Reserves** – This utilises part of the ROCU reserve to fund agreed project activity during 2023/24.
- **Budget Reserve** - Due to the scale of the savings required to balance the 2023/24 budget and an early forecast overspend in 2022/23 the Force made some short-term decisions to: hold police staff vacancies, with operational exceptions; freeze Police Community Support Officers (PCSO) recruitment in the short term; reduce capital expenditure for IT and fleet; and reduce agency spend where possible. This has created an in-year underspend of £9.8m December year to date. This will be transferred to reserves and drawn down to help balance the 2023/24 budget, allowing time to generate more long-term sustainable solutions. The current plan, subject to the on-going Priority Based Budget setting process is to utilise £5.6m of this reserve.
- **Estates Strategy Reserve** – This utilises the estate strategy reserve to fund the in-year revenue costs of the estate’s strategy.

- **Uniform and Equipment Reserve** – The net £3.7m use of reserve is to fund the 10-year replacement of Body Armour planned during 2023/24; £4.2m offset by £0.5m contribution to reserve to build back up the reserve over the next 10 years.
- **Drug Squad / PAA Reserve** – This contribution is used to partially fund the Commissioner’s Helping Communities Fund (HCF) which supports projects across the West Midlands.
- **Insurance Reserve** – This contribution to reserve increases the reserve to allow for increased inflationary costs.

13.3 As in previous years a refresh of the financial reserve’s strategy will take place during early part of 2023/24.

14 Medium Term Financial Plan

14.1 The medium-Term Financial Plan has been refreshed and updated based on a number of key assumptions covering likely funding, inflationary increases, expenditure items and the maintain of the uplift headcount. The table below outlines these assumptions.

Expenditure Type	Planning Assumptions 2024/25	Planning Assumptions 2025/26 onwards	1% Movement £m (+/-)
Salaries	2.0%	2.0%	6.0
Supplies & Services	5.0%	3.0%	0.6
Premises including utilities	5.0%	5.0%	0.6
Income	1.0%	1.0%	0.4
Fuel	5.0%	5.0%	0.1
Other Transport	3.0%	3.0%	0.1
Third Party Payments	5.0%	3.0%	0.1
Police Grant	1.6%	1.5%	5.5
Tax Base	1.0%	1.2% - 1.4%	1.7
Precept (£)	£10	£10	0.7

14.2 The medium-term financial plan reflecting the assumptions outlined above is shown in the table below. Assuming a £10 precept increase through the medium term the forecast funding gap is current £25.2m in 2024/25 growing to £32.3m over the medium term.

Revenue Budget £m	Current Budget 2023/24	MTFP 2024/25	MTFP 2025/26	MTFP 2026/27	MTFP 2027/28
Police Force Net Expenditure	700.3	753.7	771.1	790.7	807.0
Police & Crime Commissioner	8.8	8.9	8.9	9.0	9.1
Total Expenditure	709.0	762.6	780.0	799.7	816.0
Police Grants	546.0	571.9	577.5	586.4	595.5
Precept	152.4	159.4	169.1	178.8	188.7
Planned Contributions (to) / from Reserves	10.7	6.1	3.3	(0.5)	(0.5)
Potential Savings Required	0.0	25.2	30.2	34.9	32.3

14.3 There are a number of outstanding risks yet to be added into the medium-term plan, these include:

- The re-profiled revenue costs associated with the Estate's Strategy, including refurbishment / enhancement costs, co-habitation costs and ongoing revenue consequences of the new builds. Work is ongoing as part of the Operating Model review to finalise the timing and exact costs.
- The impact if pay awards are higher than the 3% in 2023/24 and 2.0% from 2024/25 onwards assumptions.
- Higher than anticipated non-pay inflation.
- Revenue consequences of the Emergency Services Mobile Communications Programme (ESMCP).

15 Recommendations

15.1 The Police and Crime Panel is invited to consider the following proposals from the West Midlands Police and Crime Commissioner in respect of the 2023/24 Revenue Budget and Precept and the 2023/24 – 2026/27 Capital Budget and Programme:

- Subject to confirmation of the tax bases and surplus and deficits on collection funds that the total Revenue Budget for 2023/24 be set at **£709.1m**.
- Community Safety Funding will be maintained at 2022/23 levels.
- The Band D precept for 2023/24 should be set at **£202.55** an increase of £15 compared to 2022/23.
- The Capital Budget for 2023/24 and Capital Programme for 2023/24 – 2026/27 be as set out in **Section 11** above.

16 Finance Implications

16.1 This report solely deals with financial issues.

17 Legal Implications

17.1 When the Commissioner comes to approve the precept, he must have regard to a range of legal requirements including:

- Ensuring that the precept is sufficient to provide for the expenditure incurred in the year.
- The requirement to hold a taxpayer referendum if excessive increases are proposed.
- The Chief Finance Officer's report on the robustness of estimates and the adequacy of financial reserves.

18 Equalities Implications

18.1 This report solely deals with financial issues.

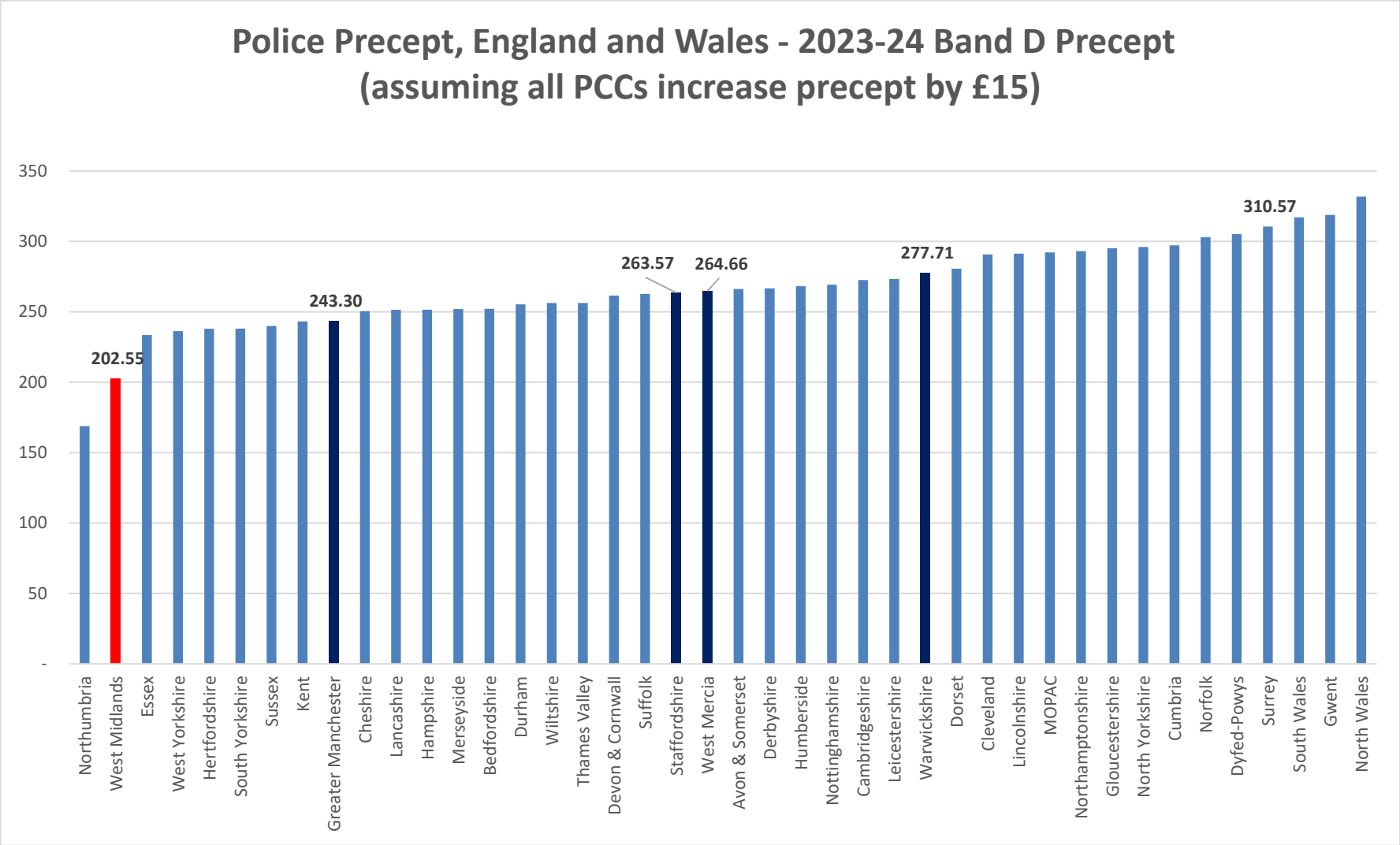
19 Appendix One – Summary of Revenue Budgets for 2022/23 and 2023/24

Income and Expenditure Breakdown	2022/23 Budget £,000	2022/23 CWG Budget included £,000	2023/24 Proposed Budget £,000
Police Pay	431,484	12,899	441,051
Police Community Support Officers	14,999	0	14,728
Police Staff Pay	165,228	3,101	175,508
Other Employee Expenses	14,502	37	14,402
Sub Total	626,213	16,036	645,689
Premises	21,432	119	31,083
Transport	13,269	2,929	10,543
Supplies and Services	55,891	3,673	61,677
Third Party Payments	103,618	88,182	16,891
Capital Financing	18,915	0	11,444
External Income	-156,615	-110,940	-51,537
Ring-Fenced Uplift Grant	-8,242	0	-16,790
Police Pension Grant	-6,965	0	-6,965
Change Programme including Estates Strategy	12,380	0	8,213
Savings to be identified via PBB	0	0	-9,896
Police Force	679,896	0	700,352
Office of Police and Crime Commissioner	2,945	0	2,821
Community Safety Funding	3,863	0	3,863
Helping Communities Fund	400	0	400
External Commissioning	1,689	0	1,689
Victim Services Expenditure	6,323	0	6,191
Victim Services Income	-6,323	0	-6,191
Violence Reduction Unit Expenditure	5,863	0	4,388
Violence Reduction Unit Income	-5,863	0	-4,388
Total Office of the PCC	8,897	0	8,773
Total Revenue Budget	686,792	0	709,125
Government Grants	-544,169	0	-545,993
Council Tax including Surplus on Collection Fund *	-134,572	0	-152,379
Net Use of Reserves	8,051	0	10,753

* Provisional Council Tax Base and Surplus/ Deficits. Subject to final approval from Local Authorities.

20 Appendix Two

20.1 Police Precept, England and Wales – 2023/24 Band D Precept (assuming all PCC’s increase precept by £15)



21 Appendix Three – Estates Strategy Summary of Costs and Benefits

21.1 The tables below outline the total forecast costs and benefits of the current estate's strategy. The Estates Strategy will be updated as WMP reviews its Operating Model. A full update will be presented in the new financial year.

Buildings Planned to Retain	Capital Costs (One Off) £,000	Revenue Costs (One Off) – Including Co Location £,000
Total Cost of Estates Strategy	142,543	17,427

Note: £13.6m of capital costs is planned beyond the timescales with the current capital programme

Buildings Planned for Disposal	Capital Receipts (One Off) £,000	Benefits (Annual) £,000
Total Benefits of Estates Strategy	47,586	4,232

Note: £11.6m of Capital Receipts is planned beyond the timescales with the current capital programme. Also the Annual Benefits are for future disposals

Community Policing Report to the West Midlands Police and Crime Panel

February 2023

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Policing and Prevention Policy Manager

Purpose of the paper

1. To provide the West Midlands Police and Crime Panel with a report on progress towards the objectives in the West Midlands Police and Crime Plan 2021-2025 relating to *“Rebuilding Community Policing”*.
2. This paper is comprised of four reports (appendixes 1-4) which were delivered to the Police and Crime Commissioner’s Strategic Police and Crime Board on the following dates. Please note that paragraph numbering reverts to 1 for each report so as to ensure against any loss of fidelity with each commencing on a new page for ease of reference:
 - Appendix 1 - Safer Travel (April 2022)
 - Appendix 2 - Community Safety Partnerships (October 2022)
 - Appendix 3 - Rebuilding Community Policing – Active Citizens (December 2022)
 - Appendix 4 - Rebuilding Community Policing – Neighbourhood Policing (January 2023)
3. The appended reports provide a comprehensive overview of West Midlands Police’s activity and progression towards achieving the aims and ambitions set out in the West Midlands Police and Crime Plan 2021-2025.
4. Further, the reports provide an evidence base for the Police and Crime Commissioner’s holding the Chief Constable to account. This has been performed through the Commissioner’s formal board processes.
5. For the West Midlands CSP report this provides an evidence base and update on how the OPCC is interacting and working with community safety partnerships across the region.

6. The Police and Crime Panel has asked for a specific update on ongoing work in relation to speeding and speed enforcement across our communities. For an overview of this area of activity, the Panel should refer to paragraph 57 within Appendix 1 - Safer Travel (April 2022) for an overview of activity in relation to speeding as part of addressing the 'Fatal Four'. Paragraphs 74 - 78 provide an update on work ongoing in relation to safety cameras.
7. The Police and Crime Panel has requested an update on the work of WMP's Impact areas. These can be found in paragraphs 27 – 29 of Appendix 4 - Rebuilding Community Policing – Neighbourhood Policing (January 2023).
8. The Police and Crime Panel are asked to note the contents of this paper and the progress the Commissioner has made in relation to rebuilding community policing in the West Midlands.

Appendix 1 - Safer Travel (April 2022)

Purpose of paper

1. To provide an overview of performance against the National Crime and Policing Measures in a format to be used as West Midlands Police's official statement on performance and activities undertaken.
2. This statement will be published along with a statement from the Police and Crime Commissioner as well as a Police and Crime Plan KPI scorecard for measures where data is currently available.

Background

3. The Safer Travel Partnership Safer Travel Plan has been signed off and approved for delivery, launched on 17 March 2022. Delivery will continue until March 2024. The Safer Travel Plan consists of 27 deliverables under five main work streams.
4. The Safer Travel team consists of 10 West Midlands police officers and 17 police staff, alongside seven British Transport police officers (BTP), seven police staff, including an analyst and four Special Constables. The team are currently seeking to recruit a further two WMP special constables and have made a promotional video to attract potential recruits. A request to recruit a WMP police staff investigator is currently underway which will be jointly funded by National Express and West Midlands Combined Authority (WMCA).
5. The team are funded through a contribution by the PCC's office (£598,000), West Midlands Combined Authority (£566,500) and National Express (£104,000).
6. The team is supported by WMP and works in collaboration with WMP tactical intelligence team, which helps ensure seasonal and new crime threats are incorporated into WMP's tasking processes. This in turn allows the team to be considered for support from other resources.
7. During summer 2020, Safer Travel joined the West Midlands transport brand family which includes West Midlands Railway, Bus, Metro and Roads Network. The rebrand enables the partnership to be aligned with public transport partners and was developed with key stakeholders including the West Midlands Police and Crime Commissioner and West Midlands Combined Authority. The new branding has brought consistency to Safer Travel campaigns and communications materials and, was developed to be easily recognisable as being both a transport and policing brand.

Transport Crime

8. Crime statistics for the whole transport network are presented for the past three years to provide a comparable trend against pre-Covid crime levels.
9. **Table 1** indicates that in 2021 bus crime has increased +34.0% ($n = 4,101$) and rail crime has decreased -33.2% ($n = 1,520$) in contrast to 2019 levels.

Table 1: Transport Crime Yearly Comparisons

Recorded Crime	2019 - 2021			
	2019	2020	2021	Trend
Bus Crime	3061	2680	4101	+34.0%
Rail Crime	2275	1468	1520	-33.2%
Total	5336	4148	5621	+5.3%

Notes: Crime data sourced from date recorded. Trend change is calculated between 2019 (pre-COVID) and 2021.

10. Overall, with 5,621 crimes recorded in 2021, the data shows that transport network crime as a whole has risen +5.3% when compared to 2019 figures.

Reasons for Bus Crime Increases

11. Some potential reasons for the increases in crime on the bus network are summarised below:
 - Increases due to exiting a national lockdown (attitudes towards crime, police, and policing)
 - Victims are reporting more crime to police
 - Further third-party crime reports to police
 - More ethically recorded crimes than previous years
 - Increased crime prevention and reporting campaigns

12. **Table 2** provides a breakdown of crime categories for the bus network.

- Violence Against the Person is the largest category with 1,367 crimes, a +32.8% increase on 2019 data. When disaggregating this category, 53.8% ($n = 736$) are Violence without Injury, 36.8% ($n = 502$) Violence with Injury, and 9.4% ($n = 129$) Stalking and Harassment.
- There were 507 Violence Against the Person crimes listed with *Female* as victim gender. When splitting by crime subclass, 50.7% ($n = 257$) are Violence without Injury, 34.3% ($n = 174$) Violence with Injury, and 15.0% ($n = 76$) Stalking and Harassment.
- The second biggest crime category is Arson and Criminal Damage, with 809 crimes in 2021. In comparison to 2019 crime figures, there has been a +41.9% increase observed.
- Sexual Offences have increased in 2021 with 170 recorded crimes on the bus network, this is a +32.8% rise on 2019 crime statistics.
- In total, 262 hate crimes occurred on the bus network in 2021, which is a +21.3% rise on 2019 levels. The main hate crime category in 2021 was *Racial*, totalling 81.0% ($n = 212$) of all hate.
- Under 25 Violence, excluding domestic violence, recorded 229 crimes in 2021. This is a growth of +6.5% when compared to 2019 figures.
- In 2021 there were 75 crimes against staff, primarily bus drivers, which involved spitting. This is an +8.7% increase on 2019 records.

Table 2: Bus Crime Yearly Comparisons

Recorded Crime	2019 - 2021			
	2019	2020	2021	Trend
Arson and Criminal Damage	570	550	809	+41.9%
Drug Offences	47	21	51	+8.5%
Possession of Weapons	52	39	104	+100.0%
Public Order	419	458	857	+104.5%
Robbery	286	225	272	-4.9%
Sexual Offences	128	99	170	+32.8%
Theft	488	329	410	-16.0%
Vehicle Offences	39	37	51	+30.8%
Violence Against the Person	1029	918	1367	+32.8%
Miscellaneous Crimes Against Society	3	4	10	+233.3%
Total	3061	2680	4101	+34.0%

Notes: Crime data sourced from date recorded. Trend change is calculated between 2019 (pre-COVID) and 2021.

13. **Table 3** outlines a breakdown of crime categories for the rail network.

- Violence Against the Person is the largest category with 392 crimes, indicative of a -14.8% decrease when compared against 2019 figures.
- Public Order is the second biggest category with 301 crimes, representing a -36.4% reduction associated to 2019 statistics.
- Criminal Damage remains a notable crime on the rail network with 293 crimes recorded, with a +12.7% increase in contrast to 2019 levels.
- Sexual Offences have risen in 2021 with 84 recorded crimes on the rail network, which is a +12.0% increase on 2019 crime data.
- Vehicle Offences have the most noteworthy reduction with 61 recorded crimes, which equates to a -72.8% decrease against comparable crimes in 2019.

Table 3: Rail Crime Yearly Comparisons

Recorded Crime	2019 - 2021			
	2019	2020	2021	Trend
Public Order Offences	473	283	301	-36.4%
Route Crime	49	37	39	-20.4%
Theft	456	221	206	-54.8%
Cycle Thefts	220	122	100	-54.5%
Criminal Damages	260	235	293	+12.7%
Violence Against the Person	460	349	392	-14.8%
Vehicle Offences	224	130	61	-72.8%
Robbery	58	38	44	-24.1%
Sexual Offences	75	53	84	+12.0%
Total	2275	1468	1520	-33.2%

Notes: Crime data sourced from date recorded. Trend change is calculated between 2019 (pre-COVID) and 2021.

Transport Anti-Social Behaviour (ASB) Incidents

14. **Table 4** shows that bus ASB incidents have decreased -1.7% ($n = 2,199$) and rail ASB incidents have increased +47.9% ($n = 139$) in comparison to 2019 levels.

- On the whole, with 2,338 ASB incidents recorded in 2021, the data outlines that transport network ASB incidents have increased slightly +0.3% in contrast to 2019 statistics.
- The main ASB incident types in 2021 consist of Rowdy/Disruptive Behaviour ($n = 984$), Alcohol Related Behaviour ($n = 162$), Smoking/Vaping ($n = 161$), Littering ($n = 151$), Missile Throwing ($n = 133$), Vandalism ($n = 96$), and Drug Use ($n = 92$).

Table 4: Transport ASB Incidents Yearly Comparisons

Recorded Crime	2019 - 2021			
	2019	2020	2021	Trend
Bus ASB	2238	1439	2199	-1.7%
Rail ASB	94	91	139	+47.9%
Total	2332	1530	2338	+0.3%

Notes: ASB data sourced from date recorded. Trend change is calculated between 2019 (pre-COVID) and 2021.

15. In July 2021 Safer Travel launched their Violence and Intimidation Against Women and Girls (VAIWG) Tactical delivery plan alongside WMP Public Protection Unit.

Anti-Social Behaviour Interventions

16. Safer Travel Partnership ASB Policy and Procedure documents have been developed during 2021 and were published in March 2022. These documents provide a consistent approach to how the Safer Travel ASB Team will receive and then deal with all reports of ASB on the public transport network based on THRIVE principles.
17. WMCA have recruited three Community Safety Accredited Staff under an agreement with West Midlands Police with the aim to:
- Prevent and deter anti-social behaviour, disorder and crime on the public transport network
 - Reassure the travelling public and allow them to travel safely on the network
 - Contribute to effective traffic management at West Midlands events as well as planned and unplanned disruptions on the network
18. These accredited staff are called Transport Safety Officers (TSOs) and have, following the required training and local procedure inputs been out patrolling the transport network across the West midlands since June 2021. The primary role of the TSO's is to provide a visible presence on the Public Transport Network in the West Midlands, providing good Customer Service to staff and passengers, to tackle low level Anti-Social Behaviour and improve the perception of safety for users of the transport

network. The approach followed by the TSO's can be summarised as Engagement, Explanation, Encouragement and where necessary Enforcement.

19. All Transport Safety Officers (TSOs) deployment have been driven by issues identified via the Safer Travel Tasking process held monthly and the TSOs have weekly patrol sheets focusing on key routes and locations, and have the flexibility to respond to emerging trends identified by partners.

