

## West Midlands Police and Crime Panel AGM

**Monday 17 July 2023 at 14:00 hours**

**Committee Room 3, Wolverhampton Civic Centre, St Peter's Square, Wolverhampton WV1 1SH**

This meeting will be livestreamed at <https://wolverhampton.public-i.tv>

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

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### AGENDA - AGM

Supporting Document	Item	Topic	Approximate time
	1	<b>NOTICE OF RECORDING</b>  This meeting will be webcast for live or subsequent broadcast and members of the press/public may record the meeting. The whole meeting will be filmed except where there are confidential or exempt items.	<b>14:00</b>
	2	<b>APOLOGIES</b>	
	3	<b>ELECTION OF CHAIR AND VICE CHAIR OF THE PANEL 2023/2024</b>  Members to elect a Chair and Vice Chair for the period ending with the West Midlands Police and Crime Panel AGM in 2024.	<b>14:05</b>
	4	<b>DECLARATIONS OF INTEREST (IF ANY)</b>  Members are reminded they must declare all relevant pecuniary and other registerable interests arising from any business to be discussed at this meeting. If a disclosable pecuniary interest is declared a Member must not participate in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation.  If other registerable interests are declared a Member may speak on the matter only if members of the public are allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation. If it is a 'sensitive interest', Members do not have to disclose the nature of the interest, just that they have an interest.  Information on the Local Government Association's Model Councillor Code of Conduct is set out via <a href="http://bit.ly/3WtGQnN">http://bit.ly/3WtGQnN</a> . This includes, at Appendix 1, a flowchart which provides a simple guide to declaring interests at meetings.	<b>14:15</b>

<b>Attached</b>	<b>5</b>	<b>POLICE AND CRIME PANEL MEMBERSHIP 2023/2024</b>	<b>14:17</b>
		The Panel is asked to note the following Panel appointments by the West Midlands Local Authorities for the 2023/2024 Municipal Year. Appointments are made in accordance with the Panel Arrangements and the Balanced Appointment Objectives within the Police Reform and Social Responsibility Act 2011.	
<b>Attached</b>	<b>6</b>	<b>APPOINTMENT OF INDEPENDENT PANEL MEMBERS</b>	<b>14:20</b>
		Panel is asked to consider the report and recommendation to appoint two Independent Panel Members.	
<b>Attached</b>	<b>7</b>	<b>PANEL ARRANGEMENTS AND RULES OF PROCEDURE</b>	<b>14:25</b>
		The Panel is asked to note the Panel Arrangements and Panel Rules of Procedure documents.	
<b>Attached</b>	<b>8</b>	<b>MINUTES</b>	<b>14:30</b>
		To confirm the Minutes of the meeting held on 20 March 2023	
<b>Attached</b>	<b>9</b>	<b>ACTION TRACKER</b>	
		To note the latest Action Tracker.	
	<b>10</b>	<b>PUBLIC QUESTION TIME</b>	<b>14:35</b>
		To receive questions from members of the public notified to the Panel in advance of the meeting.	
		Any member of the public who lives, works or studies in the West Midlands (other than police officers and police staff) can ask a question at the meeting about the Panel's role and responsibilities. Questions must be submitted in writing 4 days before the meeting to <a href="mailto:wmpcp@birmingham.gov.uk">wmpcp@birmingham.gov.uk</a>	
<b>Attached</b>	<b>11</b>	<b>POLICE AND CRIME PLAN – PROGRESS AND PERFORMANCE</b>	<b>14:50</b>
		Report of the Police and Crime Commissioner providing an update on progress towards key objectives within the Police and Crime Plan.	
<b>Attached</b>	<b>12</b>	<b>PUBLIC CONFIDENCE INQUIRY: WHAT DOES THE DATA TELL US?</b>	<b>15:10</b>
		The Panel's Public Confidence in Policing Scrutiny Inquiry recommended the PCC report back to the Panel on actions taken to improve the measurement and analysis of public confidence in West Midlands Police and victims' satisfaction.	