Civil Interventions

20. Incidents are reported through different sources including the Safer Travel website, calls to customer services and by text to the 'See Something, Say Something' number (see below **point 28**).
21. Incidents are collated into a single WMCA system and, whilst this does not communicate directly with WMP systems, the Anti-Social Behaviour Team review incidents and record and investigate crimes where appropriate. The multi-disciplinary Anti-Social Behaviour Team have continued to lead on the Safer Travel partnerships use of civil interventions as set out in the Safer Travel ASB Policy and Procedure documents referenced above.
22. There is a Civil Interventions model where each matter is risk assessed on a case by case basis. Interventions are determined by individual behaviours displayed and an assessment of the most likely intervention to achieve a successful outcome. In the majority of cases where the offender is provided an intervention (supported in many cases by educational inputs) re-offending is rare and do not escalate along the Civil Interventions model.
23. In the table below, it shows Civil Interventions used by the team. There is no evidence of reoffending for those who have taken part in the Restorative Justice Sessions. To support this further and to look to increase the number of Restorative Justice sessions undertaken, National Express has agreed to fund staff training in Restorative Justice at a cost of £2500.
24. **Table 6** provides an overview of the interventions led by the ASB team between 2019 2021.

Table 6

ASB Data and Civil Interventions			
	2019	2020	2021
Verbal Warning / Advisory Letter	150	81	460
First Stage warning letter	376	146	96
Final warning letter	51	5	15
Restorative Justice meetings	48	25	9
Other interventions *	74	1	1
No of incidents reported	2332	1530	2338
No of Cases created	1102	1009	958
* includes Criminal Behaviour Orders, Community Protection Warnings and Notices, Acceptable behaviour contracts			

Achieving improvements in public perception of personal safety, passenger engagement and communication

25. The WMCA have continued to invest in a graduate intern. Key pieces of work identified as:

- Closer working with travel specific community groups – similar to a Street Watch scheme
- Identifying and creating 'safer routes to transport'
- Projects identified post Commonwealth Games

26. Recent feedback has shown that there has been a moderate improvement in passenger perception of personal safety. The areas of concern most commonly cited within the survey were rowdy behaviour, feet on seats and loud music. Data from a customer satisfaction survey of bus users for Q3 – 2021/22 reported 74% of bus users were either satisfied or very satisfied with their personal safety whilst on the bus with 15% being dissatisfied or very dissatisfied with their personal safety whilst on the bus.

27. These are key areas of focus highlighted within the by-laws that were made in January 2022. Following this success, a letter has been sent to West Midlands Police seeking Chief Constable approval to allow the Transport Safety Officers to enforce these byelaws as part of their tour of duty. A process has started with Legal departments in WMP and WMCA on how the enforcements of the byelaws can be achieved.

Maximise the benefits from the use of technology

28. The 'See Something, Say Something' text message service was re-launched in April 2021 with a new number 81018 and keyword 'SeeSay' to report ASB on the bus network to compliment the 61016 number used by BTP. Since its launch there have been 2400 reports made using the new number.

Central Motorway Policing Group (CMPG)

Background

29. Roads Policing in the region is led by Central Motorway Policing Group who comprise a regional motorway policing team of West Midlands and Staffordshire officers and staff and West Midlands Force Traffic.
30. The mission of the department is currently being refreshed to ensure that it meets the new NPCC 2022-2025 Roads Policing strategy and will be presented to WMP Force Executive Team and oPCC in due course. The current mission is "Working in partnership to create safe and secure roads". While the scope is broad, it focuses on the areas of greatest concern as follows:
- a. Prevent death and serious injury on the road network
 - b. Disrupting organised criminality on the road network
 - c. Providing a pro-active response in support of WMP priorities
 - d. Maximising the use of ANPR technology
 - e. Fatal Four offences (seat belts, excess speed, drink/drugs and mobile phone use)
 - f. Uninsured drivers
 - g. Supporting national roads policing campaigns
31. To target road harm, the department has a wide-ranging approach. Road harm locations are reviewed and identified through collision data to allow effective, geographic and thematic interventions. The investment in a dedicated Road Harm Prevention Team allows the department to build capability across WMP while working with Neighbourhood Police Units (NPU) to expand schemes such as speedwatch.

PART 1 – ROADS POLICING AND ROADS SAFETY

General Performance including KSIs (Killed or Seriously Injured)

32. 916 people have been seriously injured in road traffic collisions in the last 12 months, including 46 fatalities. The total number of KSI casualties is 11% more than in 2020, but 10% less than 2019. There was a 9% decrease in fatalities compared with 2020 (from 51 to 46).
33. There have been monthly variations in the number of KSIs in road traffic collisions over the last two years, in line with CoVID-19 lockdown restrictions and when traffic volumes reduced. As restrictions eased in 2021, the KSIs returned to around the average of 80 per month.

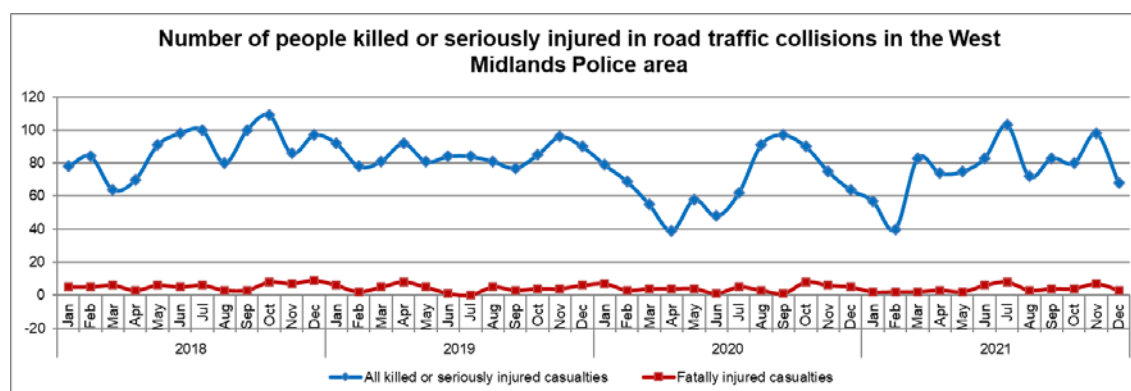


Figure 1. Number of people killed or seriously injured in road traffic collisions in the West Midlands Police area, Jan 2018 – Dec 2021

34. Enforcement activity aimed to reduce KSIs is currently prioritised on 10 routes in the West Midlands. These locations make up 0.58% of the West Midlands road network but 8% of all KSI road traffic collisions occur on these routes.
35. The Serious Collision Investigation Unit has investigated 96 life changing and fatal road traffic collisions in the West Midlands during this period, with our dedicated Family Liaison Team supporting the families from 93 collisions. The remaining three cases were in relation to a medical episode collision which did not require FLO support.

Uninsured Vehicles & Drivers

36. 9,567 uninsured vehicles were seized by WMP during 2021, equating to an average of nearly 800 per month, or just over one per hour. This is a decrease of 15% compared to 2020. The trend for the rate of seizures appears to map closely against periods of high demand within the organisation.

37. WMP supported the National Police Chiefs Council (NPCC) 'No Insurance' week of action in November 2021. During this period 169 uninsured vehicles were seized across the WMP area. There will be another initiative in November 2022.
38. Operation Tutelage is where West Midlands Police work alongside the Motor Insurance Bureau (MIB) to trace those who are breaking the law and encourage them to get insured. Letters are sent out on behalf of WMP by the national Operation Tutelage team to registered keepers of vehicles (where information the force holds suggests the vehicle has no insurance). These letters advise them to get insured or risk having their car seized. 18,308 letters were issued in 2021, with 58.7% of those vehicles found to be insured after 35 days of receipt of this letter.

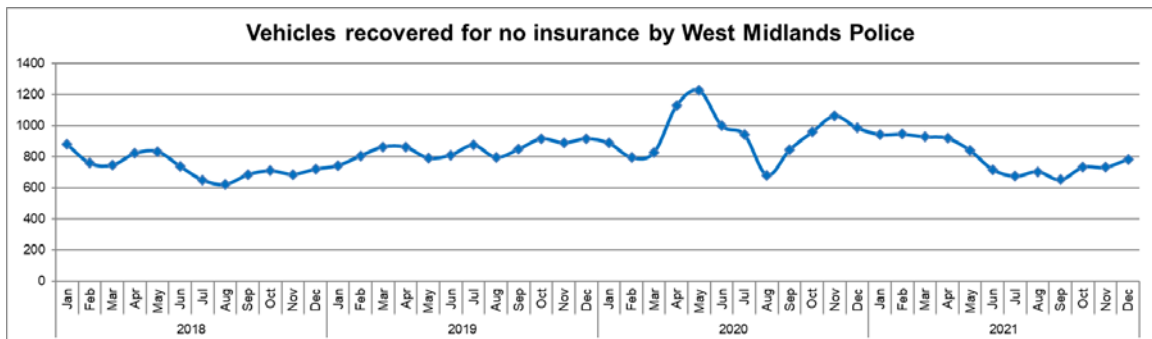


Figure 2. Number of vehicles recovered for no insurance by West Midlands Police, Jan 2018 – Dec 2021

Close Pass Operations

39. Operation Close Pass consists of an officer in plain clothes riding a pedal cycle on roads identified as 'hot spots' for collisions involving pedal cyclists, in order to identify offending vehicles who, pass within 1.5 metres of them. A colleague in a police vehicle then escorts the offender on to a nearby site. The driver completes an eyesight test and is given education in relation to how to safely share the road with cyclists.
40. Responsibility for conducting 'Close Pass' operations is held by the WMP Road Harm Prevention Team who are conducting weekly operations. This initiative has won praise and awards from across the UK and has been implemented by most police forces. This operation is an important step towards changing driver behaviour to be in line with the new Highway Code and support the move to green transport options in our region.
41. Operation Close Pass aims to alter driver behaviour and WMP hope that motorists will share what they have learned with others. The Road Harm Prevention Team use social media to promote the use of the Force's third-party reporting portal in order for cyclists to submit footage of their own close pass incidents. So far there have been

16 operations and 125 roadside interactions. This spring will see a renewed focus on this activity, particularly in the approach towards the Commonwealth Games.

42. Work is ongoing with the Citizens in Policing team to explore how volunteers can be incorporated into Operation Close Pass to increase the impact.

Operation Zig Zag

43. The Road Harm Prevention Team have been working in collaboration with West Midlands Police Led Prosecutions and Traffic Investigation Office devising Operation Zig Zag.
44. Operation Zig Zag was designed to protect the most vulnerable road users (pedestrians) at crossing points within the West Midlands. This operation has received national praise for its implementation and featured in the Department for Transport Road Safety Statement 2019.
45. Officers are deployed into vulnerable locations with high visibility equipment, where collisions have historically been elevated, or are still increasing. Speed detection devices are used to identify speeding offences with education offered to the motorists around safer crossing for pedestrians.

Operation Moto

46. Operation Moto was devised with the objective of reducing the increasing trend of KSI collisions involving motorcycles, increasing awareness of the vulnerabilities faced by motorcyclists and increasing the awareness and knowledge of riders around the dangers they pose to themselves.
47. The operation uses plain clothed police motorcyclists on unmarked bikes, who patrol the most vulnerable locations for motorcyclists, where the majority of collisions occur. When they are endangered by a driver or they witness a driver committing an offence the vehicles are intercepted and the driver receives bespoke education by partners from West Midlands Fire Service and Road Casualty Reduction Team.
48. Operation Moto is beginning to receive national attention with both the Metropolitan Police Force and Greater Manchester Police Force observing how the operation is conducted with a view to implementing into their force.

E-Scooters

49. The Road Harm Prevention Team are continuing to work with key partners in an E-Scooter trial in the West Midlands. This trial has taken place at identified town/city centre locations within each NPU across the Force area.
50. The E-Scooter trial began in August 2020 and legislation has been passed to allow restricted use of the scooters, limiting the locations they can be used, and limiting the accessibility to licence holders only who have to pay a rental fee via a smartphone app.
51. The Road Harm Prevention Team work closely with NPUs, Local Authority, Combined Authority/Transport for West Midlands (TfWM) and national partners to ensure a consistent approach is taken Force wide and nationally.
52. The implementation of the E-Scooter trial has seen an increase in privately used scooters being purchased and illegally ridden on our roads. The Road Harm Prevention Team has devised interventions in order to tackle this, with a view to not criminalising riders, instead opting to only prosecute those who are committing aggravated offences.
53. During 2021 there were 21 collisions in the WMP area involving E-Scooters in which people were seriously injured, compared with eight during 2020. This figure includes one fatality. 14 of the collisions involved a vehicle and an E-Scooter and three involved pedestrians being injured. The rider was at fault in 16 of the incidents.
54. There were approximately 226 logs relating to complaints and reports of anti-social use of E-Scooters in 2021. Further to this, there were approximately 652 crimes where E-Scooters were mentioned. This includes crimes where E-Scooters have been used, stolen or targeted. A total of 210 were seized in the WMP area.
55. During June 2021 a month of action focussed on E-Scooters and reinforcing the message that the illegal and inappropriate use of them will not be tolerated. 63 E-Scooters were seized during the month.

Fatal Four

(1) Seat Belts

56. Nationally, 25% of those killed on the roads were not wearing seatbelts. 811 seat belt offences were reported by WMP during 2021. This is a 13% decrease compared to 2020. WMP supported a two-week national seat belt enforcement campaign in May/June. 108 offences were reported during the campaign in the WMP area.

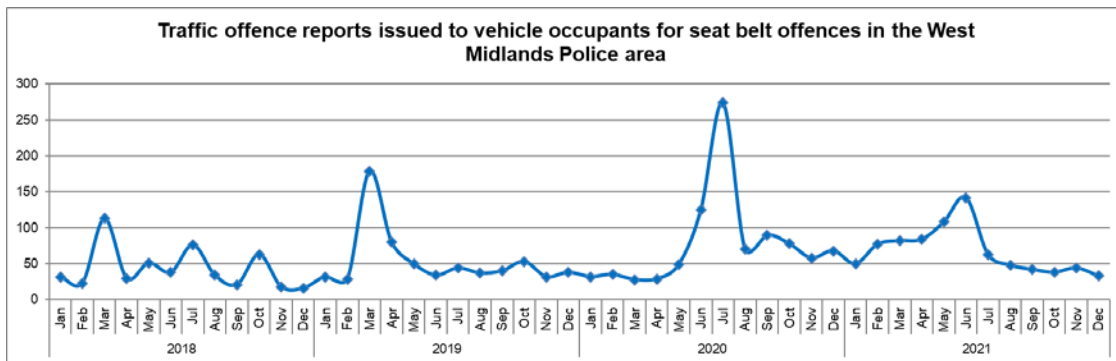


Figure 3. Number of traffic offence reports issued to vehicle occupants for seat belt offences in the West Midlands Police area, Jan 2018 – Dec 2021

(2) Speed

57. 3,270 speeding offences were detected and reported by WMP officers during 2021 which is in addition to offences detected by automated equipment. This is a 19% increase on the previous 12 months. WMP participated in the national speed enforcement campaign during July/August, and during the two-week campaign 484 offences were reported.

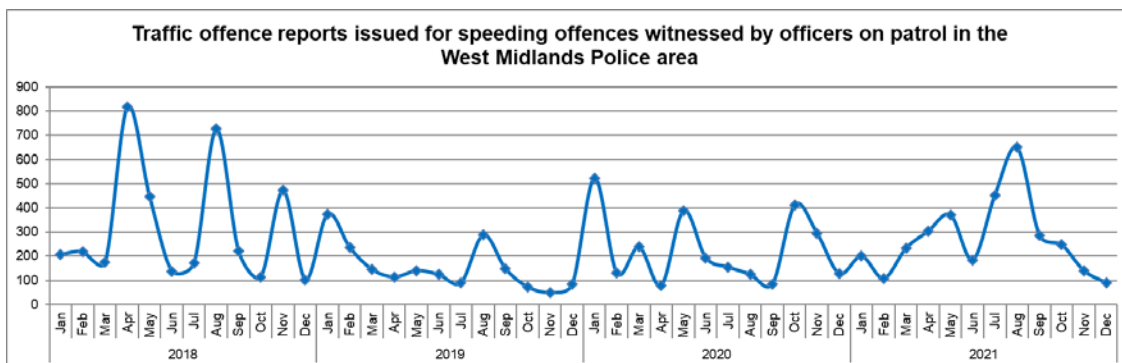


Figure 4. Number of traffic offence reports issued for speeding offences witnessed by officers on patrol in the West Midlands Police area, Jan 2018 – Dec 2021

(3) Drink and Drug Driving

58. 2,732 drink and/or drug drivers were arrested by WMP in 2021 which equates to one every 3 hours. This is a 1% decrease compared to 2020. WMP took part in the national week-long summer drug driving campaign in August, and the month-long drink/drug driving campaign during December. The summer campaign resulted in 11 arrests (drug driving) and the Christmas campaign recorded 338 arrests (drink and drug driving). WMP will be participating in similar national campaigns this year.

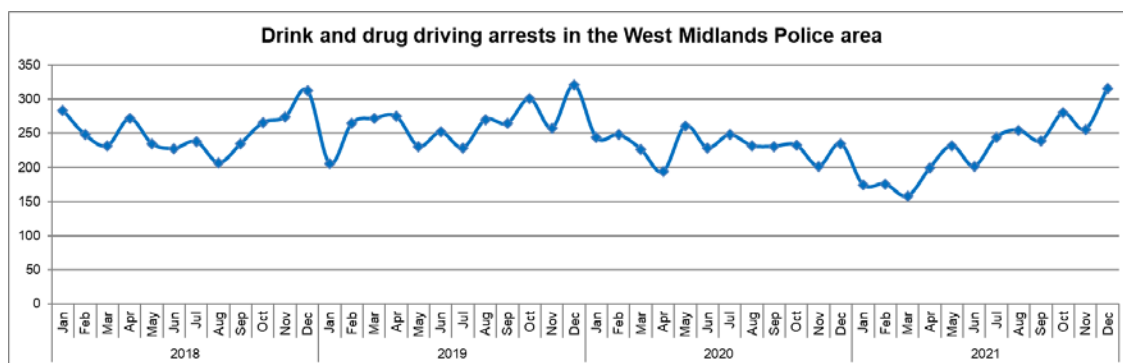


Figure 5. Number of drink and drug driving arrests in the West Midlands Police area, Jan 2018 – Dec 2021

(4) Mobile Phone Use

59. 1,242 drivers were reported for using a mobile phone whilst driving, or not being in proper control of their vehicle during 2021. This is a 15% increase compared to the previous 12 months. WMP supported the national mobile phone enforcement campaigns in February 2021, during which 77 offences were reported. In March 2022 the law will change, making it a smoother process to prosecute people illegally using their phone at the wheel by making almost any use of a handheld mobile phone behind the wheel illegal. It is highly likely this will result in an increase in the number of offences detected.

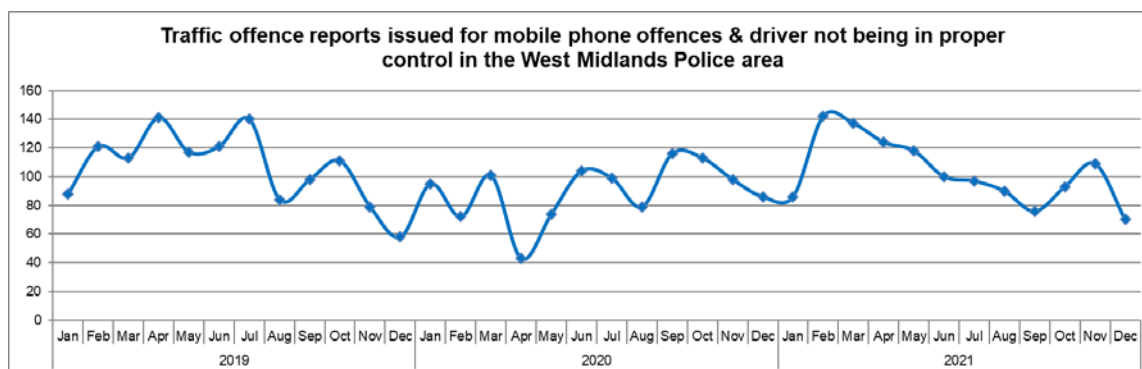


Figure 6. Number of traffic offence reports issued for mobile phone offences & the driver not being in proper control in the West Midlands Police area, Jan 2018 – Dec 2021

Tackling Serious and Organised Crime on the Roads

60. Over the last 12 months, roads policing officers based in the WMP area have seized criminal assets from vehicles stopped worth over £16 million, including almost £2 million worth of drugs and £1.7 million in cash. There have also been large scale commodity seizures whilst working with organisations such as HM Revenue and

Customs, the West Midlands Regional Organised Crime Unit and the National Crime Agency as well as the recovery of high value stolen vehicles as part of Operation Cantil.

61. In addition to the recovery of valuable commodities, 138 weapons have been recovered from vehicles stopped by roads policing officers over the last 12 months helping to tackle violence associated with serious and organised criminality.
62. Op Cantil continues as a successful targeting strategy for those involved in organised vehicle crime. This is now part of our core delivery and has been integral to the reductions in car key burglary across WMP.

Seized drugs	Seized cash	Other seized criminal assets	Arrest
£1,968,215	£1,759,184	£12,481,983	2,261

Table 1. Roads Policing Performance Data 2021

Misrepresented, missing or obscured number plates

63. West Midlands Police has reported 1,484 number plate offences over the last 3 years with an 83% increase in 2021 compared to 2019. Officers have consistently worked at times when activity peaks and used enforcement of number plate legislation to disrupt and deter participants using vehicles bearing misrepresented, missing or obscured plates. One vehicle has been reported for number plate offences on six occasions in the last 12 months (offences are awaiting prosecution).

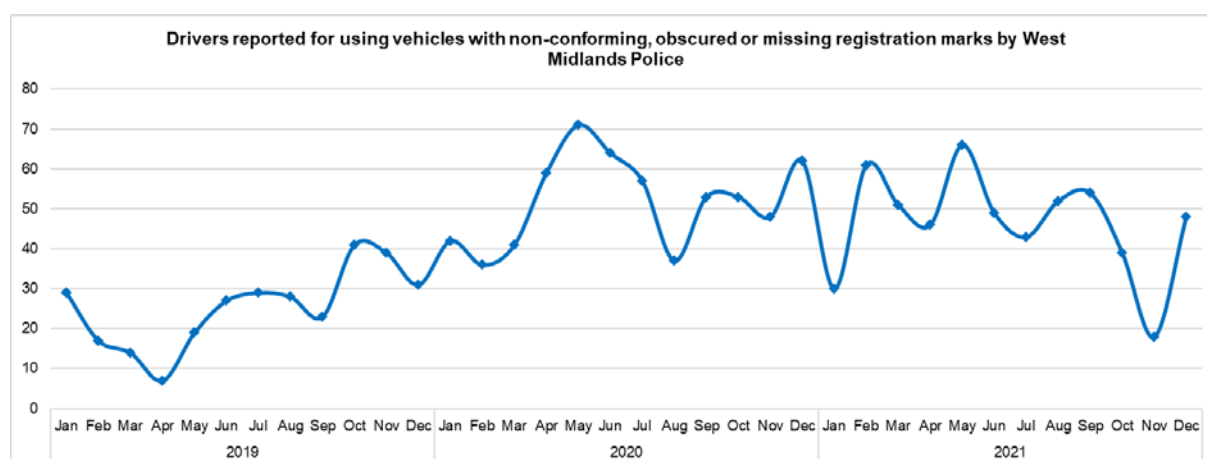


Figure 7. Number of drivers reported for using vehicles with non-conforming, obscured or missing registration marks by West Midlands Police, Jan 2019 – Dec 2021

Street racing

64. After a peak in street racing incidents in April 2021, some Roads Policing officers were dedicated to enforcement activity in relation to an anticipated increase in street racing activity in the summer months (Operation Hercules, the West Midlands Police response to street racing). This saw an increase in the number of street racers reported for traffic offences and the execution of warrants and arrests made of individuals using social media accounts to organise street racing events. The impact of this was a reduction in the size and frequency of street racing activity in the West Midlands over the summer of 2021 compared to the previous summer. Despite this, street racing was recorded on Heartlands Parkway, one of the main locations for street racing activity, on 108 nights in 2021. Kenrick Way (West Bromwich) and Heartlands Parkway (Nechells) contribute to one in six records of vehicles racing in the West Midlands.
65. The team have assisted partners in renewed injunction applications and have supported the development of a Community Protection Warning and Notice programme focussing on intervention and education of those involved in street racing. The team have also attended meetings with Councillors and businesses across the Force, addressing community concerns and target hardening locations currently used for street racing.
66. Tactically, Operation Hercules have executed warrants against five individuals identified as organising street racing events and are supporting the ongoing investigations. They have also seized 82 vehicles, issued 424 warnings under section 59 of the Police Reform Act, sent 578 first stage Community Protection Warning letters and dealt with 299 driving offences including careless driving, dangerous driving, excess speed and no insurance.
67. There have been 11,666 reports of vehicles racing in the West Midlands over the last three years. There is a recorded increase of 48% from 2019 to 2021. However, this increase is more reflective of a change in practice of incident recording.
68. Drivers involved in street racing in the West Midlands are known to travel as far as Buckinghamshire, Cheshire, Essex and Nottinghamshire to engage in this activity and on nights when street racers encounter a robust policing presence in the West Midlands they are often displaced to locations in South Staffordshire and Telford along the M54 corridor.
69. Local Authorities are about to begin an educational program where a staged intervention approach is taken towards civil interventions for those observing or taking part in street racing activities.

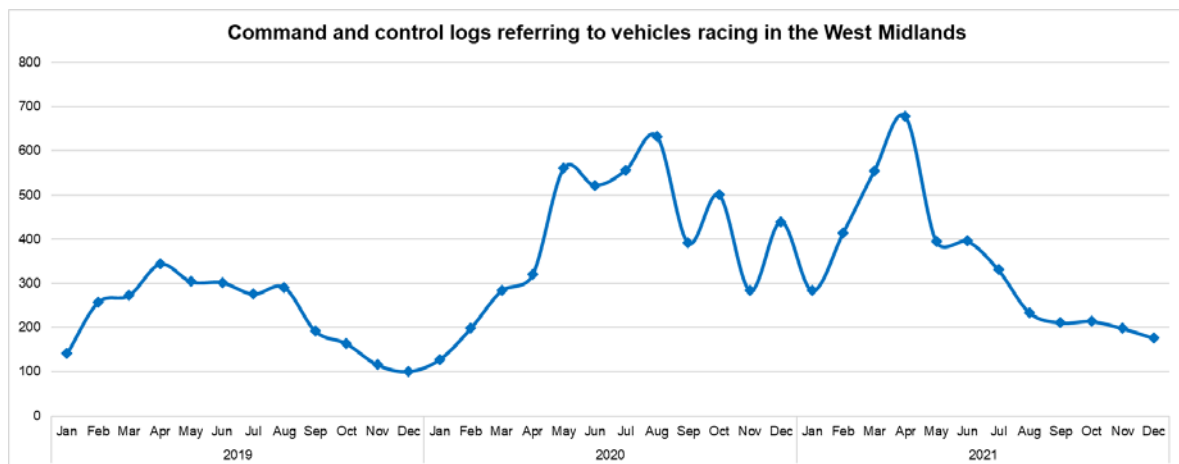


Figure 8. Number of command and control logs referring to vehicles racing in the West Midlands, Jan 2019 – Dec 2021

Update on Multi-Agency Road Safety Operation (MARSO)

70. The Multi-Agency Road Safety Operation (MARSO) gives Neighbourhood Policing Teams a unique tactic in order to concentrate high visibility policing in specific areas. This operation is led by the Road Harm Prevention Team as a tactic to reduce risk on our roads, by removing the vehicles causing or likely to cause the most harm to other road users, while allowing the Neighbourhood Policing Team to address crime spikes, ASB issues or other crime and community concerns.
71. The MARSO uses traffic motorcycles and marked or unmarked cars to spot vehicles that are in poor condition, while also using Automatic Number Plate Recognition (ANPR) for any information markers associated with vehicles. Vehicles are then brought onto a static site, staffed by the Neighbourhood Policing Teams and multiple key partner agencies, who deal with the vehicles and occupants.
72. Key partners include Driver & Vehicle Standards Agency (DVSA), Driver and Vehicle Licensing Agency (DVLA), HM Revenue & Customs (HMRC), Environment Agency, West Midlands Fire Service (WMFS), Court Warrants Officers and Licensing Officers. This tactic is only effective because of the work done by our key partners and it highlights the impact a joined-up approach can have.
73. MARSO operations ceased through the Covid pandemic due to the partnership approach on stop sites not being feasible due to associated risk management. MARSO operations have phased back in through the latter part of 2021 and early 2022.

Safety Cameras

74. The Operations department currently manage the Camera Enforcement Unit. However, it is currently under review and potentially may be realigned to the ownership of CMPG which will provide single governance for the reduction of KSIs.

75. The level of enforcement for Safety Cameras is determined by the agreements in place with each Local Authority including National Highways.

76. For the financial year of 2020/21, there were 78,094 speeding offences sent to the Central Ticket Office (CTO) for process, this is an increase of 7,767 from 2019/2020. These offences were captured by the range of cameras that are in use across the West Midlands (average, variable and mobile). For the financial year of 2021/22, there were 84,814 up to the end of February.

Month	Apr 20	May 20	Jun 20	Jul 20	Aug 20	Sep 20	Oct 20	Nov 20	Dec 20
Offences to CTO	2186	5927	8283	8013	6840	7021	4814	5224	5536
Month	Jan 21	Feb 21	Mar 21						
Offences to CTO	6452	7909	9889						

Month	Apr 21	May 21	Jun 21	Jul 21	Aug 21	Sep 21	Oct 21	Nov 21	Dec 21
Offences to CTO	8406	8500	8323	6885	8524	7343	7002	8372	7488
Month	Jan 22	Feb 22							
Offences to CTO	7215	6756							

Table 1. Offences passed to the Central Ticket Office, Apr 2020 – Feb 2022

77. Average speed camera update - the original Birmingham and Solihull pilot is continuing and discussions are on-going about how the agreement needs to be adjusted into the future. Coventry have continued to increase their cameras, and the

speeds across the city are reducing. The Black Country area (Dudley, Sandwell, Walsall and Wolverhampton) – these have now been in place since Dec 2020. Further locations are being monitored for potential for enforcement.

78. Motorway camera update - Red X cameras have been installed on various gantries on the M42 and M6 area covered by West Midlands Police. Enforcement will start very soon. Average cameras are going to be installed on the M6 in April for roadworks. They will be in place over various sections of the M6 and M42 motorway for the next four to five years.

West Midlands Automatic Number-Plate Recognition (ANPR)

79. The upgrade to the West Midlands Police ANPR infrastructure has been completed. This was based on a strategic assessment for the West Midlands Police force area.
80. WMP have entered into a collaboration with Transport for West Midlands (TfWM). This collaboration gives access to all of the TfWM ANPR cameras that are located on the strategic road networks around the city. TfWM are seeking funding to complete their program which would provide access to potentially up to 120 additional cameras. Only cameras that meet the threshold set by the strategic assessment will be used for the policing of the West Midlands.

Network Resilience

81. The CMPG Regional Operations Centre (ROC) maintains a partnership with National Highways, ensuring a joined-up approach to incidents on the strategic network. An interoperability Airwaves channel has been implemented to enable a robust incident management process, preventing delays and 'trapped traffic' utilising CLEAR (collision, lead, evaluate, act, reopen) principles to keep traffic moving.
82. West Midlands Police demonstrate a strong commitment to roads policing and the positive effect this has on road safety. There has been no reduction in the number of roads policing officers in WMP.

Equality Implications

83. All policies relating to Roads Policing are subject to Equality Impact Assessments before being published. This ensures WMP demonstrates transparency and achieves better outcomes for all.

84. In addition, CMPG attends West Midlands Police Cadet schemes to engage young people and obtain feedback regarding perceptions or road policing. The feedback from these sessions has been very positive.
85. The data from Stop and Search and Use of Force is monitored via daily TRM meetings, monthly Tasking Delivery Boards and is reviewed by NPU Public Scrutiny Boards.
86. CMPG also regularly attend Independent Advisory Group (IAG) meetings held on each of the NPU areas.

Appendix 2 - West Midlands Community Safety Partnerships (October 2022)

1. The purpose of this paper is to provide an update on the work of the West Midlands Community Safety Partnership, and provide some highlights of community safety activity that has taken place across the region.

Background

2. The Police Reform and Social Responsibility Act 2011 (the Act 2011) requires CSPs to have regard to the objectives set out in the PCC's [Police and Crime Plan 2021-2025](#) and for the PCC and CSPs to co-operate with each other in exercising their respective functions. The 2011 Act sets out a number of ways that PCCs and CSPs should work together, including a mutual duty to cooperate to reduce crime and disorder and reoffending and a requirement that the PCC and CSP must have regard to each other's priorities within their respective plans. In addition, PCCs are held to account by Police and Crime Panels while overview and scrutiny committees for community safety scrutinise the work of the CSP as a whole (and are unique in that they can call in representatives from the other responsible authorities on CSPs to be held to account).
3. 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 forum where the PCC, 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. It provides leadership and improves co-ordination on strategic working at a regional level in respect of policing and crime reduction delivery.
4. The OPCC continues to have links with each of the 7 CSPs as well as meeting with the seven Heads of Community Safety monthly.
5. The Community Safety priorities have been agreed for 2021 - 2025 through consultation with partners and communities and are informed by West Midlands Police's Strategic Assessment. Those priorities 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.
6. The OPCC is currently reviewing the Terms of Reference of WMCSP as significant responsibilities are being allocated to CSPs, and this forum gives us the opportunity to have a strategic response to all of those responsibilities. They include the Serious Violence Duty, Combatting Drugs Partnerships and Violence Against Women and Girls.
7. The budget for community safety is taken from the PCC's Police Main Grant, as the PCC recognises the importance of the work that CSP's do and therefore has kept the community safety budget at the same level since for a number of years at £3,863,308. He has also determined that each CSP continues to receive an allocation to enable local commissioning of services that respond to emerging issues.

8. The budget allocation is set out below:

Activity	(£)
Funding	
2020_21 Allocation	£3,863,303
Force Wide Commissioning Allocations	
Youth Offending	£ 652,108
Multi Agency Risk Assessment Conference Structure	£ 354,000
Allocations for Victims of Crime – Victims Fund top up	£ 271,410
CSP Analysts	£ 210,000
Arrest Referral (Drug Interventions Programme)	£ 500,000
New Chance	£ 270,000
Restorative Justice West Midlands – ASB	£ 63,785
Op Hercules – Forcewide Injunctions	£ 42,000
Sub-Total	£2,091,893
Local Commissioning Allocations	
Birmingham	£660,000
Coventry	£165,000
Dudley	£135,000
Sandwell	£165,000
Solihull	£ 90,000
Walsall	£135,000
Wolverhampton	£150,000
7 local CSPs	£1,500,000
Total Allocated Budget	£3,591,893

Activities

9. The next section of the report gives a snapshot of some of the working taking place to respond to crime and disorder.

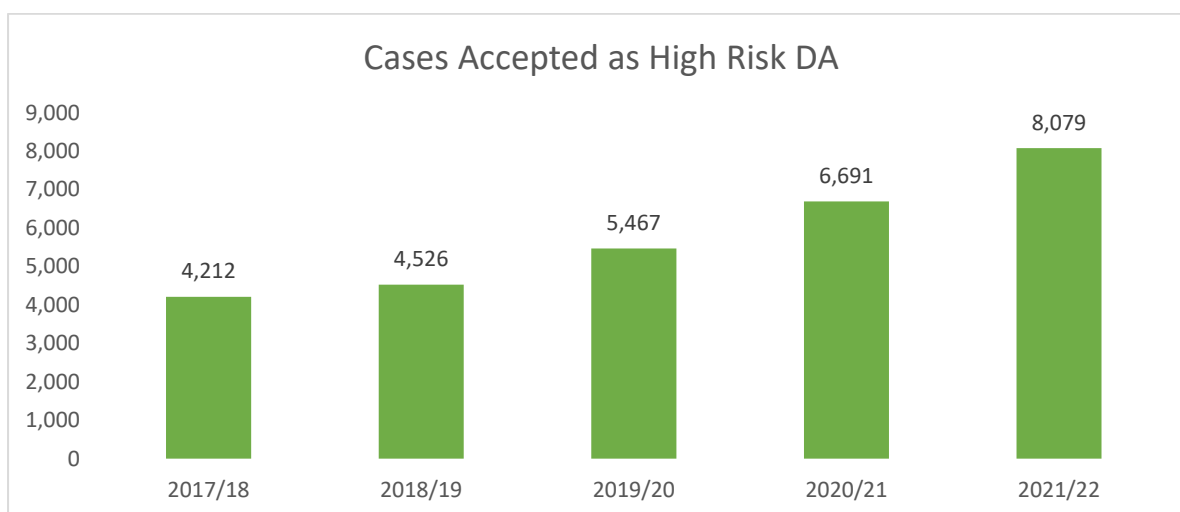
West Midlands Multi-Agency Risk Assessment Conference (MARAC) Structure

10. MARAC is the non-statutory partnership response to Domestic Abuse utilised both in the West Midlands and in most local authority areas nationally. It has been operational for over ten years across the seven local authority areas in the West Midlands, but has only been hosted as a Coordination function by WMP since March 2019. The MARAC team is funded by the WM CSP budget and consists of one strategic lead for the region, four Coordinators and six Business Support Officers.
11. Each local authority area has 15 – 25 local partners engaged in the process, all of whom are responsible for the improved identification of high-risk domestic abuse and ensuring MARAC is operating effectively and efficiently as a partnership function. West Midlands Police are not responsible for MARAC and the process is not Police-led; this is a common misconception.
12. MARAC has been extremely busy in 2022, following three years of exceptional growth since the function was centralised. There are around 46 MARAC meetings held each month in the West Midlands currently, compared with just 19 per month in 2019; demand has increased by 78% in that time.
13. WMP took over responsibility for hosting the MARAC Coordination function and centralising MARAC across the region in 2019, and some of the key commitments made at that time were;
 - Improved identification of high-risk domestic abuse across the partnership
Thousands of professionals, from GPs to housing officers, retail managers to social workers, have joined us for MARAC and DASH training, an extremely well-received introduction to MARAC and risk assessment. Even today, training sessions with space for 200 delegates every month sell out and the appetite for learning against a backdrop of ever-growing and changing workforces keeps demand for this resource high.
 - Improved understanding of and access to MARAC
In addition to the above training provision, additional courses are available including training to become a MARAC Chair and dedicated in-house inductions with services who are all closely supported by our Coordinators. All contact with referrers begins with an offer of training and support, ensuring that our function is in a constant state of continued improvement.
 - Ensuring that the rate of cases returning to MARAC within 12 months remains within control limits
Cases will come back to MARAC, typically between 20% and 40% annually, due to the nature of domestic abuse and the difficult reality that these relationships often do not end just because we advise they should. To ensure this is appropriately managed, we have introduced “information only” repeat referrals, a

triage system ensuring that only those incidents requiring a full discussion go back to MARAC, and Complex Case Reviews, a process designed to shine a spotlight on prolific repeats and ensure that all of the typically complex needs associated with such cases are addressed outside of the restricted confines of the MARAC meeting itself

- Regional consistency
We built one regional MARAC system which manages the entire referral process in one place from point of referral through to the meeting itself. We now have one referral route, one threshold agreement and one team operating fluidly across the region, much to the relief of the partnership.

Demand



14. Referrals into MARAC are rising against a regional increase in Domestic Abuse at all levels. One of the reasons it is rising at such a significant rate in the high risk arena is due to a number of factors including the work put in by the MARAC team to improve identification, the impact of the pandemic on existing DA cases which we know escalated and the improved recording of repeat cases.
15. Overwhelmingly, the MARAC partnership are finding it difficult to cope with the resource required to manage this 78% increase in demand and dedicated funding for MARAC is hard to come by within the partnership and concerns about the sustainability of the process are regularly raised at all seven DA boards. The OPCC is currently reviewing funding for the structure which supports delivery at a partnership level.
16. Quarter four of 2021/22 saw the commencement of two MARAC reviews; a regional review of the efficiency of MARAC, commissioned by the Violence Reduction Partnership. This is now concluded, recently published and next steps are underway at both a regional level and also locally looking at how each MARAC partnership is going to function. There was also a bitesize review of the impact of MARAC on survivors, which has also concluded, and is due to be published soon. The victims voice will inform next steps of the wider review.

17. The wider review was conducted by Lynxs Consultancy, with consultation and participation across the West Midlands via data, surveys and direct interview.

Some of the key findings:

18. Capacity was seen as a key issue compromising MARAC effectiveness, with respondents citing that 'their own organisations were struggling with the level of commitment and resources required against the backdrop of increasing volume.
19. MARAC coordinators were praised for their management role within the structure, however, there was an overwhelming consensus that the volume of cases being discussed means that MARAC meetings were too long across the region, compromising quality.
20. There was a clear view that current processing of meetings limits the possibility for effective safeguarding; Academic research has stressed there is a need for enhanced monitoring regarding MARAC outcomes and to create channels for agency and survivor feedback.
21. There is great concern about the IDVA capacity across the region given the increasing volume of cases and reduction in the number of posts funded (most notably in Sandwell, Dudley and Walsall). The PCC currently funds 74 IDVAs across the West Midlands – an increase this year, however it is still not enough capacity for the number of victims that are being referred in.
22. The Survivors review was delivered by the MARAC team alongside WMP Safeguarding, with direct contact with 52 survivors of high risk DA from across the region. Key findings:
- 86% of participants feel their safety has improved since the time when first referred to MARAC and also agreed with the statement: I was supported in understanding what domestic abuse is, which has helped me to continue to protect myself from harm.
 - 76% agreed with the statement: Being referred for high risk domestic abuse support had a positive impact on me and reduced the risk of harm.
 - 70% of participants had a good or reasonable understanding of what MARAC is, but only 50% felt they had the opportunity for their voiced to be heard in the meeting.
 - 60% said the process enabled them to separate from their abuser; conversely some told us the reporting to Police and improved awareness of DA has enabled them to "safely" remain in the relationship.
 - Most victims hoped MARAC would help them to either be safer in their home, or enable them to move to somewhere safer; there was a lack of understanding that MARAC itself cannot provide housing
 - "My MARAC minutes being shared with the OIC changed how they viewed my circumstances." This case saw a successful conviction as a result.
 - "Going through this process has made me realise how important life is, I am finally happy and feel safe and my children and I are completely better off."
 - "At the time everything was very overwhelming so I did not understand what everyone wanted from me."
23. What is clear from the outcome of the reviews is it is clear that MARAC must change in order to continue delivering a meaningful service to victims and partners. The

review should lead to a welcome reinvigoration of how we deliver this multiagency response and an existing task and finish group attached to the regional DA board will lead on this work. This is likely to come at a cost to the partnership and both we here in WMP and far wider must be openminded to that as a reality. The current model, whilst successful for many years, simply cannot sustain the demand we are seeing. Many of the recommended alternative approaches included triage models very similar to MASH, for which there was palpable appetite when the findings were discussed with the Board.

24. The current funding for MARAC is utilised by a team of extremely dedicated staff, supported by a robust and flexible partnership who will continue to deliver as impactful and meaningful a service as possible whilst awaiting further developments. We are currently looking at the funding allocation for this structure, working with the victims team.

Safer Streets

25. The Safer Streets Fund was introduced by the Home Office as a way of developing local partnership responses of well-evidenced crime prevention activity in areas disproportionately and persistently impacted by acquisitive crimes such as burglary, robbery and theft. There have been a number of rounds and we have had successful bids in each round. In round 3 the OPCC has secured £458,545 from the Home Office to work in partnership with external partners to deliver initiatives to help tackle violence against women and girls. This funding is predominantly being focused on the extension of the Safer Streets 3 (SSF3) VAWG delivery which was successful in delivering outcomes across the region in 2021/22.
26. Also successful were the Safer Streets 4 (SSF4) bids for Wolverhampton Council £365,667, for activity to address youth ASB and violence in the City Centre, and Sandwell Council £227,100, to address ASB through additional CCTV and enhanced detached youth work, taking the total value of the funding to the West Midlands to £1,051,312. All bids are developed in consultation with Community Safety Partnership leads, the Violence Reduction Partnership, the OPCC, West Midlands Police, community and voluntary sector partners and the PCC's Victim's Commission.
27. Through guidance from the rapid evidence review, this bid combines educational programmes with community outreach with mass media campaigns, making the set of interventions more effective than any singular approach. This bid incorporates bystander/upstander programmes and education aimed at potential victims or perpetrators, both of which have also been proven successful with positive impacts on attitudes and behaviour change through the research.
28. There is also a continuation of the Communications and Campaign #noexcuseforabuse spearheaded by the West Midlands Victim's Commissioner Nicky Brennan; we are also developing a regional website in order to continue the scheduled programme to ensure that it is created with multiagency partners.
29. Between November 2021 and June 2022, millions of people across the West Midlands will have seen or heard important messages about how everyone can play their part in ending male violence against women and girls. The [Here and Now](#)

[Campaign](#) asks every man and boy in the region to have a conversation about violence against women and girls.