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**Attached 13 POLICE AND CRIME COMMISSIONER KEY DECISIONS 15:30**

Key decisions published by the Police and Crime Commissioner since the last Panel meeting are attached for consideration. Decisions can be viewed on the Commissioners webpage: <https://www.westmidlands-pcc.gov.uk/decisions/>

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**Attached 14 PANEL WORK PROGRAMME 15:35**

The Panel to identify issues for consideration for a work programme for 2023/2024 and arrangements to take it forward

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**MEETING DATES FOR 2023/2024 15:50**

To agree the schedule of meeting dates - Mondays at 14:00hrs

11 September 2023 – Sandwell Council Chamber

13 November 2023 – Walsall Council Chamber

15 January 2024 – Venue TBC

5 February 2024 – Birmingham Council House

19 February 2024 (Provisional date if precept veto)

18 March 2024 – Venue TBC

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**URGENT BUSINESS 15:55**

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.

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## Report to the West Midlands Police and Crime Panel – Panel Membership 2023/2024

Date: 17 July 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](mailto:amelia.wiltshire@birmingham.gov.uk)

Phone: 07825 979253

### 1 Purpose

- 1.1 This report sets out the appointment process for Police and Crime Panel members for the 2023/2024 Municipal Year.

### 2 Recommendation

**That the West Midlands Police and Crime Panel membership for the 2023/2024 Municipal Year be noted.**

### 3 Appointment of Councillor Members

- 3.1 The [Police and Social Responsibility Act 2011 Act](#) requires the local authorities in each police force area to make arrangements for the appointment of a Police and Crime Panel,
- 3.2 These ‘Panel Arrangements’ for the West Midlands specify that the Panel should consist of 12 elected members appointed by the Authorities as follows:
- a. One member appointed by each of the seven Councils.
  - b. Two further Members to be nominated by Birmingham CC
  - c. Two further Members to be jointly nominated by Dudley MBC, Sandwell MBC, Walsall MBC and Wolverhampton CC (via the Association of Black Country Authorities)
  - d. One further Member to be jointly nominated by Coventry CC or Solihull MBC. Solihull MBC holds this place in 2023/2024.
- 3.3 [Schedule 6 of the Act](#) requires the panel’s composition to represent all parts of the police area and the political make-up of the local authorities (when taken together). Following the local elections in May 2023, the political composition of the Panel was calculated to be 7 Labour: 5 Conservative seats.

## **4 Independent Panel Members**

- 4.1 The Panel must also have a minimum of two independent members. Independent members are appointed for a four-year term. Following a recruitment process, the Panel have been requested to approve the appointment of a new independent member – Adele Brown.
- 4.2 In February 2023, the Panel agreed to apply to the Minister of State to increase to three independent members. Following a recruitment process, a formal request has been submitted to the Minister of State (Minister for Crime, Policing and Fire) to appoint Derek French as a third independent member.

## **5 Finance Implications**

- 5.1 Costs associated with the administration of the Police and Crime Panel are met from the Home Office Grant.

## **6 Legal Implications**

- 6.1 Schedule 6 of the Police and Social Responsibility Act 2011 requires the panel's composition to represent all parts of the police area and the political make-up of the local authorities (when taken together).

## **7 Equalities Implications**

- 7.1 The Panel has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:
  - 7.1.1 eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
  - 7.1.2 advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - 7.1.3 foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 7.2 The protected characteristics and groups outlined in the Equality Act are Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion and Belief; Sex, and Sexual Orientation.
- 7.3 There are no equality implications arising from this recommendation.

## **8 Appendices**

- 8.1 A - West Midlands Police and Crime Panel Membership 2023/2024.