30. The new tranche of funding will support further campaigns that will be developed alongside regional agencies and experts. Some campaigns will have a distinct focus on challenging common behaviours, and others will delve into new topics that are less well understood.
31. The campaigns will draw on the findings of May's YouGov survey that shed light on how people feel about calling out abuse and perceived barriers to challenging violence against women and girls. There will also be a continuation of bespoke EMVAWG lesson plans run in schools in conjunction with the Mentoring in Violence Prevention (MVP) Programme offered across the whole West Midlands to all secondary schools through the Violence Reduction Partnership.
32. The Safer Together #timetotalk project works in schools to address harmful sexualised attitudes in boys. The programme focuses on boys in schools, helping them to understand violence against women and girls and learn how to be an ally in preventing it, and calling it out when they see it. The additional funding will now see the programme rolled out to 60 schools in the region alongside the development of new materials and resources.
33. By using what works based regional measures with innovative pilot-based measures, we look to evoke success in reducing public space VAWG and address the safety needs of the West Midlands population, working in collaboration with the other successful bid areas to maximise the impact to the region.
34. In the first quarter of delivery; the Safer Together #timetotalk project has 20 schools signed up to the project and sessions have actively commenced in 8 schools (ahead of Q2 targets). The Violence Reduction Partnership education work is ongoing with an MVP working group set up, VAWG syllabus and training being delivered, with a new cohort of trainers starting to deliver on this work.
35. The Ending Male Violence Against Women and Girls (EMVAWG) Alliance met for the first time in September 2022 following the launch of the strategic partnership at the EMVAWG Conference in May 2022 with one of the main purposes being to drive regional consistency through multi-agency buy in and partnership. At this meeting presentations were given on the importance of EMVAWG, the strategic direction of the Alliance, VAWG problem profiles and West Midlands Police's VAWG strategy. In the latter half of the meeting roundtable discussions were conducted on the Alliance's terms of reference, communications, priorities and VAWG best practice. This meeting was well attended with representation including West Midlands Police, Domestic Abuse Coordinators, HMCTS, Directors and Chief Executives from Local Authorities, Department of Education, Children's Services and regional VAWG leads.
36. Finally, the overarching identity for SSF4 VAWG Communications is all but complete, The core campaigns have been developed and further scoped. Following feedback, and drawing on core regional data on SA/SV around NTE, the focus of the first campaign will look at zero-tolerance messaging around NTE. This means moving towards an out-of-home and social-led campaign, rather than video-led.

Domestic Violence Perpetrator Interventions

37. Following on from the Domestic Abuse (DA) Development Day held by the OPCC in November 2021 and the subsequent DA Perpetrator Partnership Workshop held on the 11th May 2022, a regional working group made up of key stakeholders has been established by the OPCC to take forward learning. We are working to inform a West Midlands wide approach to tackling DA perpetration. Discussions at the working group were designed to delve deeper into the four key areas which have been identified through previous consultations.
38. These four areas below capture the areas of work which we as a region must consider if we are to effectively manage DA Perpetrators.
- Systems readying
 - Behaviour Change Interventions
 - Strengthening the Criminal Justice System (CJS) Response
 - Prevention & Early Intervention with Children and Young People
39. Work has progressed against each of these areas and an updated position is summarised below. Prior to moving on it is important to pay some attention to the matters which were discussed at the working group. What has been made clear to us throughout all discussions so far is that there is no one size that fits all when it comes to tackling DA Perpetrators. What is also clear is that we must adopt a short-term view in the first instance before we can progress onto longer term solutions.
40. We are working with all 7 Local Authority areas to understand what each area response could/should be based on what they currently commission and based on an assessment of their local need. These conversations have commenced through the DA leads. Each local authority has differing approaches, provision and gaps in relation to tackling DA perpetrators. What our work with stakeholders has made clear is the need for a regional approach with local nuance to be led strategically by the PCC.
41. It is also important to mention that this work is happening alongside the MARAC Review process. The MARAC Review and subsequent MARAC re-design provides us with a unique opportunity to re-design our existing DA safeguarding systems to ensure they are better aligned with DA perpetrator management structures which will enable us to be in a good position for any forthcoming behaviour change intervention in the future. The working group also raised the following points;
42. Repeats - based on a comparison to 20/22 at a force level, DA crime has increased by 17.01% and the volume of positive outcomes reduced from 3,222 to 2,304. According to WMP current averages remain stable at 1,005 Repeat Victims, 1,079 Repeat Offenders. The group considered whether this information indicates we should be focussing our interventions at the high-end spectrum of risk or whether we should be looking at low/medium risk? Some areas including Coventry for example stated that some offenders being managed in the offender management system for DA are not those that hit the threshold in the MARAC criteria.
43. High risk – there is an ambiguity around how the term ‘high risk’ is being interpreted across systems and across safeguarding structures. For example, for the Birmingham/West Offender Management Teams, the criteria for high risk is serial offenders, which is two or more victims within a three-year period. Whereas for MARAC high risk is considered in line with the DASH Risk Assessment. the group

felt that risk can be a limiter as to what we do with a perpetrator, particularly if it is not being understood consistently. Another important point in relation to risk is the recognition/understanding of risk through the lens of coercive control and this being understood and applied consistently by the workforce.

44. It is important to note that many of the issues outlined in the working group were also highlighted in the MARAC review findings and are currently being worked through on a local level through a dip sample exercise. The dip sample asks each Local Authority to dip sample 12 cases and answer a number of questions per case. The result of the dip sample will be analysed by Linx and shared regionally. The MARAC review echo's conversations we are having at the DA perpetrator working group. Below we have summarised the current position across the four key areas of work outlined above.

Systems readying

45. Through discussions with partners we have been told that our systems and structures are not yet ready to embed a regional perpetrator programme. Partners emphasised the importance of joining up and ensuring a solid infrastructure between MASH, MARAC, ODOC and Domestic Abuse triage prior to any programme being embedded. It was stated that an effective infrastructure was an essential prerequisite to perpetrator resource being provided/implemented. It was recognised that this might be difficult with conflicting agendas between agencies and all partners including Community Safety Partnerships and Children Services need to be part of the solution. An absolute joint commitment to a core structure needs to be agreed and then work around Local Authority or local needs should take place. Robust governance at a strategic and operation level is also essential.
46. The OPCC are therefore working with the Drive central team to look at how they can work with the region on readying our systems to make sure they can be fit for purpose. This will lead us to the development of a consistent infrastructure across the region to support the implementation of any behaviour change interventions which we later embed.
47. As mentioned previously alongside this there is also work taking place to embed the recommendations from the MARAC review carried out by Linx consultancy. Linx identified a duplication of safeguarding structures namely the MARAC, ODOC and MASH. They have put forward a number of different models for the West Midlands to consider which include discussing the perpetrator at the same time as discussing the victim/children. This approach would take a whole family approach and would mean the same family is not discussed separately at all 3 meetings. The aforementioned dip sample exercise currently being undertaken by Local Authorities will provide a deep dive into localities and some potential for change. Part of the dip sample work involves proposing a safeguarding structure which would work locally. This work happening with OPCC oversight and it is envisaged that this will have the dual benefit of reducing MARAC demand as well as better alignment the management of high risk offenders.

Behaviour Change Interventions

48. In terms of a behaviour change model, partners made clear the importance of transparency and multi-agency working, with a particular focus on the need for professional trust between perpetrator and victim services who must conduct jointly held risk assessments and would benefit from complex case meetings and regular communication between perpetrator facilitators and victim support services. Outcomes should be cross-referenced between agencies. A framework to ensure effective communication and joint-working is needed. The importance of working closely with victim services was emphasised by Victims Commissioner Nicky Brennan who strongly believes any intervention must prioritise the safety and wellbeing of victims.
49. Pre-motivational work is essential before perpetrators embark on a behaviour change intervention. The 6-week motivation to change pilot delivered by Richmond Fellowship and SafeLives' 'Engage' programme were given as examples of this. Addressing a perpetrator's wider needs such as drug and alcohol use and mental health can be useful in-roads to engagement and often needed to enable them to be in a position to meaningfully embark on a behaviour change intervention. Partners also highlighted the need for a separate, specialist intervention for certain specific DA-related offending such as FGM, HBA, FM and Stalking.
50. What is clear through consultation so far is that we are not looking for a regional response that we roll out across the seven areas (at least not until the above systems work is done), however the following overarching principles have been identified;
- Joint risk assessments between the perps and the victim support service
 - Where relevant complex case meetings between the two services
 - Pre-motivational work is essential before a perpetrator can embark on a behaviour change intervention
 - Addressing a perpetrator's wider needs such as drug and alcohol use and mental health need to be part of the response
 - The need for separate, specialist intervention for certain specific DA-related offending such as FGM, HBA, FM and Stalking
51. In relation to Stalking the OPCC has been commissioning the Early Awareness Stalking Intervention (EASI) since April 2021. EASI is an evidence-informed intervention for those who are known to have engaged in stalking, and is delivered at the earliest stage possible. EASI works with the ex-partner, rejected typology stalker which is not driven by serious mental illness. Those able to access the intervention are those who have made an admission of stalking and have cognitive functioning ability.
52. The intervention aims to increase, and develop hope, skills, and a commitment to change within participants with professional support, and is an intervention utilising the Focussed Acceptance and Commitment Therapy (FACT) treatment approach, which recommends 4-6 sessions. Anecdotal evidence suggests that FACT is a valid approach to use with perpetrators of stalking offences because it targets strong thoughts including the fixations and obsessions that are often associated with stalking. This intervention is being evaluated by the University of Derby and early findings suggest significant perpetrator engagement and completion rates and relatively low repeat offences during and after participating in the intervention.

- **Strengthening the Criminal Justice System (CJS) Response**

53. In terms of the CJS response to DA, partners consistently referred to this as 'broken'. The low number of cases which reach court were discussed as were the alarming 60% of DA Police reports which are filed in the first 5 days. It goes without saying that the criminal justice response needs to improve its response to victims so they feel supported enough to continue with the case until it reaches court and there must be a continued effort to reduce attrition rates. There was an acknowledgement that there must also be use of the suite of available protection orders and civil interventions.
54. At the working group, partners said we also need to recognise the need to increase the response for the vast amount of cases that do not make it into the CJS to ensure there is accountability for perpetrators and protection for victims. For this reason, the OPCC is working with WMP on the development of an in-custody intervention which will engage domestic abuse perpetrators regardless of risk level. The intervention is based on the premise of a teachable moment, (which in education, is described as the time at which learning a particular topic or idea becomes possible or easiest). The aim is to apply this premise to domestic abuse offenders. The in-custody intervention is based on a model of Navigators who would engage with perpetrators during these reachable teachable moments. They would work alongside the Adult Intervention Team (AIT) but be offender focussed and not part of CJ process. It would be a Voluntary (not mandatory) engagement with persons in custody and would engage with ALL DA offenders regardless of risk level. The ambition behind this service is that it would lead to an increase in engagement of offenders into CJ outcomes, including Out of Court Disposals and CPS Receipts.
55. It is important to point out that WMP have been offering CARA for a number of years. Project CARA is an out of court disposal for first time, standard or medium risk offenders of intimate domestic abuse. CARA sits within the criminal justice system and is part of a conditional caution. The ethos of CARA is that it is a positive opportunity to support offenders in addressing their actions and attitudes in order to prevent recidivism and repeat victimisation. The perpetrator must comply with attending a short rehabilitative domestic abuse awareness course (delivered as two workshops) which addresses abusive relationship behaviours. If the offender fails to comply, then they may face prosecution for the original offence. Acceptance to the Domestic Abuse Conditional Cautioning scheme must meet specific criteria as set by the Director of the Public Prosecution (DPP) and the Crown Prosecution Service (CPS).

- **Prevention & Early Intervention with Children and Young People**

56. In society we unfortunately see the intergenerational normalisation of and desensitisation to violence and abuse from a young age. In tackling this, we are working on a whole-systems public health approach that starts early in a child's life and looks at both the environment within and outside the home. Partners said this prevention and early intervention work should not be gender neutral but take a gendered lens and support in breaking these norms and barriers and helping children understand them. There needs to be a change in schools and RSE curriculum with materials and training available to teachers to have the confidence to deliver this. It should look at misogyny and patriarchy and how it is present in popular culture as well as around healthy relationships and victim blaming. This needs to be delivered at a level suitable to the age of the child but delivered as soon as possible.

57. During the course of 2021-2022 the OPCC has been working alongside partners towards the coordination of a regional domestic abuse perpetrator approach which is reflective of localised nuances to reflect the variation in Local Authority areas including strategic structures, size and demographics - which vary greatly for each area. What has become apparent is that this work must sit alongside the regional MARAC Review which was commissioned by the VRP and carried out by Linxs consultancy. What has also become apparent is when considering any approaches to domestic abuse perpetrator intervention there is not one single intervention that will effectively meet the need of all 7 Local Authority areas and indeed all DA perpetrators, however this work continues as we work towards a regional Home Office bid, when the funding announcement is announced, We are expecting a 2-year funding opportunity to be announced – we were informed that the date would be late autumn.

Anti-Social Behaviour

58. In February 2022, the OPCC hosted an Anti-Social Behaviour (ASB) workshop with key representatives from authority authorities, (including Heads of Community Safety, ASB leads, Housing Officers), social housing providers, and colleagues from West Midlands Police (WMP) whose roles have an ASB focus.

59. Items under discussion included; performance data; injunctions; vulnerabilities and non-enforcement options; community triggers; victim support and ASB within housing.

60. A number of recommendations were developed, alongside some key issues that were identified. They included:

- Insufficient information sharing between partners was the most common issue identified when discussing performance data. Participants agreed that the West Midlands can be very 'borough-focussed' with regard to data, and for information to be better shared it is important that systems are developed which talk to each other.
- There was a request for greater data analysis to be undertaken to look into issues such as repeat calls and the difference between number of incidents and number of victims; a request for a focus on the effectiveness of measures to address ASB such as Public Space Protection Orders.
- When discussing effective enforcement, policing capacity was cited as an issue. References were made to police priorities being focussed on crime that causes the greatest harm to the public, and ASB routinely not falling into this category, despite partners making the argument that early intervention for ASB is key to prevent the escalation of it into more serious types of crime.
- Vulnerable individuals and non-enforcement options were a priority discussion for the workshop, focussing on what the current challenges are regarding vulnerable people who are engaging in ASB.
- The most common challenge was a lack of resources, specifically there are no dedicated resources and there are long waiting times for referral and assessment. Gaining the individual's consent to engage in support services was also raised as a challenge that partners were facing.

- With regard to the Community Trigger, it was clear that there was regional consistency in terms of the threshold for a community trigger, and it wasn't felt that there needed to be a standardised process across the region, however it was felt that some standardised guidance around the trigger process would be helpful. An opportunity to share best practice and learnings was the most consistent ask from partners with regard to community triggers.
- Discussion also took place around the ideal support for victims of ASB, as well as what the current obstacles were to providing that support. The overwhelming consensus was that victim support needs to take a holistic approach that looks at other factors in that individual's life that may make them vulnerable, aside from the ASB.
- Insufficient funds were the most common obstacle for not being able to currently provide the ideal victim support, including insufficient funds to train staff and equip them with the requisite skills. Partners emphasised the importance of incorporating lived experiences into a victim support service and empowering people to give a victims' statement through connecting them with people who have experienced similar, perhaps also a mechanism for a befriending system.
- Partners felt that it was difficult to develop a standardised policy to ASB within Housing due to different funding streams making it difficult to provide a holistic service.
- Police colleagues who were based in neighbourhoods explained that due to resources they do not have time to do the joint visits with the councils that they used to do, which was a source of frustration as they know that ASB can lead to knife, and other violent, crimes.

61. A series of recommendations were generated as a result of the discussions of the day including, but not limited to:

- A review should be conducted into the effectiveness of ASB tools and powers
- There should be higher engagement with the judiciary regarding concerns over inappropriate or disproportionate sentencing
- Explore what an 'ASB Court' could look like, with the recommendation that this take a multi-agency, problem-solving approach to address the underlying causes of ASB
- Standardised guidance around the trigger process should be drafted and shared with local authorities, to assist with decision making such as when to appoint an independent chair
- Refresh call handler training to include a trauma-informed approach to communicating with victims, to ensure that the first interaction victims have is as positive as possible.

62. The OPCC is in the process of developing the action plan attached to the report that identifies the key actions and the accountable lead for delivery. Next steps include the development of task and finish groups focussed on the different topics discussed at the workshop that will work to address the

recommendations and feed the activities into a regional Programme Group. Membership is currently being finalised to ensure regional and consistent representation at each task and finish group.

From Harm to Hope

63. [From Harm to Hope](#) was published on the 6 December 2021, and it stated that it was the first ever Drugs Strategy that commits the whole of government and our public services to work together and share responsibility for creating a safer, healthier and more productive society. Illegal drug use is a complex issue that has evolved over many years, so we must harness all of our energy and expertise as we respond. It set out a 10-year vision for addressing the impact that drug markets have on individuals and communities. It sets out three core strategic priorities: 'Breaking drug supply chains', 'Delivering a world-class treatment and recovery system' and 'Achieving a generational shift in the demand for drugs and promised almost £900 million of additional funding over the next three years which it claims will deliver 54,500 more treatment places, prevent nearly 1,000 deaths and close over 2,000 more county lines.

West Midlands Combatting Drugs and Alcohol Partnership (WMCDAP)

64. Off the back of 'From Harm to Hope', government published guidance calling on local areas to set up dedicated 'Combating Drugs Partnerships' that were expected to bring together action and oversight across all three priorities of the drugs strategy. There were two key decisions that each area needed to make in the first instance:
- a) the geographical footprint of each partnership and
 - b) who the partnership's Senior Responsible Officer will be.
65. It was proposed to partners that the partnership would best sit at a West Midlands force level (encompassing the 7 local authorities) and that the PCC could take the role as Senior Responsible Officer. After a period of negotiations, this was agreed by all areas. It was also agreed that the name of the group would be changed to reflect the equal importance that local areas place on dealing with the harms associated with alcohol. Thus, the WMCDAP was developed. This board will be part of the structure of the West Midlands Community Safety Partnership. as a lot of the relevant partners are already represented there. The priorities of the WMCDAP include substance misuse.
66. The first substantive meeting of the WMCDAP was held in September 2021. All partnerships have a series of actions that they must quickly fulfil in the months leading up to Christmas. The first of these was to finalise the Terms of Reference for the new partnership, which was completed.
67. The next of these actions include putting together a needs assessment for the partnership, establishing a delivery plan and a performance framework. Work is underway in all 7 local authorities with partners to deliver the actions set out above.

Public Health Approach to Fraud

68. Fraud is estimated to cost the UK up to £193 billion per year. This figure is rising year on year, with fraudsters inventing new ways of conning people out of their money every day. It is widely accepted that the UK's response to fraud is poor, with clear problems relating to governance, reporting, resourcing and partnership coordination.

69. The WMOPCC has undertaken an extensive exercise analysing how communities and local partnerships can improve their response to fraud. To do this we have commissioned a viability and recommendations study by Professors at Cardiff University on the possibility of implementing a public health approach to fraud. We now have a recommendations report with a series of 8 recommendations on how to implement a public health approach to fraud in the West Midlands. We will be working against these recommendations over the next year to implement the country's first public health approach to fraud.
70. The steering group to implement this work will sit under the West Midlands CSP due to the large community focus of much of the recommendations we will be working against within the report and fraud and cyber being a key focus of the partnership for the next year.

Recommendations

71. The board is asked to note the content of this report and the significant progress made in the area of community safety.

Appendix 3 - Rebuilding Community Policing – Active Citizens (December 2022)

1. To provide the West Midlands Police and Crime Panel with a report on progress towards the objectives in the West Midlands Police and Crime Plan 2021-2025 relating to “Rebuilding Community Policing”.
2. West Midlands Police remain fully committed to community policing which includes expanding the role our communities can play as part of our police family. Creating opportunities for active citizens, of all ages and backgrounds, to participate in policing is essential to improving transparency & legitimacy and building new capacity & capabilities in order to deliver safer communities. Led by a specialist Citizens in Policing team and delivered through our neighbourhood policing teams, our focus continues to be the development and success of:
 - Special Constabulary
 - Volunteers
 - StreetWatch
 - Volunteer Police Cadet Scheme
 - Junior PCSO Scheme
3. This paper will set out how each of these programmes and schemes has continued to develop post the Covid pandemic and how they have been influenced by unique opportunities during 2022 including the Birmingham 2022 Commonwealth Games.

Special Constabulary

4. The Special Constabulary remains an integral part of the volunteering family within West Midlands Police. 292 Special Constables, with fully warranted powers as Volunteer Police Officers, are expected to commit an average of 16 hours service per month to work alongside regular officers and Police Community Support Officers in Neighbourhood Police Teams, Force Response, Roads Policing, Force CID and Public Protection.
5. **Recruitment & Retention** - Between January 2022 and November 2022, the number of Specials within West Midlands Police reduced from 298 to 270. This was partly due to a

pause in recruitment for the Commonwealth Games in July and August 2022. Following the re-commencement of recruitment, strength has risen to 292 (as 22/11/2022).

6. Between January 2022 and November 2022, 90 Specials left the Constabulary with the main reasons being to either join a regular police service (34%) or due to a change in personal circumstances (32%).

Table 1: Recorded reason for Special Constable resigning between 1st January 2022 and 19th November 2022

Recorded reason for leaving	Count of Reason
Career Change - Joined Regulars (Own Force)	21
Personal Reasons - Change in Personal Circumstances	16
Personal Reasons - Work Life Balance	13
Career Change - Joined Regulars (Other Force)	10
Resigned whilst Training - Could no longer commit	7
All other reasons	23
Grand Total	90

7. A large proportion of our Specials are currently undergraduates in Higher Education studying Policing degree courses at Birmingham City University, University of Wolverhampton or the University of Warwick. Many of these students have an ambition to join West Midlands Police as regular officers upon graduation. For West Midlands Police this offers a pipeline of trained and experienced officers. However, it also results in the loss of trained Specials, leaving a deficit in experience and numbers within the Special Constabulary. For this reason, we are looking at ways to increase the attraction of older 'career' Specials who are settled in their non-policing career path.
8. **Deployments** - The service level agreement (SLA) is for all Special Constables to undertake at least 16 hours volunteering per month. In reality we have a large cohort of officers who far exceed the 16 hours per month minimum.
9. Inevitably, there are times where an individual cannot meet the 16 hours per month SLA requirement due to family circumstances, employment commitments or personal injury. In these situations, West Midlands Police ensures individuals receive appropriate welfare and

support. Officers not compliant with the minimum 16 hours of duties are supported to improve by their line manager using the appropriate support tools and processes recommended by West Midlands Police HR advisors.

Table 2: Number of hours that WMP Special Constables volunteer

SLA Compliance	April	May	June	July	Aug	Sept	Oct
Under 16 hours	69	58	78	79	93	76	73
Over 16 hours	159	165	138	150	134	140	139
In training	22	29	28	6	5	28	23
Non-operational	23	24	21	22	22	21	17
Leave of Absence / Suspended	29	26	24	27	26	20	22
Total Special Constables	302	302	289	284	280	285	274

10. In October alone, the Special Constabulary delivered an incredible 5,942 voluntary hours of duties helping to keep the communities of the West Midlands safe.
11. Over the past 12 months Special Constables have proudly worked with Operation Guardian to tackle knife crime, Homicide and football policing. This season, for the first time, the Special Constabulary fully aligned Special Constable SPOCs with specific football clubs and nominated Dedicated Football Officers. This has allowed Special Constables to work alongside spotters, public order teams and mutual aid colleagues to develop a range of skills and expertise.
12. During the Commonwealth Games, 18 Special Constables were deployed on a full-time basis, alongside mutual aid officers, and a further 25 Special Constables volunteered for dedicated Games' duties. Throughout this period, the Special Constabulary carried out a total of 4,547 hours supporting both the Games and the West Midlands Police business-as-usual backfill operation. This included policing the visit of HRH Princes Charles to Birmingham for which the Special Constables received exceptional feedback from the lead operational commanders.
13. After the passing of HM Queen Elizabeth II, the Special Constabulary sought to offer support, at the earliest opportunity, to Operation London Bridge. Members of the Special Constabulary senior leadership team participating all police planning meetings. This

resulted in the deployment of 16 public order trained Special Constables, on mutual aid, to Windsor for three days to support the state funeral of Her Majesty. These Specials represented West Midlands Police, and the country, with great dignity and empathy demonstrating the progression and professionalism that is becoming the norm for West Midlands Police Special Constabulary.

14. **Learning & Development** – West Midlands Police continues to ensure that Special Constables have access to a number of different pathways to support their personal development. This includes role specific training such as driving courses for those officers deployed on CMPG.
15. Special Constables are able to access all courses that are available for regular officers, and they are encouraged to take advantage of the continued personal development opportunities that are available. That includes access to mentors, coaches and personal development online tools. The senior leadership team are working with Learning & Development to ensure that Special Constable supervisors have access, using the latest online system Blackboard, to supervisor training “Passport to Management” which will support them to be well-trained and supported line managers.
16. The Special Constabulary undertakes two CPD weekends annually based on topics from individuals’ requests, operational debriefs and organisational learning. Future CPD workshops include inputs from force subject matter experts on Sexual Offences and International Warrants.
17. **Leadership** - The Special Constabulary has successfully appointed senior ranks and increased diversity in leadership roles. We continue to encourage females within the Special Constabulary to develop into leadership roles by holding regular *Women In Policing* meetings with inspiring guest speakers helping to build confidence to apply for and be successful during promotions processes. As a result, there is now an increase in female Inspectors. The support network is still in place for all females within the Special Constabulary and, having been so successful, is now be made available to all Special Constables.
18. There continues to be a plan to ensure Special Constables feel integrated within the regular police officer teams they are deployed with. As part of the continued investment in the Constabulary, most Specials now have personal issue radios and body worn videos.

19. **Challenges** - Despite the leadership support there are still challenges due to the unique nature of the Special Constabulary:

- A large number of Specials work outside of the West Midlands Police during normal daytime hours. This continues to create a challenge when there is a requirement to access enabling services such as IT support and learning & development.
- Accessing Personal Safety Training (PST) and First Aid training can prove particularly difficult for Specials Constables - planned future changes to increase the PST programme to two days will create additional challenges in ensuring Special Constables keep their accreditation.
- It continues to be a challenge ensuring the unique capacity and capability of the Special Constabulary is routinely considered and included in a timely manner during all aspects of business planning. This can include force training programmes, force wide initiatives (such as Operation Santos) as well as local and force operational deployments.

Case study - Special Constable Eli Tan

Special Constable Eli Tan moved to Birmingham from China eight years ago to finish her university studies and instantly fell in love with the city. After her course finished, she decided she wanted to learn more about the UK, the people and the culture. Since then, the 29-year-old has been happily living here and has made the city her home.

Growing up in China, Eli had always wanted to join the Army so when she arrived in the UK, she looked at the recruitment requirements for the British Army. Unfortunately, having a Chinese passport meant she wasn't eligible. However, she had done voluntary work before and decided a career with the Special Constabulary would be just as rewarding.

"As I studied at Uni, I'd noticed there were hardly any Chinese police officers around the city centre," Eli said. "As the UK's second biggest city, Birmingham attracts a lot of overseas students and Chinese immigrants, and this surprised me."

Now she's proud to be a part of Birmingham's Chinese community, helping to bridge the gap between Chinese people and the police, and she was excited that she had the opportunity to be part of the Commonwealth Games which came to Birmingham this year.

Volunteers

20. The West Midlands Police volunteer programme offers members of the community the opportunity to become *citizens in policing* - bringing valuable skills and expertise to policing teams, creating a closer and more effective relationship within communities and increasing the capacity of West Midlands Police. Volunteers bring fresh ideas, raise local concerns and offer practical solutions. Volunteers also act as advocates for West Midlands Police by sharing experiences of working alongside the police. Overall, volunteer's contribution of time, effort and skills continues to add significant value in achieving the force's vision and values.
21. **Roles, Recruitment & Retention** - West Midlands Police have Police Support Volunteers supporting and working as integral members within some of our busiest teams and departments. Examples include volunteers undertaking puppy walking, leading Police Cadet troops, supporting the Police Heritage Museum, assisting local neighbourhood policing teams, or using their specialist skills to volunteer in departments such as the Economic Crime Unit or the Public Protection Unit.
22. Over the past year WMP have continued to increase the range of volunteering and have begun to recruit volunteers into 20 new roles within Forensics, CMPG and Partnership teams.
23. The last 12 months has seen an increase in the number of volunteers increase from 440 volunteers to 530 volunteers. This increase includes an additional 93 volunteers within the Puppy Development Programme, an additional 33 volunteers within the Multi Faith Chaplaincy and an additional 24 metal detecting volunteers across all neighbourhood policing units.
24. West Midlands Police continues to seek to develop relationships with local universities in order to attract more student volunteers. Previous experience has shown that student

volunteers demonstrate significant commitment during their courses but also result in a higher turnover of volunteers when their courses finish.

25. Due to the rising cost of living, there is a growing risk of volunteers needing to reduce their available volunteering time in order to find part time jobs or prioritise work.
26. **Recognition & Appreciation** - Key changes over the past twelve months have seen WMP volunteers included in rewards and recognition and given increased access to support services.
27. In June 2022, for the first ever the Long Service Award was presented to volunteers for their continued service. Volunteers are eligible for an award after completing 2,3,5 and 10 years' service with WMP. To date, 48 volunteers have received an award this year.
28. Volunteers can now access the West Midlands Police wellbeing portal – VIVUP – which offers guidance, support and money-saving benefits.
29. **Governance & Future Vision** - A small Citizens in Policing Team co-ordinates the West Midlands Police response to Police Support volunteers in line with the Citizens in Policing Strategy 2022-2025 and the NPCC (National Police Chiefs Council) Valuing Volunteers Framework.
30. In 2023 the team will continue to work to:
 - Support local communities to engage with volunteering opportunities, encouraging active citizenship and community engagement to support all strands of volunteering
 - Collaborate with departments to test and evaluate innovative practice and implement those that succeed force wide
 - Ensure WMP, its employees and volunteers are safeguarded against harm and litigation by ensuring policies and processes support a positive volunteering experience for all

Case Study - Police Heritage Museum

There are currently 106 registered Police Heritage Museum volunteers with 80 volunteering at least once a month. Volunteers are crucial to the operation of the museum and regularly change their duties to ensure the museum can open at all times. There is a sense of community and a wonderful family atmosphere with volunteers

developing friendships. There has been success in recruiting a diverse range of volunteers, from retired officers to volunteers from within the education sector who are skilled and experienced at the school activities.

The Museum has developed a partnership with Birmingham City University, accepting students on placement and allowing them to lead educational activities, which provides them with unique work experience.

The Museum has helped break down barriers between policing and public perception. This has been evident with the number of young people that have visited the Museum and changed their view based on their experience at the museum and interaction with volunteers.

StreetWatch

31. StreetWatch is a community-led initiative based on street patrols carried out by members of the public with no police powers. Groups are managed by a Volunteer Co-ordinator who keeps a volunteer list and provides advice, guidance and support in consultation with the local police. StreetWatch volunteers must be between 18-80 years of age.
32. Volunteers patrol in pairs and register each patrol on a website. The neighbourhood policing team can look at the website before the patrols take place. If volunteers spot suspicious activity they report it to the police but do not get involved.
33. The purpose of StreetWatch is to:
 - To increase feelings of safety by providing reassurance and promoting good citizenship within the West Midlands
 - To assist WMP by promoting effective communication and prompt reporting of activity that gives rise to concern
 - To prevent crime by improving security, increasing vigilance, creating and maintaining a caring and cohesive community and reducing opportunities for crime by increasing crime prevention awareness
34. There are currently 202 StreetWatch Groups involving 1,432 volunteers within the West Midlands.

35. During the Covid pandemic, there was renewed interest of volunteers joining StreetWatch because they were working from home and had spare time to commit to the initiative. With the reduction of agile working and return to pre-Covid working practices, some volunteers are either leaving or have less time to commit to StreetWatch.

Table 3: New & Resigned StreetWatch Volunteers August 2021 to September 2022

	Aug -21	Sep -21	Oct-21	Nov -21	Dec 21 - Jan 22	Feb -22	Mar-22	Apr-22	May-22	Jun-22	Jul 22 - Aug 22	Sep -22
New	72	66	59	83	67	47	41	31	20	45	54	35
Resigned	215	96	110	84	97	53	51	56	37	112	108	64

36. **Deployments** - Recent activity has seen the support of StreetWatch patrols in tackling a rise in vehicle crime in Birmingham East as part of the force wide Operation SECLUSION. StreetWatch patrols have also been instrumental in supporting the Commonwealth Games and Queens Baton Relay.

37. There are future opportunities to develop the online forum used by the StreetWatch Groups to promote greater awareness of the value and opportunities of StreetWatch amongst wider WMP departments. This will provide additional opportunities to mobilise communities to help keeping communities safe.

Case Study – 2022 StreetWatch Awards

In October 2022, a special force awards ceremony recognised the unique contributions Streetwatch Groups have made to community safety within the West Midlands. The awards included:

In October 2021, five groups based in Sutton Coldfield worked with the incident room to provide much needed additional reassurance patrols and hand out witness appeal leaflets.

During the Commonwealth Games two volunteers from the Sheldon Country Park and Chelmsley Wood Group spent 42 hours walking and walked 80 miles patrolling the NEC venue sites

In Halesowen town, a new StreetWatch Group was formed from local small business owners who patrolled the town centre during their lunch breaks in order to promote a safer community and encourage more visitors into the town.

Volunteer Police Cadet Scheme

38. The Volunteer Police Cadet Scheme is a national scheme aimed at making a difference in local communities, building character, confidence and contribution through youth-led social action. It seeks to build trust and confidence between young people, their communities and the police. And it enables young people to have a real voice and influence in shaping policing.
39. WMP currently have 538 Police Cadets aged 13 – 17 years old and 164 Police Cadet Leaders who are all volunteers. There are 24 Cadet units located in Impact Areas with spaces available for up to 720 Cadets when all units are full to capacity. In the past 12 months two new Cadet units have opened in Walsall College and Wolverhampton College.
40. The Cadet Scheme has striven to ensure they are reflective and inclusive of the local community using a variety of methods to recruit volunteer Cadet Leaders. 103 of 165 Cadet Leaders are external community volunteers and not employed by WMP as either police officers or police staff. The community volunteers bring vital skills and experiences and are positive role models for Cadet Scheme members.
41. **Social Inclusion** - WMP continues to recruit Cadets to meet its 750-total ambition, also ensuring that the scheme prioritises those young people who are at risk of social exclusion, looked after, at risk of exploitation or at risk of engagement in crime.
42. The aim is for 25% of Police Cadets to be from disadvantaged backgrounds and to achieve this WMP needs to ensure the right referral pathways are in place to support the recruitment of those young people who will most benefit from engagement in the scheme.
43. To support social inclusion and eradicate economic exclusion WMP ensures its Cadets scheme is free at point of delivery - no charges for joining are levied against either the young people or their families.

44. Police Cadet units are predominantly located in one of the force's 19 Impact Areas meaning the location is easily accessible by those young people who live in the most deprived areas within the West Midlands.
45. The Cadet scheme works with Local Authority Children's Services and West Midlands Police's Early Help Intervention Teams to ensure those young people who are in most need and would benefit most from membership of Cadets are supported to join.
46. The Cadet Scheme supports young people with a range of disabilities including Down's Syndrome and Autism. To ensure they are welcomed into the Cadets, staff and volunteer Cadet Leaders are provided with additional training to ensure they are able to accommodate the needs of all young people within the scheme.
47. **Recruitment** - To ensure the Cadet Scheme is safe to operate and able to accommodate 750 cadets safely there must be sufficient numbers of police Cadet Leader volunteers to deliver the Cadet Scheme. It is anticipated that a further unit will increase the number of spaces available to achieve 750 cadets by the end of the financial year in March 2023.

Table 4: Numbers of Police Cadets & Cadet Leaders in 2022

2022	No. Cadets	No. Cadet Leaders
February	564	186
March	562	175
April	515	170
June	553	175
August	508	174
September	563	166
October	543	170
November	538	164

48. Between January 2022 and November 2022 there has been a fall in numbers for both Cadets and Cadet Leaders. During this period, there has been an ongoing robust approach to review active members and remove if necessary. WMP continuously accepts applications for new cohorts of Cadets to start at the beginning of each school term so expect to see the next significant rise in January 2023. Currently, there are a large number of applicants for the Volunteer Cadet Leader role undergoing the recruitment process and it is anticipated that WMP will start to see an increase in numbers from January 2023 onwards.

49. The current recruitment campaign includes engagement with Further Education establishments, community networking and outreach events alongside internal recruitment practices and external events such as career fairs. The Employer Supported Policing scheme has been utilised to contact companies to market the Volunteer Cadet Leader role internally.
50. **Curriculum** - The Cadet scheme offers a standard curriculum that follows the Police Competency Values Framework (CVF) endorsed by the College of Policing. The scheme is in the early stages of scoping an accreditation pathway for all Cadets with a further education provider. This would offer all Cadets an accreditation just for completing the Cadet Scheme curriculum. This would greatly support those cadets who are not reaching the standards required to join as a Police Officer.
51. In the past 12 months, all Cadet units have resumed full face-to-face sessions after a phased return following the Covid pandemic. This has led to Cadet Leaders and Cadets participating in community events that have supported force initiatives and operations including the Queens Platinum Jubilee, Commonwealth Games, County Lines Intensification Week, and Birmingham Pride. The Cadet units have also supported many external organisations at events such as Race for Life, British Police Symphony Orchestra, Canals & River Trust, Armed Forces Day and Remembrance Parades.
52. The Cadet scheme works closely with the Princes Trust and can refer Police Cadets to their programmes should they need additional support with education or training. The scheme works with local Colleges and Universities to explore course opportunities and welcomes guest speakers from organisations that can show the broad spectrum of job opportunities including those at apprenticeship level.
53. There is ongoing engagement with third sector organisations to demonstrate to Cadets the benefit of volunteering (post 18) to broaden their skills and future opportunities. For example, work with the Canal and River Trust resulted in Police Cadets volunteering to plant hundreds of trees as part of the Queen's Green Canopy. Many Cadets (post 18) develop to be Cadet Leaders.
54. It is recognised that some of the Police Cadets will want to pursue a career in policing and the scheme works closely with WMP's Outreach Team to ensure that all Cadets who have an interest in policing are supported to do so and receive real time advice. In 2022 at least two Cadets were successful in applying to join WMP as police officers.

55. **Safeguarding** – WMP complies with the UK Youth Safer Spaces Framework and the National Volunteer Police Cadets (VPC) safeguarding strategy. By adhering to a national safeguarding framework, WMP is able to follow a streamlined and consistent approach to the reporting and managing of safeguarding concerns, the recruitment of leaders, training, organising activities and beyond. This ensures that everyone involved knows what is expected of them at a local and national level and that confidential reporting and investigation is completed in a consistent manner.
56. Within the West Midlands this means that all Cadet leaders are subject to both DBS checks and police vetting and require two references. They are required to complete four Safeguarding Courses prior to joining and having contact with Children. All Cadets are given VPC approved safeguarding inputs and WMP have two NSPCC trained Designated Safeguarding Leads.
57. As of November 2022, 92% of Cadet Leaders mandatory training has been completed and work is ongoing to ensure that all mandatory training is completed by the end of the financial year.
58. **Future Challenges** - As the Cadet Scheme continues to grow, with Cadet units supporting more events and activities across the West Midlands, the requirements for transportation will increase. This will incur additional costs. A lack of additional support and/or a change to the 'free at point of delivery' ethos of the scheme is likely to be a limiting factor on the growth of the scheme.

Junior PCSO Scheme

59. The Junior PCSO scheme is the WMP branding for a police engagement programme aimed at children aged 8-11 years.
60. Based on the National Volunteer Police Cadets '*mini-police*' programme, the scheme was first introduced in Sandwell in 2015 as a school engagement programme designed to build relationships with Key Stage 2 children and to empower schools and students to support local communities (parking/bullying etc.)
61. The Junior PCSO scheme currently engages with over 3000 children in 150 schools across the West Midlands with a focus on keeping the Junior PCSOs and other people safe on the roads around their schools; helping to keep their schools and communities clean and

tidy; being a friend to anyone who is maybe having problems at school or at home and being safe when using the internet.

62. The scheme is led by local PCSOs, under the direction of the Citizens in Policing Governance Board, with ongoing work to create more standardised practice across WMP. Working with Wolverhampton NPU, the scheme utilised a member of the Partnership Team, employed by the local authority and an ex-teacher to review the Junior PCSO training package and provide an initial assessment of OFSTED compliance.
63. COVID resulted in all schemes being halted from March 2020. There has been reluctance from some schools in September 2022 for the schemes to be re-ignited due to staffing and resource concerns. Local police neighbourhood and partnership teams are working tirelessly to re-establish relationships with these schools, especially considering the huge impact that the pandemic has had on young people losing virtually two years of their schooling life.
64. Schools are now being engaged and consulted regarding the training package with an opportunity to influence the content and also to select the pupils to take part in future schemes.
65. The panel is asked to note the contents of this report

Appendix 4 - Rebuilding Community Policing – Neighbourhood Policing (January 2023)

1. West Midlands Police remain fully committed to neighbourhood policing and ensuring those working within the community are equipped and skilled to deliver the outcomes our public deserves.
2. This paper will set out:
 - The role of neighbourhood policing
 - The current deployment of neighbourhood police officers, police staff and PCSOs across West Midlands Police
 - The recruitment & development of neighbourhood police officers, police staff and PCSOs
 - Examples of crime reduction, community and partnership work being undertaken by neighbourhood police officers, police staff and PCSOs
 - Challenges within neighbourhood policing
 - The future of neighbourhood policing
3. There are two appendices with supplementary questions that were asked to be included within this paper:
 - An update on West Midlands Police's recruitment of under-represented groups
 - An assessment of West Midlands Police's response to people with trauma, mental ill health or who are neuro-diverse

The role of neighbourhood policing

4. In September 2022, the Local Policing Portfolio reviewed and re-established its neighbourhood policing priorities in line with the force's This Works Matters strategic plan (2020-2023), the Police & Crime Plan (2021-25) and the national Beating Crime Plan (2021).
5. West Midlands Police's neighbourhood policing teams' priorities in 2022/23 are:
6. Preventing serious youth violence (including violence involving knives)
7. Reducing neighbourhood crime (domestic burglary, vehicle-related crime, theft from the person & robbery)
8. Tackling criminal anti-social behaviour (including off-road motorbikes and car cruising)

9. Mobilising communities to tackle local problems
10. Identifying & protecting the most vulnerable from harm
11. Managing persistent & prolific offenders
12. Reducing repeat demand

The deployment of neighbourhood police officers, police staff and PCSOs

13. West Midlands Police is divided into 8 Neighbourhood Policing Units (NPU) each led by a Chief Superintendent. Each NPU consists of Neighbourhood Policing Teams, Neighbourhood Task Forces, Neighbourhood SOCEX (Serious and Organised Crime Exploitation hubs) and/or Gangs Teams, Partnerships Teams (including School Intervention & Prevention officers), Local Offender Management Teams and Sex Offender Management Teams.