## **9 Background papers**

West Midlands Police and Crime Panel Agreement 2012  
Police Reform and Social Responsibility Act 2011

## Appendix A

### **Local Authority appointments 2023/2024 (12 places with named substitutes)**

District	Political Group	Member	Named Substitute
Birmingham	Labour	Cllr Kath Scott	Vacancy
Birmingham	Labour	Cllr Sam Forsyth	Vacancy
Birmingham	Conservative	Cllr Gareth Moore	Cllr David Barrie
Coventry	Labour	Cllr Abdul S Khan	Cllr Kindy Sandu
Dudley	Conservative	Cllr Ed Lawrence	Cllr Kamran Razzaq
Sandwell	Labour	Cllr Syeda Khatun	Cllr Mohammed Jalal Uddin
Solihull	Conservative	Cllr Alan Feeney	Cllr James Butler
Solihull	Conservative	Cllr Heather Delaney	Cllr Samantha Gethen
Walsall	Conservative	Cllr Garry Perry	Cllr Waheed Rasab
Wolverhampton	Labour	Cllr Jasbir Jaspal	Cllr Zee Russell
Walsall/ Dudley (ABCA)	Labour	Cllr Sabina Ditta Walsall	Cllr Adam Aston Dudley
Wolverhampton/ Sandwell (ABCA)	Labour	Cllr Tersaim Singh Wolverhampton	Cllr Vicki Smith Sandwell

### **Independent Panel Members appointed 4-year term**

Independent Panel Member	Kristina Murphy (2025)	No substitute
Independent Panel Member	Adele Brown (2027)	No substitute
Independent Panel Member (additional post subject to Minister of State approval)	Derek French (2027)	No substitute



## **Report to the West Midlands Police and Crime Panel – Independent Panel Member Appointment**

**Date: 17 July 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](mailto:amelia.wiltshire@birmingham.gov.uk)

Phone: 07825 979253

### **1 Purpose**

- 1.1 This report sets out the outcome from the recruitment process to the vacant independent member position. It also sets out the outcome from the same recruitment process to the third and additional independent member position. It seeks approval to appoint to both of these positions.

### **2 Recommendations**

#### **2.1 That the Panel**

- a. **Approves the appointment of Adele Brown to fill the vacant independent member position on the Panel for a period of four years, ending in May 2027. This appointment will commence from today (17 July 2023).**
- b. **Approves the appointment of Derek French to fill the third and additional independent member position on the Panel for a period of four years, subject to the agreement of the Minister of State (Minister for Crime, Policing and Fire). This appointment will commence on the date of the agreement from the Minister of State and will end four years from that date.**

### **3 Background**

- 3.1 The Panel is required to have a minimum of two independent (non-councillor) co-opted members, as outlined in [Schedule 6 of the Police Reform and Social Responsibility Act 2011](#). On 12 January 2023, Mr Lionel Walker resigned from the Panel at the end of the Municipal Year, triggering the need to recruit to this position.

- 3.2 On 6 February 2023, the Panel agreed a recruitment process for this vacancy, and the role was subsequently advertised. The Panel also agreed to appoint a third and additional independent panel member; this decision is subject to the approval of the Minister of State (Minister for Crime, Policing and Fire) and a request can only be applied for once a preferred candidate has been identified.
- 3.3 Following Section 3.23 of the Panel Agreement 2012, these appointments will be made on the merit of candidates whose skills, experiences and qualities are considered best to ensure the effective functioning of the Panel; the selection process must be fair, objective and impartial and consistently applied to all candidates, who will be assessed against the same predetermined criteria; and 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. The Panel considered the new guidance published by the Home Office, [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](#) in designing its recruitment process.
- 3.4 Interviews for the shortlisted candidates were held on 18 April 2023; three candidates were shortlisted in total. A selection panel comprising three members from the Police and Crime Panel carried out the interviews and confirmed two candidates were of an appointable standard for these positions. Adele Brown was the highest scoring candidate, and was offered the vacant role, subject to references and the agreement of the Panel. Derek French was the second highest scoring candidate and has been offered the third and additional independent member position, subject to references and the agreement of the Panel and the Minister of State.
- 3.5 All references were received in relation to both candidates. A formal request for the approval of the Minister of State to appoint Derek French as an additional and third independent member was submitted on 15 May 2023.