Table 1: Local Policing Establishment (1st January 2023)

Department	Police Officer	Police Staff	PCSO	Grand Total
Birmingham East NPU	369	7.00	64	440
Birmingham West NPU	404	0.00	86	490
Coventry NPU	217	4.00	58	279
Dudley NPU	123.5	4.00	46	173.5
Sandwell NPU	172	4.00	54	230
Solihull NPU	109	4.00	38	151
Walsall NPU	134.5	5.00	44	183.5
Wolverhampton NPU	190	5.00	62	257
Birmingham Partnerships	27	21.00	0	48
Integrated Offender Management	10	21.00	0	31
Total	1756	75	452	2283

Table 2: Local Policing Strength (1st January 2023)

Department	Police Officer	Police Staff	PCSO	Grand Total
Birmingham East NPU	373	6.00	55	434
Birmingham West NPU	410	0	78	488
Coventry NPU	209.5	6	52	267
Dudley NPU	123	3	42	168
Sandwell NPU	192	5	45	242
Solihull NPU	118	4	33	155
Walsall NPU	147	5	38	190
Wolverhampton NPU	211	3	55	269
Birmingham Partnerships	47	20	3	70
Integrated Offender Management	10	13.5	0	23.5
Total	1840.5	68.5	401	2306.5

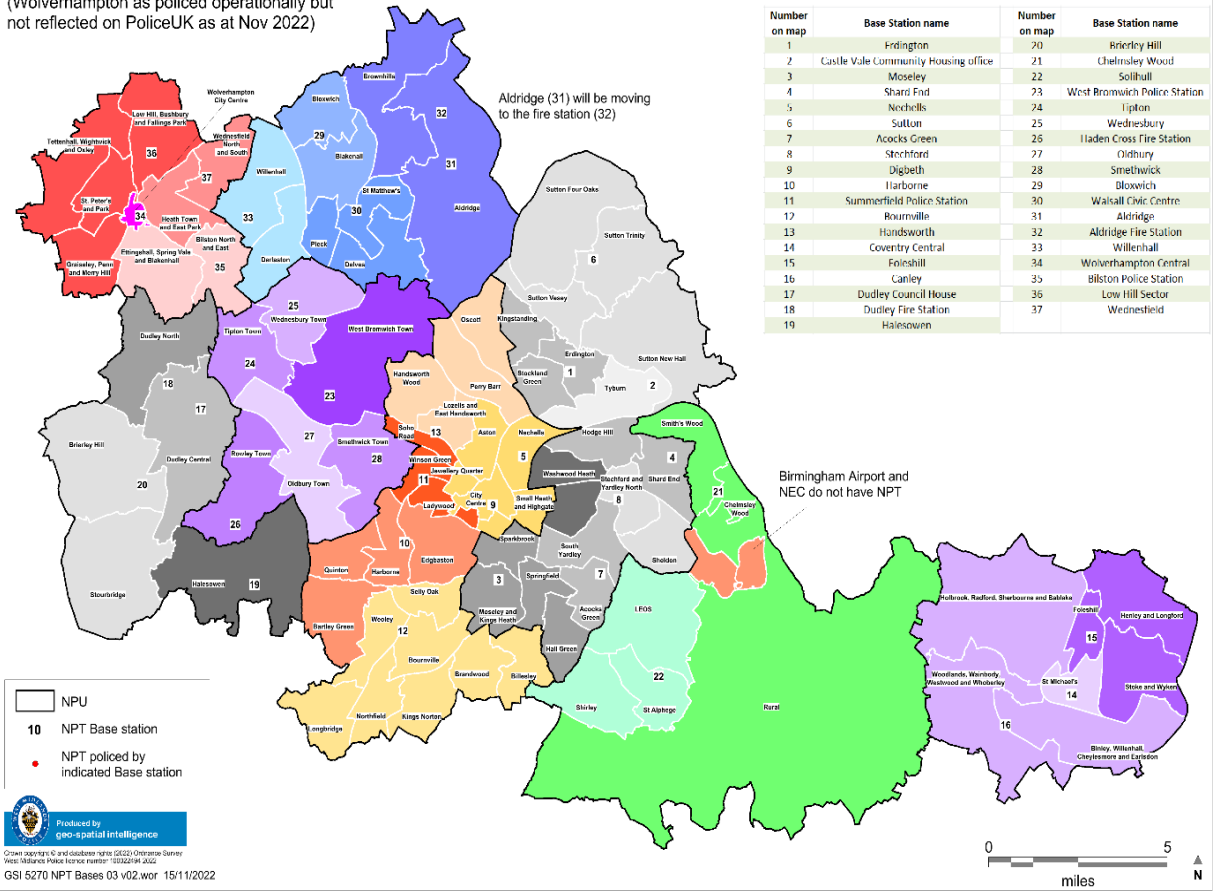
Notes:

- *BW and BE NPU share Offender Management resources however posts are recorded under BE NPU*
- *Police officer establishment includes all ranks up to a Chief Superintendent*
- *All numbers have been rounded up or down with the exception of half decimal*

14. There are 192 local authority wards within the West Midlands, policed by 88 Neighbourhood Policing Teams. Each Neighbourhood Policing Team is led by a Sergeant and consists of police officers and police community support officers (PCSO). The teams are based in 36 parade stations within local communities.

Neighbourhood Policing Teams and bases

(Wolverhampton as policed operationally but not reflected on PoliceUK as at Nov 2022)



Full details for each Neighbourhood Policing Team can be found at www.police.uk

The recruitment of neighbourhood police officers, police staff and PCSOs

15. Since the commencement of the uplift programme, 2,531 officers have been recruited by the force through one of six entry routes;

- Police Constable Degree Apprenticeship (PCDA)
- Degree Holder Entry Programme (DHEP – also includes DC DHEP)
- Police Now (also includes Police Now DC)
- Professional Policing Degree (PPD).
- Direct Entry Programme
- Transferees
- Re-joiners

16. In 2019, the force used a Priority Based Budgeting (PBB) approach to determine the areas of the force that required an uplift in resource and through this process the Local Policing Portfolio has been uplifted by 271 posts – predominantly focused on the Neighbourhood Task Force, Youth Intervention & Prevention, Impact Areas and more recently Serious

Organised Crime & Exploitation (SOCEX) Hubs. These posts were filled during 2021 and 2022. In addition, to support the uplift, new recruits have provided substantive officers the opportunity to move into the newly developed posts.

17. Over last two years 168 PCSOs left West Midlands Police with 88 becoming Police Constable. In 2022, WMP recruited 61 PCSOs who have been posted to neighbour teams across the West Midlands.

Training & development of neighbourhood police officers, police staff and PCSOs

18. West Midlands Police offer a range of career development and training opportunities which are either classroom based or online. The offer of learning can vary dependant on role, specialism and department. The offer of role specific neighbourhood policing training programme is limited and only provided to student Police Officers and PCSOs upon entry.
19. Initial training for student Police Officers and PCSOs provides the relevant knowledge and skills for their role within neighbourhood policing. A bespoke course provides an overview with aspects of the course including powers and policy related to Anti-Social Behaviour, vulnerability or Crime Prevention.
20. PCSOs are provided inputs around how to connect and build relationships through their local communities by using existing mechanisms such as Early Help, crime prevention, and the Prince's Trust. They are also shown how to set up and run a World Café and taught the benefits that these events bring in helping teams engage with local communities. The key benefits of a World Café are provided, namely the chance for the local police to build relationships in understanding public sentiment and supporting open dialogue. These events can be used to establish a relationship and commence engagement in an area where it is needed.
21. Furthermore, in an effort to ensure West Midlands Police are working with communities and listening to their concerns relating to the service provided, training has been designed to raise awareness of communities and their history. In line with the Fairness & Belonging Strategy a new package has now been produced for all officers "*Learning from our History*". It will be introduced for the first cohorts of students in January 2023. This lesson focuses on black history and issues linked to policing. This is one example where West Midlands Police employees will be mandated to complete online learning relating how the

organisation improves its response to all communities increasing public trust and confidence.

22. The longer-term development of local policing is supported by the accessibility to resources via the online career portal e.g. options relating to coaching and mentoring but also, additional CPD opportunities via multiple methods including webcasts, online guides, newsletters, training events all focused on subjects relating to Policing, career and personal development.
23. There is also mandatory training which all local policing staff are required to attend as part of their ongoing development. The types of training offered can range from the 'Voice of the Child' public protection training that allows officers to identify vulnerability and risk when attending reports of domestic abuse, JESIP joint operational response to major / terrorist incident training that develops officers on how to dynamically respond to critical incidents, through to more localised training that allows staff to understand local opportunities to engage with key partner agencies who they can jointly work with to address community needs.
24. In addition to this there is a formal People Development Board established on each Neighbourhood Policing Unit that is chaired by a Local Command Team member which meets regularly to discuss the training needs and development opportunities for all staff. This board also invites suggestions and ideas from the staff, so it is also a bottom up approach that ensures the local policing teams are able to develop in line with new legislation, societal trends and any changes in partner agency procedures or protocols – all of which helps them deliver a greater service to the local community.
25. West Midlands Police are in the early stages of exploring how to expand the Police Education Qualifications Framework (PEQF) in line with College of Policing guidance to help train and develop future PCSOs.
26. As part of its Professionalising Local Policing strategy, West Midlands Police are working with the Higher Education sector currently responsible for delivery of PCDA, DHEP and dedicated Investigation entry courses, to discuss opportunities to design, create and deliver bespoke training packages specifically for Local Policing. This is part of the second strand of the PLP strategy that is looking at accredited/non-accredited bespoke training packages for all Local Policing staff at level 2,3 and 4.

Neighbourhood policing and Impact Areas

27. Impact Areas are 19 geographical areas within the Neighbourhood Policing Units where there is disproportionate amount of crime, demand, deprivation and harm. The Impact Areas are identified based on demand and need mapping from various data sources across agencies. These areas have been prioritised to reduce crime, demand and harm to improve the quality of life and protect the most vulnerable through coordinated activity and interventions by the Force, partners and communities.

28. The Impact Area teams recognise that root causes of crime and harm across Impact Areas are beyond the control of West Midlands Police alone and there is extensive partnership working with external organisations e.g. local authorities, as well as those in the education, housing and the health sector. Community Safety Partnerships are the main vehicle for this, but it can feature elsewhere too (Safeguarding Partnerships, Health and Wellbeing Boards, CONTEST Boards, etc.). Partnership working has included joint initiatives and participating in various partnership meetings. Impact Area teams also work closely with the Violence Reduction Partnership (VRP) in an attempt to make the areas safer and help reduce crime and harm. All teams have also undertaken extensive community engagement to promote Impact Area work and help build confidence and trust in policing.

29. Regular performance monitoring reports have been presented through the Local Policing Governance Board and Force Performance Panel in relation to crime and harm levels within Impact Areas:

30. Table 3: Change in Crime harm in each Impact Area – Sept 2021 to November 2022

NPU	Impact Areas	Sep-21 to Aug-22			Oct-21 to Sep-22		Nov-21 to Oct-22		Dec-21 to Nov-22		Status
		Crime Harm	Crime Harm	% Dif.	Crime Harm	% Dif.	Crime Harm	% Dif.			
BE	Bordesley Green	533951	518832	-2.83%	511992.5	-1.32%	498532.5	-2.63%	↑		
	Erdington	582346.5	589159	1.17%	587427.5	-0.29%	584366	-0.52%	↑		
	Sparkbrook and Sparkhill	757484	742281.5	-2.01%	763281	2.83%	755214.5	-1.06%	↑		
BW	Birmingham City Centre	2655679	2592193	-2.39%	2576668.5	-0.60%	2580001.5	0.13%	↓		
	Lozells	617542	617946	0.07%	614950.5	-0.48%	623289.5	1.36%	↓		
	Three Estates	200451.5	207410.5	3.47%	193361.5	-6.77%	201894.5	4.41%	↓		
CV	Hillfields	456828	469347.5	2.74%	469454.5	0.02%	471793.5	0.50%	↓		
	Wood End and Bell Green	148751	152592	2.58%	148387.5	-2.76%	152626	2.86%	↓		
DY	Brierley Hill	246857.5	247732.5	0.35%	244706	-1.22%	244936.5	0.09%	↓		
	Dudley Central	496557.5	492536	-0.81%	491005.5	-0.31%	464298.5	-5.44%	↑		
SW	Princes End	199450	205693.5	3.13%	203393	-1.12%	204071	0.33%	↓		
	Smethwick Soho and Victoria	203164	208917	2.83%	214284	2.57%	227712	6.27%	↓		
	West Bromwich Central	210047	195846.5	-6.76%	189932	-3.02%	192939.5	1.58%	↓		
SH	Chelmsley Town	381274.5	375001.5	-1.65%	370230.5	-1.27%	377215	1.89%	↓		
	Smiths Wood	153884	156674	1.81%	156961	0.18%	156509	-0.29%	↑		
WS	St Matthews Caldmore	415834.5	412819	-0.73%	406952.5	-1.42%	399605	-1.81%	↑		
	Willenhall	43068	45183	4.91%	44635.5	-1.21%	43939.5	-1.56%	↑		
WV	Bilston	79640	84698	6.35%	88955	5.03%	89339	0.43%	↓		
	Whitmore Reans	327710	333866.5	1.88%	341525	2.29%	331849.5	-2.83%	↑		

OUTSTANDING	GOOD	NEEDS IMPROVEMENT	POOR
Reducing 3 months	Reducing 1-2 months	Increasing 1-2 months	Increasing 3 months

Neighbourhood policing and tackling Serious Youth Violence

31. Serious youth violence (the focus nationally is worded “under 25 Violence with Injury”) is a wide-ranging challenge which affects individuals, families and communities. It comes in multiple forms, takes place within different contexts and situations and cuts across culture, race and socio-economic status.

32. West Midlands Police is currently in receipt of Home Office Serious Youth Violence Funding to specifically target under 25 violence with injury and knife crime. These funds support the work of the Violence Reduction Partnership (VRP) and ‘GRIP’ which provides additional and enhanced policing activity in violence hotspots including Project Guardian resources.

33. Targeted Guardian Patrols (TGP) commenced on 1st October 2022, a new way of patrolling to help reduce youth violence. Working with the data lab, the Project Guardian team had identified small geographical areas across the force where most serious youth violence is most likely to happen. Analysis had shown these areas to be 1.4 per cent of the force’s geography but 19 per cent of serious youth violence and 18.4 per cent of harm.

34. The team has been asking local neighbourhood teams to run short hotspot patrols, of no longer than an hour, in these areas at times most likely to cause disruption to violent crime. This new hot spot policing method is funded by Home Office ‘GRIP’ funding, available to

officers on Project Guardian overtime. An independent evaluation of the Targeted Guardian Patrols is expected in Spring 2023.

35. A Serious Youth Violence Reduction Plan is in place on every Neighbourhood Policing Unit, owned by the NPU Commander and led by the NPU Superintendent. West Midlands Police's Internal Audit Team have been commissioned to review these plans with their report due to be published by February 2023.

Neighbourhood policing and protecting the Vulnerable

36. All NPU Commanders undertake key roles to support vulnerable people through statutory safeguarding boards (Child and Adult) along with Community Safety Partnerships. Locally, operational officers undertake joint training with partner agencies in support of safeguarding boards. This is particularly the case in response to joint learning and lessons learned from cases of note. Local policing staff have undertaken training under Project Sentinel, which is the force programme to tackle vulnerability. An example of the work undertaken through Sentinel includes the delivery of trauma informed training to all local policing staff.
37. Each NPU has a central referral system for cases involving vulnerability which is supported by a dedicated Partnerships team Vulnerability Officer. This role involves signposting to relevant partners and third-party agencies and monitoring any emerging trends or issues.
38. Through the national uplift programme Serious Organised Crime and Exploitation (SOCEX) Hubs have been introduced across Wolverhampton, Birmingham and Coventry to coordinate intelligence, investigation and intervention activity with partners. Working proactively, they seek to identify early signs of vulnerability focusing on the victim but also the offender and location, taking more of a contextual safeguarding approach. In Birmingham, the SOCEX hub are linked with the Empower U hub owned by the Birmingham Children's Trust and involved at a multi-agency level to help intervene and safeguard those most in need.
39. All NPU areas have mature partnership exploitation reduction strategies, tactical and operational groups which look at broader interventions. NPUs also support National County Lines weeks of intensification where focus is brought to key strands such as County Lines, Child Sexual Exploitation and Human Trafficking. Most NPUs have Organised Crime Group (OCG) Teams who specifically target those involved in the exploitation of others, drug supply and serious youth violence.

40. With children at risk and vulnerable to radicalisation, the need to ensure local policing understand the risks and are aware of how to safeguard is paramount.

Case Study – PREVENT Ambassadors & Youth Café

PCSOs and frontline local policing teams are being trained as PREVENT ambassadors to represent and work with the Counter Terrorism Policing Unit in identifying and responding to those being exploited and most vulnerable to radicalisation.

In recent months, PCSOs and School Intervention & Prevention Officers, who are signed up as PREVENT Ambassadors, have attended a 'train-the-trainer' and other sessions to deliver a Youth Café workshop session to children and young people in secondary school. The two-hour workshops are focused on three key areas; knife crime, drugs (including County Lines) and radicalisation. The intention is that these areas, which present the most significant risk to young people, are discussed with a selection of 30 children. Youth Café type workshops have received widespread recognition from schools. Delivery by both neighbourhood policing teams and PREVENT officers, will open up this learning to a significant number of children and young people.

Neighbourhood policing and reducing Neighbourhood Crime

41. Neighbourhood Policing Units (NPU) undertake a significant role in co-ordinating prevention and enforcement activity in relation to Neighbourhood Crimes namely domestic burglary, robbery, theft from the person, vehicle-related crime, criminal anti-social behaviour as well serious youth violence (included the involvement of knives).
42. NPU senior leadership team's co-ordinate key operational activity through local governance arrangements (TRM, LTDB, Priority Crime Meetings). Bids for support from across West Midlands Police including Traffic / CMPG, OSU, Dogs, FSU, Drones & ROCU are co-ordinated in this way. NPUs ensure that these wider teams are properly briefed with relevant intelligence, targets and patrol strategies and that outcomes are accurately recorded on CONNECT.
43. Each NPU has a dedicated senior lead for each offence type who ensures that local activity takes place to tackle burglary (Operation TURNHAND), robbery and vehicle crime

(Operation SECLUSION). NPU staff undertake targeted patrol activity in hotspot areas in both uniform and plain clothes. Prolific offenders are subject to close monitoring and visits to manage offending behaviour. Outstanding suspects are prioritised for arrests by Neighbourhood Task Force teams and prison recalls and warrants are executed in a timely way. All teams undertake pro-active, intelligence led operations including search warrants at 'chop shops', handlers of criminal property and key suspects. Victims of crime are offered follow up visits to provide reassurance, prevent repeat victimisation and to 'super-cocoon' the immediate neighbouring area.

Case Study – Operation SECLUSION Tackling Vehicle Crime

Vehicle Crime Task Force

In order to tackle this crime, a Vehicle Crime Task Force has been set up, looking at offending across the force area, with a targeted approach to disrupt activity and bring offenders to justice.

In September (the first month of the Task Force) charges for recorded offences of vehicle crime, were the highest for over two years. This has continued, month on month, as the Task Force continues to tackle this offending.

During November, the Task Force arrested and charged two men who are believed responsible for 62 offences of vehicle theft. In the same month a large scale 'chop shop' in the Birmingham area was the subject of a court warrant, six people were arrested and charged with handling stolen goods, a premises closure order has been authorised by the court following a police application. Further work by the team on the back of this, resulted in the execution of a warrant in East of Birmingham where another linked chop shop was located and several stolen vehicles were recovered. This demonstrates the Task Force's agility to react to intelligence, recover stolen property and arrest then charge those responsible.

Crime Reduction Team

The Crime Reduction Team are currently supporting improvements in security at key locations across the West Midlands, which have been highlighted as hot spots for vehicle crime. This also involved the development of partnership working with people, such as hotel chains and large retail outlet in order try and design out crime. This also extends to manufactures, in order to build strong relations to tackle the offending issues.

The Team has looked at innovative ways to help owners to safeguard their vehicles, this involved the use of targeted messaging via Instagram by 'geo fencing' dealerships of a vehicle type which was known to be vulnerable. This messaging provided key crime prevention messaging to those who were taking their vehicles in for servicing etc. This resulted in the messaging being read by over 46,000 people and following this, we could actively see reductions in offending in relation to that vehicle type. A further pilot is taking place in January, where registered keepers of a vulnerable vehicle type will be visited by local officers to provide bespoke crime prevention advice in the Harborne and Edgbaston areas, this is being done in partnership with 'disklok' who will provide those keepers with a discount code to allow them to acquire a steering wheel lock at a discount price. Thereby providing a local service to those potential victims, who have been identified through the review of crime recording data.

44. In December, recorded offences relating to theft of motor vehicle, dropped by 11% (offence classification search) when compared with November. The Task Force continues to focus on those offenders who are causing us most harm, with the outcomes for theft of motor vehicles in January set to exceed those of December.
45. In January 2023, NPUs will roll out a new Vehicle Task Force which will be dedicated to the Western side of the force area, in order to provide a focus within that area, together with building strong links with neighbouring forces to tackle cross-border offending. This will allow the current Task Force to focus on the Central and Eastern areas of the force.
46. In October 2022, West Midlands Police adopted burglary as a force priority. The operation has seen cross departmental collaboration with the aim to working together sharing best practice and a joint approach when tackling increases in burglary demand. The focus included a robust strategic oversight, attendance at burglaries and improved investigative outcomes.
47. West Midlands Police committed to the burglary pledge to attend all burglary dwelling offences as soon as possible unless specifically requested not to by the victim and always to attend when the victim is vulnerable. This commitment would seek to; improve the solvability and outcomes, increase victim satisfaction and ensure the most appropriate resource is deployed. WMP are attending burglaries as stated however work is underway to ensure the data can provide accurate analysis and evidence of this.

48. As of December 2022, year-to-date Theft from the Person increased by 29.6% when compared to the same period in 2021/2022 and 54.7% when compared to 2019/2020. Birmingham City Centre was the overall driver for this offence.

Case Study – Operation EQUATE

Birmingham West has seen a significant increase in the number of thefts from the person criminal offences, particularly related to mobile phones in the City Centre during the day and evening.

In response, local policing neighbourhood teams in collaboration with British Transport Police, Central Bid, and Security/loss prevention teams are employing a wide range of tactics to reduce crime at key locations and deter prolific offenders from committing offences in Birmingham City Centre.

Tactics employed include the use of police Airwave technology, the Events Application, Sentrysis and Citysafe digital radio system for communication and intelligence sharing; daily review of Theft from the Person crime to enable effective targeting of patrols around locations and offenders; joint patrols with security partners; Security/Loss Prevention Teams to be used as spotting teams to identify high risk offenders; tenancy condition breaches if our offenders are housed in local authority housing; and positive action with an emphasis on arrest (if appropriate) where offences are committed by targeted offenders.

49. NPUs represent West Midlands Police within each of the seven Community Safety Partnerships (CSP). The CSPs are able to bring strategic analysis of the threat and lever in partnership support and funding to key issues. This may include CSP-led media campaigns, engagement with local businesses and use of partnership regulation to tackle problem locations e.g. Trading Standards or West Midland Fire Service. NPUs have also worked with partners to host crime prevention events where e.g. MotorservUK where crime prevention advice is given in addition to product demonstrations and distribution of crime prevention signs and other material.
50. Each NPU has active StreetWatch and SpeedWatch schemes. They are briefed by local officers and PCSOs as well as via the WM NOW platform. Active citizens volunteer in key neighbourhood crime hotspot areas undertaking patrols, identifying potential stolen

vehicles and reporting suspicious activity and behaviour. Key crime prevention messages are passed via local channels and to communities direct. PCSOs host community meetings where they are able to engage with local residents to understand community concerns, gather intelligence and reassure the public regarding policing activity.

Case Study – 2022 StreetWatch Awards

In October 2022, a special force awards ceremony recognised the unique contributions Streetwatch Groups have made to community safety within the West Midlands. The awards included:

In October 2021, five groups based in Sutton Coldfield worked with the incident room to provide much needed additional reassurance patrols and hand out witness appeal leaflets.

During the Commonwealth Games two volunteers from the Sheldon Country Park and Chelmsley Wood Group spent 42 hours walking and walked 80 miles patrolling the NEC venue sites

In Halesowen town, a new StreetWatch Group was formed from local, small business owners who patrolled the town centre during their lunch breaks in order to promote a safer community and encourage more visitors into the town.

Neighbourhood policing and engaging with Schools

51. In June 2022, a review was conducted of West Midlands Police's approach to Schools' Link Officers. The intention was to use uplift posts to deliver a more effective & consistent to approach to role profiles, deployment principles, governance, delivery toolkits and performance frameworks. The review agreed two new roles and commenced an implementation plan for completion by July 2023.

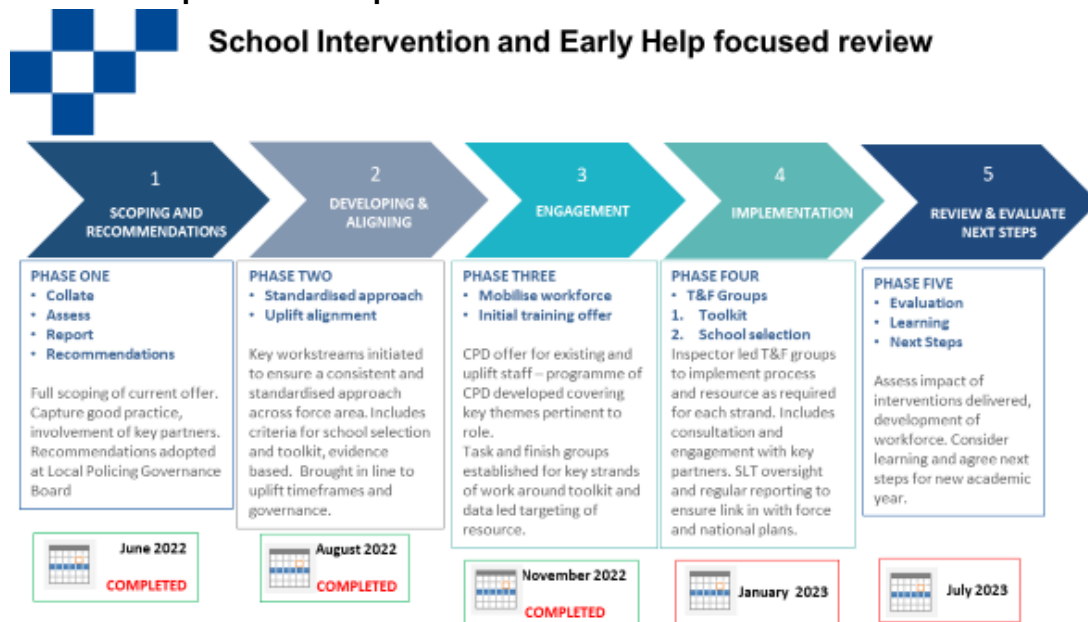
52. The role of a School Intervention and Prevention (SIP) Officer is to work in partnership with key stakeholders within their locality to operationalise co-ordinated early intervention and embed our trauma informed policing as part of a holistic and structured intervention plan for children and young people. A critical aspect of this role will be the understanding of the vulnerabilities of children missing from school, and understand how to progress safeguarding mechanisms. The role of the SIP will be to support neighbourhood teams, education settings and other relevant partners with referrals to appropriate provisions and recommending Early Help Assessments, CASS and exploitation screening tool submissions.

53. The role of an Early Help & Intervention (EH) Officer is to work with partners (both internally and externally) to provide a coordinated approach to Early Help and Intervention & Prevention work across the NPU

Table 4: Number of SIP/EH establishment

NPU	SIP Uplift Establishment	EH Uplift Establishment
BW	16	5
BE	12	
SH	6	5
CV	6	8
WS	5	4
WV	5	4
SW	7	5
DY	4	5
Total	61 (included 2 x SGTS)	36 (including 2 x SGTS)

Table 5: Implementation plan



Neighbourhood policing and Community Engagement & Cohesion

54. Local Policing is the 'front door' to the police and the professionalism, fairness, procedural justice and respect that they demonstrate towards the community and their presence in a positive, supportive manner is helping to breakdown the negative perception on policing that is present in some communities and affecting present and future representation. As an example, local policing officers chair community meetings such as the Independent Advisory Group (IAG) etc. Being open and transparent about policing in community forums, specifically those aimed at young people is helping to 'open up' policing to future generations and build the trust and legitimacy needed to see if they are going to perceive it as a career of choice in the future.

Case Study – Operation CAMPANA - Muslim/Hindu Tensions

Neighbourhood policing teams in Birmingham East and Sandwell supported the community policing response to the significant disorder that took place in Leicester and subsequent escalating tensions and protest/some disorder outside a Hindu temple on Smethwick in September 2022.

In Birmingham East, early engagement with the community, colleagues and friends helped identify the reason for the disorders and the potential community impact it had on the local area. The information gathered within from the community assisted and informed the force intelligence assessment. Senior management met with key individuals from both the Hindu and Muslim community to understand their concerns and held a joint meeting. A meeting which had led to a working partnership allowing WMP to better understand information within the community, share community concerns, negate any rumours and fundamentally keep the communities free from disorder. This meeting was shared via social media alongside a strong communication plan, policing and local engagement plan.

In Sandwell, the NPU Commander and team were, with the help of the multi faith leaders' group Faithful Friends at Sandwell, able to convene a strategic faith leaders/ IAG/ community face-to-face meeting. This empowered the faith community leaders to agree a joint position statement as well as appealing for calm to promote cohesion and respect for one another.

There has been excellent feedback about West Midlands Police's responsiveness during this challenging time and the force has been able to build new relationships.

55. To showcase and demonstrate work of Neighbourhood Policing, a “National Week of Action” will take place between 23rd January and 27th January 2023. There will be activities in the West Midlands focused of four key areas namely those listed below:

- Early intervention to reduce crime and ASB
- Problem Solving to prevent crime and ASB
- Improving Trust and Confidence with our communities
- Staff and Officer Wellbeing

Challenges within neighbourhood policing

56. Whilst neighbourhood policing continues to successfully deliver safer and better engaged communities for all those living and working within the West Midlands there remain some unique challenges.

57. NPUs are working closely with colleagues in Force Response, the Force Support Unit and Roads Policing to provide a 24/7 capability to police both the night-time economy and tackle overnight acquisitive crime such as burglary. However, such duties inevitably abstract neighbourhood officers from their daytime intervention & prevent work including meetings, community engagement and partnership working.

58. NPUs are working closely with Roads Policing to identify national best practice in tackling criminal anti-social behaviour related to off-road motorbikes. Existing police powers and tactics have a limited effect and efforts are ongoing to find new methods of addressing this kind of behaviour which can cause immense disruption and concern within local communities.

59. Neighbourhood Task Forces have been effective in targeting local drug suppliers who, in turn, can be the cause of localised criminality and exploitation of the vulnerable. As local drug suppliers become more sophisticated it is important that neighbourhood officers get access to the necessary specialist training and equipment.

60. The cost of living crisis has been increasingly affecting more and more people and households since inflation started rising in late 2021. This has been exacerbated by higher energy prices following the war in Ukraine and leading to a real-terms sharp fall in disposable income for many in the West Midlands, pushing the poorest communities into further poverty. Whilst the Government has announced some measures to respond to high

energy prices, poorer households – on average – are experiencing higher inflation than better off households as reported by the Institute of Fiscal Studies.

61. In the West Midlands, Local authorities are already reporting an increase in the numbers of individuals accessing services such as food banks, substance misuse services, reporting themselves as homeless and seeking additional support. It is anticipated that there may be a correlated increase in crime including fraud (targeting the vulnerable), acquisitive crime and specific offences such as abstracting electricity. There will likely be an increase in calls for police service from those in crisis including missing persons and individuals experiencing mental health episodes. Police and partnership funding are likely to face demands over the forthcoming months and has led to closer collaboration and exploration of partnership working.

Future vision for neighbourhood policing

62. The Chief Constable has set out a new vision for West Midlands Police – *‘Big enough to cope, small enough to care’* - which, at its heart, includes a new neighbourhood-based policing model that respects people, places and partners.

63. The new neighbourhood-based policing model will re-affirm the need for clear ownership, affinity and pride in local teams to keep the public safe and pool the force’s collective impact upon local criminality.

64. The Local Policing portfolio is working with the programme design team to develop this new blueprint for neighbourhood policing within the West Midlands.

65. At a national level, the National Police Chiefs’ Council has proposed a new *‘Neighbourhood Policing Outcome and Performance Framework’* which will support the drive to professionalise neighbourhood policing across the UK.

66. The framework, if approved, will assist all police forces to develop consistent and effective local policing frameworks with a particular focus on measures assessing performance, increased visibility, public confidence, legitimacy and building engaged communities. The proposed framework is currently out for consultation.

Conclusion

67. This report has, hopefully, demonstrated that, within the West Midlands, neighbourhood policing remains the cornerstone of our policing mission. Over the

past twelve months, neighbourhood officers and PCSOs have demonstrated incredible commitment, flexibility and ingenuity. 2023 will continue to be an opportunity to build on these successes.

Report to the West Midlands Police and Crime Panel

Public Confidence Theme: Supporting Victims

February 2023

Authors: Harjeet Chakira – Policy Manager (Victims), Tara Muchemenyi Policy Officer

Introduction

1. This paper seeks to address the questions put forward by the Police and Crime Panel.
2. In particular the paper will provide an overview of the following points;
 - ✓ How the Commissioner is providing oversight to ensure compliance with the Victims Code.
 - ✓ Improvements in victim satisfaction rates and in particular how victims of crime are being kept updated on the progress of investigations and prosecutions.
 - ✓ The Victims' Commissioner examination of the local Victims' Right to Review provisions.
 - ✓ Information on the projects being undertaken to support victims of crime, in particular vulnerable victims of crime, and demonstrate the impact of these projects.

Victims' Code Compliance

3. Improving victims' experiences of the Criminal Justice System is a key priority for the Police and Crime Commissioner, in his Police and Crime Plan 2021-2025, the Commissioner states;

"All victims should be able to access justice, be treated with dignity and respect, and be met with a trauma-informed response. Victims should be believed and supported to understand decisions about their case. The criminal justice system should not compound their trauma but provide a sense of justice. The Local Criminal Justice Board Victims and Witnesses Delivery Group will seek to offer effective oversight of the Code of Compliance for Victims and Witnesses, improve victim satisfaction and ensure appropriate support and facilities for victims and witnesses. It will work closely with the Victims Commission. We will create appropriate, trauma-informed mechanisms for victim feedback so as to better understand the experience of victims and use this to drive improvements".

4. As part of the procedural justice work stream, the OPCC is working to understand the victims' journey through the Criminal Justice process with a specific initial focus on Police and every touch point a victim may have with the Force when reporting.

5. This work aims to ensure appropriate mechanisms to understand victim satisfaction and how this compares with Code compliance.
6. The OPCC Victims Team held a Victims' Code and satisfaction day with representatives of each department from the Force who have contact with victims and responsibility to deliver their rights in line with the Code of Practice for Victims and Witnesses.
7. This event enabled colleagues to map the victims' journey; set out all possible touchpoints between a victim and the Force; and the methods currently being used to capture victim's voice/ experience by the Force.
8. The agenda also explored the Ministry of Justice (MoJ's) Victims' Code compliance self-assessment outcomes, key learning drawn from this and areas for further exploration against each right. This was led by the OPCC Performance Analyst.
9. The above was the first stage in the development of a Victims Voice Task & Finish group which seeks to understand whether victims' experiences of reporting crime to the Police matches the Force's perceptions of code compliance.
10. The Victims Voice Task and Finish Group will seek to understand whether victims' experiences of reporting crime to the Police matches the Force's perceptions of Code compliance and to understand if compliance means the same to victims of crime as it does to other agencies tasked with delivering justice.
11. The group will look to actualise direct victim feedback into the Victim's Code compliance and wider feedback through the Force Victim's Champions Network to ensure that there is a view from victims and witnesses that is included in the compliance framework as well as the self-reported information from criminal justice providers.
12. This workstream will seek to better understand victim satisfaction, hear victims' voices within this and identify tangible ways to address the issues presented.
13. Similarly, the concept of positive outcomes within the criminal justice system are not only set by separate agencies but are not necessarily linked to victim's views or wishes regarding the crimes they experienced.
14. The PCC aims to do more in partnership with local and national agencies to include a move towards procedural justice and outcomes based on strengthening the criminal justice, civil processes and social justice measures which allow victims of crime to be heard and recognised.
15. Following the retirement of Superintendent Karen Geddes, there have been new appointments within WMP to the role of Force Lead for Victims' Code. The newly appointed Superintendent will now lead and chair the Victims' Code Champions group which comprises

an established group of 'champions' who represent departments and functions who play a key role in delivering against the rights of the Victims' Code, the whole of the victim and witness journey.

16. Through this group, audits are undertaken - a future audit is planned but the Superintendent is currently consulting upon the content and format of the audits previously run. In addition, actions aligned to an improvement plan are progressed and break away Task & Finish Groups are set up to address priority issues.
17. Work is in motion with People and Organisation Design, Organisational Learning and Development and Operation Sentinel to review the level of understanding, training and promotion of Victims' Code and witness care compliance, to consider how best to improve.

Victim Satisfaction and victims voice

OPCC update

18. The OPCC continues to work alongside WMP to understand the needs of victims by utilising various means and platforms to enable victims to have voice.
19. In July 2022, the Victims' Commissioner, Nicky Brennan launched a survey with the aim to find the real impact the cost of living crisis is having on victims of domestic abuse in the West Midlands.
20. Some of the findings from both victims and support services highlighted the following:
 - ✓ The increased cost of living resulting in women being more fearful to leave an abusive relationship due to financial uncertainty resulting from the current economic crisis.
 - ✓ Increased fuel and electricity costs have left victims with less disposable income for those that previously had it which impacts choices on whether to prioritise food or heating in their homes.
 - ✓ Providers who completed the survey were concerned that victims were unable to access the most basic of needs such as food, clothing or bedding due to the increased cost of living with a greater number of victims supported having to access food banks.
21. Recommendations made by the Victims' Commissioner from her findings include:
 - ✓ An increased uplift to victims' services
 - ✓ A commitment to provide a multi-year funding strategy in line with inflation
 - ✓ Overhaul of child maintenance service
 - ✓ Commitment for increased number of specialist refuge bed spaces in the West Midlands
 - ✓ Overhaul how Universal Credit works for victims of domestic abuse
 - ✓ Commitment for benefits to rise in line with inflation

- ✓ A commitment to working towards a whole culture change

22. The full report is attached;



The impact of the rising cost of living on

[or click here to link through](#)

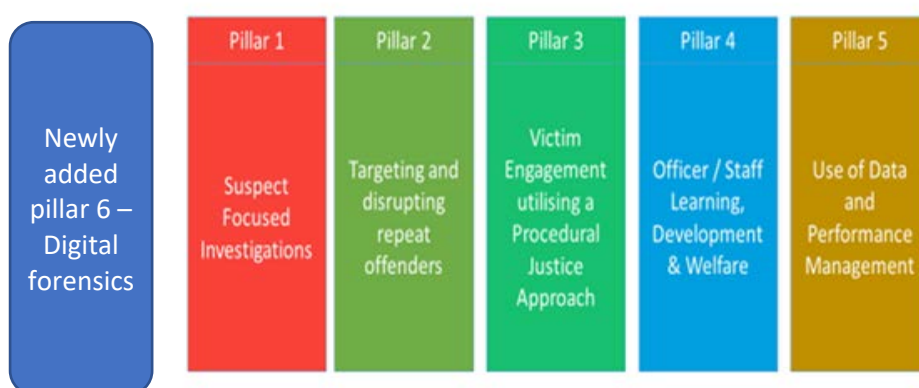
WMP update

23. WMP routinely collect victim feedback from victims via an SMS initiated process. However, in the interest of risk management domestic abuse surveys are not conducted at any scale within the Force and domestic abuse victims were excluded from the existing SMS surveys due to the sensitivity and risks associated with sending SMS surveys to individuals that have not specifically identified as being 'safe' to survey.
24. However, sending surveys to domestic abuse victims at the point when they have been assessed by the force's Review and Allocation (R&A) team in PPU offers WMP the opportunity to safely send SMS (as the R&A team have identified victims as being safe to receive SMS).
25. WMP plan on trialling sending SMS surveys to domestic abuse victims from Spring-2023 onwards. The R&A team has carefully considered the incident types to survey and surveys will not be sent to those victims where it may place a victim in danger, and WMP will also not send to victims where there may be concern that their mobile phone might be controlled by another person.
26. Although survey questions are still to be finalised, there is an expectation that questions that will help WMP understand compliance with the Victims' Code will be included (e.g.)
 - ✓ *'did the person you spoke to give you details of other organisations who could offer support and assistance?'*
 - ✓ *'were you told your case would be closed or filed' and*
 - ✓ *'did the person you spoke to explain why.'*
27. As per other surveys, once the domestic abuse surveys are up and running, the results will be uploaded into the Business Insights performance dashboard. All managers and supervisors will have access to the dashboard to ensure team and individual performance is understood. The Public Protection Unit will use this information as part of WMP Conversations, their service improvement meetings and their quarterly performance reviews (QPR) with their lead Assistant Chief Constable.
28. As part of the force's optimisation plan to improve its contact centre, a further piece of work is currently under consideration to trial innovative support for victims using video technology to virtually respond to specific calls. This will enable victims to immediately speak with an

officer via video, enabling fast-time crime recording, statement taking and capturing evidence including the scene of the incident and any visible injuries.

29. By having instant contact with a victim, the call handler can also implement immediate safeguarding and referrals to partner agencies to provide protection to vulnerable people.
30. Officers will always attend an incident or victim when needed. This method is currently in place with other forces including Kent and Hampshire.
31. **Operation Soteria/Bluestone** is the Home Office funded, NPCC led, MOPAC initiated pilot responding to the End to End Rape Review, 2021 for improvements in CJS response to RASSO crimes, for which WMP was one of the first tranche of pilot forces in 2021/22.
32. It is built on the below pillars for improvement across RASSO crimes;

Project Bluestone | Five pillars for improvement



33. The academic deep dive included a review of WMP RASSO offences for 3 years, 50 case file reviews, shift observations, VRI and Body-worn video review, interviews with officers, ISVA's, CJ partners and support services and a review of officer wellbeing found;
 - ✓ Maslach Burnout Inventory. WM RASSO showed higher levels of burnout than frontline COVID-19 medics.
 - ✓ Largely inexperienced workforce struggling with capacity and capability.
 - ✓ De-valuing of RASSO role.
 - ✓ Work-life balance being a significant issue, 72.4% have often worked in their free time to meet work demands. 74.4% often worry about issues pertaining to work during their out-of-work hours.
 - ✓ Unmanageable workloads impact on officers feeling concerned about the individual responsibility and accountability.
 - ✓ Perception that the organisation is not looking after its officer & staff enough and not providing enough pro-active and preventative input around wellbeing.
 - ✓ False dichotomy of empathy & investigation.

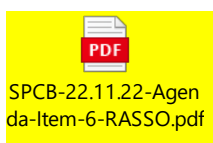
- ✓ Basic capabilities absent, e.g. VRI suites or VRI trained staff.
- ✓ Problematic attitudes towards victims.

34. Actions towards findings to date;

- Clinical supervision for officers - pending.
- Continuation of Early Investigative Advice Pilot with CPS.
- Introduction of HMCTS RASSO dedicated court in Wolverhampton (pilot for West Midlands region) - need to ensure HMCTS take this HMICFRS & HMICPSI Rape Inspection recommendation carried through longer term.
- Continuation of PWC Victim's Voice forum.
- Introduction of a new shift pattern to maximise capacity– November 2022.
- Roll out of ruggedized laptops and digi-van from Home Office STAR Fund for swifter capture of digital evidence.
- Continue Trauma Informed approach awareness with support of Barnardo's (roll out for PPU post CWG - 23).
- Delivered training to Response and FCC staff.
- Release in May 22 of 'RASSO Standards' & 'Go To' Mobility App, supporting frontline decision making
- Skills' gap analysis completed through PWC project.

35. The WMP and WMOPCC action plans are holding the force to account for progress around the set objectives/measures for improvement.

36. The report on the 2022 review is attached, published in November;



[or click here to link to report](#)

37. As part of Op Soteria there has been a group set up in early 2022 entitled the “Voice of the Victim (VoV) Forum” which comprises of police, OPCC, third sector support organisations, CPS and others to work with partner organisations that support victims and survivors of Rape and Serious Sexual Offences to reflect on experiences of the investigative process, find opportunities for improvement and enhance positive outcomes for victims.