#### **4 Finance Implications**

- 4.1 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 and allowances of Independent Members. The grant is administered by Birmingham City Council.

#### **5 Legal Implications**

- 5.1 [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.



## **6 Equalities Implications**

- 6.1 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.
- 6.2 The protected characteristics and groups outlined in the Equality Act are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief; sex, and sexual orientation.
- 6.3 The Panel has considered its responsibilities under the Public Sector Equality Duty in the design and decision making in its recruitment process. Through the recruitment of new and additional independent members, the Panel is better equipped to continuing to deliver on these responsibilities.

## **7 Background Papers**

- 7.1 [Police Reform and Social Responsibility Act 2011](#)
- 7.2 [Police, fire and crime panels: independent member recruitment guidance 2023](#)
- 7.3 [West Midlands Police and Crime Panel – Panel Agreement \(2012\)](#)
- 7.4 [West Midlands Police and Crime Panel meeting 6 February 2023](#)

## **8 Appendices**

- 8.1 There are no appendices.



## **Report to the West Midlands Police and Crime Panel – Panel Arrangements and Rules of Procedure**

**Date: 17 July 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](mailto:amelia.wiltshire@birmingham.gov.uk)

Phone: 07825 979253

### **1 Purpose**

- 1.1 This report sets out the updated Panel Arrangements and Rules of Procedure for the West Midlands Police and Crime Panel for 2023/2024.

### **2 Recommendations**

#### **2.1 That the Panel**

- a. Note the West Midlands Police and Crime Panel Arrangements for 2023/2024.
- b. Note the West Midlands Police and Crime Panel Rules of Procedures for 2023/2024.

### **3 Background**

- 3.1 Following the introduction of the Police Reform and Social Responsibility Act 2011 and the creation of the West Midlands Police and Crime Panel in 2012, Panel Arrangements and Rules of Procedure were prepared and agreed by the seven Local Authorities comprising the West Midlands.
- 3.2 Both the Panel Arrangements and Rules of Procedure are reviewed annually and approved at the Panel’s AGM. Any changes to either of these two documents must be agreed by the seven Local Authorities. This will be actioned through the Met Leaders meeting.
- 3.3 Specifically the Panel Arrangements outlines the functions and membership of the Panel; arrangements for budget and costs; the secretariat support; members expenses; promotion of the panel, and the validity of the proceedings.
- 3.4 Specifically the Rules of Procedures covers the election of the chair and vice chair; panel meetings, quorum and voting arrangements; work programme;

panel agenda; sub committees; panel reports; scrutiny and review, and special functions.

- 3.5 Both documents also have regard to the [Policing Protocol Order 2011](#) issued by the Home Secretary, which sets out the ways in which the Home Secretary, the PCC, the Chief Constable and the Panel should exercise, or refrain from exercising, functions to encourage, maintain or improve working relationships (including co-operative working), and limit or prevent the overlapping or conflicting exercise of functions.

#### **4 Finance Implications**

- 4.1 The Home Office provides an annual grant to support the administration of Police and Crime Panels. The grant is administered by Birmingham City Council.

#### **5 Legal Implications**

- 5.1 The provision of a Panel Arrangements and Rules of Procedure enables the West Midlands Police and Crime Panel to fulfil its requirements outlined in [Schedule 6 of the Police Reform and Social Responsibility Act 2011](#).

#### **6 Equalities Implications**

- 6.1 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.
- 6.2 The protected characteristics and groups outlined in the Equality Act are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief; sex, and sexual orientation.
- 6.3 There are no equalities implications arising from these recommendations.