38. The Objectives of this group are:

- To actively **collate**, **listen** to and **reflect** upon the experiences of victims of Rape and Serious Sexual Offences when they have engaged with WMP.

- To **identify** ways in which we can enhance force wide responses to reports of RASSO offenses and investigative standards.
- To **enhance** relationships with Victims service organisations in West Midlands and remove obstacles to providing a robust investigation and supportive services to victims of crime.

National funding landscape

39. The Ministry of Justice (MoJ) published The Victims Funding Strategy¹ in May 2022 which sought to provide a framework for how agencies should work collaboratively to better resource the victim support sector.
40. It identified that funding for victim support services ought to be better aligned across government and made more sustainable for the support sector. To address the challenges of alignment and sustainability, it was agreed that a cross-government Victims Funding Strategy would be developed.
41. This strategy builds on the previous Victims Strategy which was published in 2018, with subsequent commitments made in the Rape Review (published June 2021)², the Tackling Violence Against Women and Girls Strategy (published July 2021)³ and the Tackling Domestic Abuse Plan (published March 2022)⁴.
42. This commitment was made against the backdrop of the pandemic, which had led to growth in demand for support services, particularly for victims of domestic abuse and sexual violence.
43. To address the issue of sustainability the MoJ are making all grants available on a 3-year basis.

Commissioning support services

44. Throughout 2022-2023, the Police and Crime Commissioner continued to fulfil his statutory responsibility of commissioning high quality care and support services for victims of crime.
45. This included free, accessible, high quality support available to enable every victim to cope and recover from their experiences, regardless of whether they reported their crime.

¹HM Government, May 2022. Available at https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1079518/victim-funding-strategy.pdf

² HM Government, June 2021. Available at <https://www.gov.uk/government/publications/end-to-end-rape-review-report-on-findings-and-actions>

³HM Government, July 2021. Available at <https://www.gov.uk/government/publications/tackling-violence-against-women-and-girls-strategy>

⁴ HM Government, March 2022. Available at <https://www.gov.uk/government/publications/tackling-domestic-abuse-plan>

46. The PCC, in his Police and Crime Plan stated, ‘While recognising that resources are finite, we will ensure that this support is tailored or can appropriately meet the needs of victims, including victims of road traffic collisions. Our services will support individuals affected by crime to cope with their experiences and recover from the harm they have experienced. We will prioritise the voice of the victim in our service delivery, policies and procedures implemented to address victim needs.’
47. The services commissioned by the PCC in the West Midlands form part of a complex and varied network of support that exists for victims, in order to ensure that their needs are met through improved services.
48. The total budget for Core Victim Services for 2022-23 is **£3,400,310**
49. In addition, the PCC has allocated an additional **£271,410** from the Community Safety Fund 2022/23 to make up the shortfall in the Core Victim Services Budget.
50. Following an application to the National Independent Sexual Violence Advocate and Independent Domestic Violence Advocate Fund in 2021/22, the OPCC was awarded a total of **£3,287,133** from the Ministry of Justice over 2 years. The funding for 2022/23 has been confirmed at **£1,669,330**
51. The total allocation for Victims Services 2022/23 is **£5,069,640**

***Please refer to the tables below for information on 2022-23 allocations (Victims Fund)* Table 1: Victims Fund**

VICTIMS FUND 2022/23		
Priority and Provider	Local Authority	Allocation
Sexual Violence		
Rape and Sexual Violence Project RSVP	Birmingham & Solihull	£101,646.00
Coventry Rape and Sexual Abuse Project	Coventry	£74,164.00

CRASAC		
Black Country Women's Aid BCWA	Black Country	£93,041.00
Child Sexual Abuse		
Birmingham & Solihull Women's Aid BSWA	Birmingham & Solihull	£113,280.00
CRASAC	Coventry	£26,641.00
BCWA	Black Country	£96,712.00
Domestic Abuse		
BSWA	Birmingham & Solihull	£373,964.00
BCWA	Black Country	£213,735.00
Coventry Haven	Coventry	£72,247.00
Wolverhampton Haven	Wolverhampton	£90,101.00
Department of Work and Pensions – Employability for victims of Domestic Abuse	Force-wide	£25,000.00
Contact, Assessment and Referral Service		
Victim Support	Force-wide	£992,732.00
Road Traffic Collisions		
Victim Support	Force-wide	£76,517.00
Restorative Justice		

REMEDI	Force-wide	£225,000.00
Modern Slavery		
West Midlands Anti-Slavery Network	Force-wide	£23,032.00
Slavery Adult Safeguarding Case Conference Process	Force-wide	£36,800.00
Modern Slavery Engagement Project	Force-wide	£77,731.00
Female Genital Mutilation		
Coventry Haven	Coventry	£36,455.00
Sexual Advice Referral Centre - SARC		
National Health Service	Force-wide	£59,000.00
Stalking and Harassment Support Service		
BCWA	Force-wide	£147,980.00
Hate Crime Support Service		
REMEDI	Force-wide	£150,000.00
Forced Marriage Helpline		
Roshni, Panaghar	Force-wide	£47,207.00
Victims Fund 8: Open commissioning process	Force-wide	£150,000.00
Associated Costs of commissioning		£368,735.00

Community Safety Fund allocation 2022/23		£271,410.00
MOJ allocation 2022/23		£3,400,310.00
Budget 2022/23		£3,671,720.00

Table 2: National ISVA and IDVA Funding

National Independent Domestic Violence Advocate (IDVA) & Independent Sexual Violence Advocate (ISVA) Funding 2022/23			
Fund Priority	Local Authority and Provider	Specialisms	Allocation
20-23 ISVA	Birmingham & Solihull BSWA	Rape Support Fund ISVAs / Counselling Services	£112,605.00
	Coventry CRASAC	Rape Support Fund ISVAs / Counselling Services	£44,043.00
	Black Country BCWA	Rape Support Fund ISVAs / Counselling Services	£60,846.00
EOI ISVA	Birmingham & Solihull RSVP	2 ISVAs, 1 Children and Young Persons ISVA	£89,333.25
	Coventry CRASAC	1 ISVA	£29,777.75

	Black Country BCWA	2 Children and young person's ISVAs, 1 Male ISVA	£89,333.25
	Force-wide Changing Lives	1 Sex Work ISVA	£29,777.75
EOI IDVA	Birmingham & Solihull BSWA	<u>19 IDVAS</u> – 12 MARAC IDVAs with language specialisms. 1 Underrepresented groups MARAC IDVA 1 Over 55s IDVA 3 Court IDVAs (minimum of 1 underrepresented IDVA). 2 Domestic Abuse Prevention Order IDVAs.	£699,942.92
	Black Country BCWA	<u>5 IDVAS</u> – 3 young people IDVAs - Sandwell Dudley & Walsall 1 Male IDVA in Sandwell, Dudley & Walsall 1 IDVA supporting people with disabilities in Walsall	£185,074.00
	Coventry Haven	1 IDVA with Polish / Eastern European Language Specialism	£37,970.18

	Wolves Haven	1 underrepresented groups IDVA, 1 Criminal Justice IDVA	£65,194.00
	Force-wide Birmingham LGBT	2 LGBTQ IDVAs	£74,746.36
	Birmingham	2 Criminal Justice IDVAs	£37,970.00
	Coventry Haven	2 IDVAs supporting Underrepresented Groups	£74,746.36
	Dudley Churches Housing Association of Dudley & District CHADD	Over 55s IDVA	£37,970.18
Total Budget			£1,669,330.00

Table 3: Victims Fund 8

Organisation	Local Authority	Crime Type	Project/ Support Offered
West Midlands Anti-Slavery Network	West Midlands	Modern Slavery	To continue the delivery of the role of Independent Modern Slavery Advocate (IMSA).

			The project aims to assist and compliment West Midlands Police in identifying and securing the best outcomes for adult survivors of slavery.
Phase Trust	Dudley	Child Sexual Exploitation and Harmful Sexual Behaviours	Two 2 part-time project workers are funded to deliver support to children and young people who are victims or at risk of Child Sexual Exploitation and harmful sexual behaviours. This work is delivered through; Targeted activity in key hotspot areas; Intensive support sessions to victims of Child Sexual Exploitation; and Universal offer of support to young people.
Street Teams	Walsall	Child Sexual Exploitation and Criminal Exploitation	The funded post, (Project Worker) provides one-to-one, face-to-face support through outreach work in the community, schools, and homes to help each child/young person.
WE:ARE UK	Birmingham and Solihull	Domestic Abuse	Emotional support and courses for victims of Domestic Abuse.

			Interventions offered include; Freedom Programme; Own my life; and general wellbeing and social activities such as walks and meditation.
Sikh Women's Aid	West Midlands	Domestic Abuse and Honour-Based Abuse	<p>Service is in place to address the underlying and root causes of forced marriages, domestic and honour-based abuse in the Sikh/Panjabi community.</p> <p>The project aims to do this through one-to-one person-centred support and the development of preventative narratives and training in Gurdwaras, Sikh community organisations and business networks.</p> <p>This project aims to support 25-30 women per year and will conduct 12 awareness sessions over the grant period.</p>
DORCAS (Daughters, Optimistic, Respect, Courage, Assurance & Support)	Birmingham and the Black Country	Female Genital Mutilation	<p>FGM awareness to children and young people in schools as well as support sessions with adults.</p> <p>Funding will be used to expand service to offer</p>

			counselling and support sessions.
Gilgal Birmingham	Birmingham	Domestic Abuse	<p>Gilgal runs a refuge for women and children who have been made homeless from fleeing DA.</p> <p>The funding is in place to support women through the full-time Mental Health Support Worker.</p>
Go Girl	Birmingham and Solihull	Child Sexual Abuse and County Lines	<p>Go Girl support girls and young women, offering a range of weekly sessions including;</p> <p>Online educational and life skills workshops and activities</p> <p>121 mentoring (face to face and virtual)</p> <p>121 Walk & Talk sessions</p> <p>Training for CSE, County lines, Gang culture</p> <p>Football & fitness sessions</p>

Victims Commission

52. The Victims' Commissioner, Nicky Brennan continues to chair Victims Commission meetings on a bi-monthly basis. The Victims Commission serves as an advisory body to the PCC and representatives continue to be the voice of the victims and survivors in their sector.

53. The commission brings innovation and best practice to service delivery and looks to deliver improved coordination and consistency to victims.
54. Its purpose is to ensure the response to victims at both a strategic and local level is tailored and reactive to their needs.
55. All services offer a West Midlands response across areas of critical need and emerging issues.

Victims Fund

56. For 2023/2024, the Police and Crime Commissioner is making £150,000 available to organisations across the West Midlands that support victims of crime. The maximum grant to be awarded per organisation is £20,000.
57. The fund aims to support organisations who provide services for people to cope and recover from the effects of crime. In response to the ongoing impact of the cost of living crisis on victims, this year, the Victims Fund will be ringfenced for organisations and projects that have either been directly impacted or are working with victims who have been directly impacted by the ongoing challenges.
58. Applicants that will be considered are those from organisations that seek to alleviate some of this financial pressure and will consider costs directly related to the cost of living crisis such as increased recruitment/ running costs.
59. The Victims' Commissioner's survey also revealed that victims of crime (as well as organisations tasked with supporting them) are facing personal challenges which have resulted in exacerbating their vulnerabilities and so this fund will also consider applications from projects seeking to support victims directly.
60. Those successful in securing the grant could offer support to victims through small hardship funds, care packages or additional capacity to meet increased demand.
61. Applications for this fund will close on the 15th February 2023.

[Additional activity funded through the Home Office](#)

62. **Early Awareness Stalking Intervention (EASI) Project** - From 2021, HMPPS Psychology Services Group, West Midlands Police, and Black Country Women's Aid have received funding from the Home Office to run an Early Awareness Stalking Intervention ("EASI") pilot in partnership.
63. The aims of this pilot project are to provide an evidence-based solution to break the cycle of abuse perpetuated by the high volume of repeat and serial stalkers in WMP region.

64. The bespoke clinical intervention programme will be evaluated at three intervals over the year with a final evaluation report after August 2022, which will enable WMP and its partners to review and assess future intervention and prevention opportunities.
65. Measurable outcomes include;
- ✓ Improved knowledge and confidence in working with stalking perpetrators amongst Police, Probation, CPS, Courts.
 - ✓ Improved psycho-social functioning amongst perpetrators
 - ✓ Improved victim safeguarding and support
 - ✓ Prevention of escalation in behaviours/risk to self and victim(s)
 - ✓ Reduced re-offending rates amongst perpetrators
 - ✓ Reduced risk factors/distress symptoms amongst perpetrators
 - ✓ Stalking perpetrators engaging in interventions.
66. The project is being evaluated by the University of Derby in their Faculties of Criminology and Forensics. The grant is in place until March 2023, however, the PCC will seek further funding from the Home Office for the project to continue.
67. **Independent Modern Slavery Advocate) IMSA)** – initially funded through the Home Office CJS fund as a pilot the PCC was able to extend the Home Office funded pilot.
68. The role of the IMSA continues to collaborate with criminal justice agencies with the aim to improve prosecution rates by securing victim/ survivor support for prosecutions.
69. Victim attrition within the Modern Slavery space is a significant barrier to prosecution. The reasons behind this are complex and can arise as a consequence of not delivering a trauma informed response.
70. The IMSA is hosted by the West Midlands Anti-Slavery Network and is responsible for providing direct partnership support to law enforcement.
71. The IMSA works closely with the West Midlands Police Central Exploitation Hub, she undertakes daily scanning and acts as a point of contact for investigators and officers to seek advice with regards to either pro-active or reactive interventions.
72. The IMSA raises awareness and brings consistency to both primary investigations, but also to issues associated with safeguarding and the exploration of and use of the section 45 defence.
73. The Home Office funding was a short-term pilot grant of up to 4 months; due to the success of the project the PCC has decided to continue this funding for a further 12 months.
74. The role has also attracted significant national attention as there are only a handful of force areas who have an independent advocate of this nature.

75. The Home Office funded a total of six projects under the modern slavery and CJS grant and have invited the OPCC to a workshop aimed at sharing learning.
76. Learning will be used to inform policy and practice developments going forward.
77. In addition to the IMSA, the PCC funds the following projects to support victims and survivors of Modern Slavery:
- ✓ **Black Country Women's Aid**, to deliver the West Midlands Modern Slavery Community Engagement Service, (supporting victims and survivors of Sexual Exploitation or identified to be at risk)
 - ✓ **Slavery Adult Safeguarding case conference** - a model to improve the response to safeguarding adult victims of slavery, launched in 2021 and operates similar to the MARAC model which supports victims of 'high risk' domestic abuse.

Right to Review Scheme

78. As part of the Victims Bill consultation which the PCC contributed to in February 2022, the 'right to review' process was addressed at the Victims Commission.
79. The Victims Commission heard that despite the Victims Right to Review being available, it is rarely utilised and where it has been it has rarely resulted in a successful outcome for the victim.
80. There is also a disparity between the type of crime committed and the propensity for a right to review to be submitted.
81. The PCC recommended in his submission the need for the Ministry of Justice to ensure there is further publicity relating to the right and to offer viable options for those seeking redress, adding that there is currently not a clear line and distinction between the complaints process and right to review process.
82. The latest Freedom of Information Request published by WMP⁵ in January 2022 gives a breakdown of requests made by victims under the scheme in 2021.

⁵ West Midlands Police, Victim's Right to Review 16A/22. January 2022 <https://foi.west-midlands.police.uk/victims-right-to-review-16a-22/>

Report to the West Midlands Police and Crime Panel

Police and Crime Commissioner Key Decisions – January 2023

Date: 6 February 2023

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

Report author: Amelia Wiltshire, Overview and Scrutiny Manager, Birmingham City Council

Email: amelia.wiltshire@birmingham.gov.uk

Phone: 07825 979253

1 Purpose

- 1.1 This report lists the recent key decisions published by the West Midlands Police and Crime Commissioner.
- 1.2 The Panel is responsible for scrutinising the actions and decisions of the Police and Crime Commissioner.
- 1.3 Copies of the decisions and background reports are available to view and download from the Commissioner’s website [Police and Crime Commissioner Decisions](#)

2 Recommendation

- 2.1 **That the Police and Crime Panel note the recent key decisions published by the Police and Crime Commissioner.**

3 Finance Implications

- 3.1 There are no financial implications relating to the report set out in Appendix A that lists the published decisions of the Police and Crime Commissioner.
- 3.2 The financial implications of the key decisions made by the Police and Crime Commissioner are outlined in the individual decision reports published by the Commissioner.

4 Legal Implications

- 4.1 There are no legal implications relating to the report set out in Appendix A that lists the published decisions of the Police and Crime Commissioner.
- 4.2 The legal implications of the key decisions made by the Police and Crime Commissioner are outlined in the individual decision reports published by the Commissioner.

5 Equalities Implications

- 5.1 There are no equalities implications relating to the report set out in Appendix A that lists the published decisions of the Police and Crime Commissioner.
- 5.2 The equalities implications of the key decisions made by the Police and Crime Commissioner are outlined in the individual decision reports published by the Commissioner.

6 Appendix

- 6.1 Appendix A List of Police and Crime Commissioner key decisions

Appendix A

Police and Crime Commissioner Key Decisions: January 2023

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

Further details of decisions, including reports and supporting documents are available on the PCC website: [Police and Crime Commissioner Decisions](#)

[Decision 027-2022 Police Museum](#)

Approval from the Police and Crime Commissioner for the museum to apply for a premises license in order to sell alcohol and put on entertainment events such as movie screenings.

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

Date: 6 February 2023

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

Report Author: Amelia Wiltshire, Overview and Scrutiny Manager, Birmingham City Council

Email: amelia.wiltshire@birmingham.gov.uk

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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 Razzaq – 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 consider the work programme for 2022-23 set out in the table in Appendix 1.

3. Items to be programmed

- a) Training – Further to the request for training around budget scrutiny, this will be added to the training programme for 2023/2024.
- b) West Midlands Police Staff Survey results – this information has been shared with the Panel in January 2023. This has been recently published, and West Midlands Police is reviewing the findings. A report will be shared with the Panel for a discussion in the next municipal year.

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.

Appendices:

Work Programme – Appendix 1

Date of Meeting	Item/ Topic	Aims and Objectives	Presenting	Additional Information
6 February 2023	Policing Precept and Budget Proposals 2023/24	<p>To review the PCC proposed budget and precept</p> <p>To make a report and recommendations to the PCC</p>	Mark Kenyon, Chief Finance Officer, Office of the Police and Crime Commissioner	This will be informed by the Budget Sub Group held on 31 January.
6 February 2023	Community Policing	<p>To understand how the PCC is providing oversight to West Midlands Police to deliver his commitment to rebuilding Neighbourhood Policing and increasing the number of neighbourhood officers</p> <p>To provide an overview of how this Neighbourhood Policing commitment rolls out across the region and the impact it has delivered</p> <p>To inform the Panel about the Impact Area programme, specifically to understand the progress of the police and crime plan objective to reduce levels of harm and severity of crime in these areas</p> <p>To understand how the PCC is providing oversight to West Midlands Police to ensure road danger reduction and deliver a safe and secure road network, and prioritise reductions in speeding and nuisance driving</p> <p>To understand how the PCC is working with Community Safety Partnerships and other relevant partnerships to tackle issues important in local communities including anti-social behaviour, speeding and nuisance driving</p>	<p>Simon Foster, Police and Crime Commissioner</p> <p>Simon Down Head of Policy, OPCC</p>	Jan 2023 - The PCC to report to 6 February 2023 the impact of his partnership working and processes to address his police and crime plan commitments on road safety and speeding. The report should also outline what focus is given to local residential areas, as well as more strategic traffic routes.
6 February 2023	Public Confidence Theme: Supporting Victims	To understand how the Commissioner is providing oversight to ensure compliance with the Victims Code. The Panel are interested in improvements in victim satisfaction rates and in particular how victims of crime are being kept updated on the progress of investigations and prosecutions. The Panel are also interested in the	<p>Simon Foster, Police and Crime Commissioner</p> <p>Cllr Nicky Brennan, Victims Commissioner</p>	

Date of Meeting	Item/ Topic	Aims and Objectives	Presenting	Additional Information
		<p>Victims' Commissioner examination of the local Victims' Right to Review provisions.</p> <p>To provide information on the projects being undertaken to support victims of crime, in particular vulnerable victims of crime, and demonstrate the impact of these projects</p>	Simon Down, Head of Policy OPCC	
20 February 2023 - **PROVISIONAL (in event of budget veto)**	Policing Precept and Budget Proposals 2023/24	<p>To review the PCC proposed budget and precept</p> <p>To make a report and recommendations to the PCC</p>	Mark Kenyon, Chief Finance Officer, Office of the Police and Crime Commissioner	**This is a provisional meeting in event of a veto of the Precept. This meeting will only be confirmed if the veto is used at 6 February meeting**
2 March 2023	Member Visit to Lloyd House	To receive a range of briefings from OPCC and WMP		
20 March 2023	Public Confidence Theme: Fairness and Belonging	<p>To understand how the Commissioner is providing oversight of the Fairness and Belonging Strategy including how the Commissioner is supporting progress towards achieving a more representative police force of the community it serves. This will refer to communications plan to support these objectives.</p> <p>To understand how the Commissioner is providing oversight of Stop and Search to meet the Police and Crime Plan objectives</p>	<p>Simon Foster, Police and Crime Commissioner</p> <p>Alethea Fuller, Deputy Chief Executive, Office of the Police and Crime Commissioner</p>	
20 March 2023	Public Confidence Theme: What does the data tell us?	To understand how the Commissioner analyses local public confidence data, including the proposed public attitudes survey, and how this information is used in his oversight of the Chief Constable and the delivery of his Police and Crime Plan	<p>Simon Foster, Police and Crime Commissioner</p> <p>**The Commissioner may identify additional attendees to support the presentation of this item**</p>	

Date of Meeting	Item/ Topic	Aims and Objectives	Presenting	Additional Information
		To update the Panel on the Police and crime plan objective to work with WMP to develop a new methodology to measure and analyse public confidence and satisfaction.		
20 March 2023	Police and Crime Plan – Progress and Performance	To outline progress towards key objectives within the Police and Crime Plan	Simon Foster, Police and Crime Commissioner	
20 March 2023	Chief Constable	Annual address of Chief Constable – The first 100 days	Craig Guildford, Chief Constable, WMP	