#### **7 Background Papers**

- 7.1 [Police Reform and Social Responsibility Act 2011](#)
- 7.2 [Policing Protocol Order 2011 \(Statutory Instrument\)](#)
- 7.3 [West Midlands Police and Crime Panel – Panel Agreement \(2012\)](#)
- 7.4 [West Midlands Police and Crime Panel Rules of Procedure](#)

## **8 Appendices**

- 8.1 Appendix 1 – West Midlands Police and Crime Panel Arrangements
- 8.2 Appendix 2- West Midlands Police and Crime Panel Rules of Procedure

# **West Midlands Police and Crime Panel**

## **Panel Arrangements**

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

The Agreement is made between the following:

**Birmingham City Council**

**Coventry City Council**

**Dudley Metropolitan Borough Council**

**Sandwell Metropolitan Borough Council**

**Solihull Metropolitan Borough Council**

**Walsall Metropolitan Borough Council**

**Wolverhampton City Council**

### **1. Background**

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

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

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

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

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

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

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

2.15 The Panel may appoint an Acting PCC if necessary.

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

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

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

### **3. Membership**

#### **3.1 Authority Members**

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

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

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

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

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

### **3.11 Substitute Members**

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## **7. Members' Expenses**

- 7.1 Elected Members of the Panel shall be paid expenses only in accordance with the annual rate provided for in the grant allocated by the Home Office.
- 7.2 An annual discretionary allowance of £920 per annum shall be paid for each co-opted independent member provided for in the grant allocated by the Home Office. All expenses including travel and carers expenses will be covered by this payment.
- 7.3 The Host Authority shall administer the payment of expenses and allowances.

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

- 8.1 The Panel arrangements shall be promoted by:
  - a) the establishment and maintenance of a website including information about the role and work of the Panel, membership, all non- confidential Panel and sub-committee meeting papers, press releases and other publications;
  - c) the Authorities will each include information about the Panel on their websites and will also include a link to the Panel website.
- 8.2 Additional support, advice and guidance shall be provided to executive and non-executive elected members and officers in relation to the functions of the Panel as the Authorities may deem necessary, taking account of the Act and any Regulations made under the Act.

## **9. Validity of Proceedings**

- 9.1 The validity of the proceedings of the Panel shall not be affected by a vacancy in the Membership of the Panel or any defect in appointment.
- 9.2 The conduct of the Panel and the content of these arrangements shall be subject to the legislative provisions in the Police Reform and Social Responsibility Act 2011, and any Regulations made in accordance with that Act. In the event of any conflict between the Act, Regulations and these arrangements, the requirements of the legislation will prevail.

Agreement agreed by Authorities: 2012

Last updated and endorsed: July 2021

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

## **1. General**

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

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

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

## **3. Panel Meetings**

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

#### **4. Quorum**

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

#### **5. Voting**

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

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

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

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

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

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

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

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

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

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

## **10. Scrutiny and Review**

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

## **11. Special Functions**

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

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

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

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

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

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

12.2 The Panel must:

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

## **13. Annual Report**

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

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

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

## **14. Proposed precept**

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

14.2 Having considered the precept, the Panel must:

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

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

14.3 If the Panel vetoes the proposed precept, the report to the PCC must include a statement that the Panel has vetoed the proposed precept and give reasons for that decision. The Panel will require a response to the report and any such recommendations. The Police and Crime Panels (precepts and Chief Constable Appointments) Regulations 2012 set out the procedures in the case of a veto and timescales that must be adhered to.

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

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

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

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

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

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

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

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

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

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

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

15.10 If the Panel vetoes an appointment the PCC must not appoint that candidate as Chief Constable. The Police and Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012 set out the procedures in the case of a veto.

## **16. Senior Appointments**

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

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

- a) the name of the candidate;
- b) the criteria used to assess suitability of the candidate;



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

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

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

## **18. Complaints**

- 18.1 Serious complaints which involve allegations which may amount to a criminal offence by the PCC or senior office holders are dealt with by the Independent Office for Police Conduct (IOPC).
- 18.2 The Panel may, however, be involved in the informal resolution of certain other complaints against the PCC and Deputy PCC, where they are not being investigated by the IOPC or cease to be investigated by the IOPC.
- 18.3 On receipt of a complaint which falls within its remit the Panel will meet to consider the

complaints and will seek informal resolution of a complaint by encouraging, facilitating, or otherwise assisting in the resolution of the complaint otherwise than by legal proceedings. The handling of complaints by the Panel are subject to The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.

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

19.1 The Panel may suspend the PCC if it appears to the Panel that:

- a) the PCC is charged in the United Kingdom, the Channel Islands or the Isle of Man with an offence; and
- b) the offence is one which carries a maximum term of imprisonment exceeding two years.

19.2 The suspension of the PCC ceases to have effect upon the occurrence of the earliest of these events:

- a) the charge being dropped;
- b) the PCC being acquitted of the offence;
- c) the PCC being convicted of the offence but not being disqualified under Section 66 of the Police Reform and Social Responsibility Act by virtue of the conviction, or
- d) the termination of the suspension by the Panel.

19.3 In this Section references to an offence which carries a maximum term of imprisonment exceeding two years are references to:

- a) an offence which carries such a maximum term in the case of a person who has attained the age of 18 years, or
- b) an offence for which, in the case of such a person, the sentence is fixed by law as life imprisonment.

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

20.1 The Panel will receive notification if the PCC suspends the Chief Constable.

20.2 The PCC must also notify the Panel in writing of his/her proposal to call upon the Chief Constable to retire or resign together with a copy of the reasons given to the Chief Constable in relation to that proposal.

20.3 The PCC must provide the Panel with a copy of any representations from the Chief Constable about the proposal to call for his/her resignation or retirement.

20.4 If the PCC is still proposing to call upon the Chief Constable to resign, she/he must notify the Panel accordingly (the 'further notification').

20.5 Within six weeks from the date of receiving the further notification, the Panel must make a recommendation in writing to the PCC as to whether or not s/he should call for the retirement or resignation. Before making any recommendation, the Panel may consult the chief inspector of constabulary, and must hold a scrutiny hearing.

20.6 The scrutiny hearing, which must be held by the Panel, is a Panel meeting in private session to which the PCC and the Chief Constable are entitled to attend to make representations in relation to the proposal to call upon the Chief Constable to retire or resign.

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

20.8 The PCC may not call upon the Chief Constable to retire or resign until the end of the scrutiny process which will occur:

- a) at the end of six weeks from the Panel having received notification if the Panel has not by then given the PCC a recommendation as to whether or not she/he should call for the retirement or resignation; or
- b) the PCC notifies the Panel of a decision about whether she/he accepts the Panel's recommendations in relation to resignation or retirement.

20.9 The PCC must consider the Panel's recommendation and may accept or reject it, notifying the Panel accordingly.

Approved by West Midlands Police and Crime Panel – 20 July 2012  
Last updated and endorsed: 25 July 2022

**MINUTES OF THE MEETING OF THE WEST MIDLANDS POLICE AND CRIME  
PANEL HELD ON 20 MARCH 2023 AT 14:00 HOURS – BIRMINGHAM COUNCIL  
HOUSE**

**PRESENT: -**

Members

Cllr Pervez Akhtar – Coventry City Council  
Cllr Paul Bradley – Dudley Metropolitan Borough Council  
Cllr Alan Feeney – Solihull Metropolitan Borough Council  
Cllr Jasbir Jaspal – Wolverhampton City Council  
Cllr Abdul S Khan – Coventry City Council  
Cllr Gareth Moore – Birmingham City Council  
Cllr Suky Samra – Walsall Metropolitan Borough Council  
Cllr Kath Scott – Birmingham City Council  
Kristina Murphy – Independent Member  
Lionel Walker – Independent Member

**ALSO PRESENT: -**

Cllr Wasim Ali – Assistant Police and Crime Commissioner  
Jonathan Jardine – Chief Executive, OPCC  
Sarah Fradgley – Panel Scrutiny Officer, BCC  
Amelia Wiltshire – Overview and Scrutiny Manager, BCC

**713 NOTICE OF RECORDING**

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

**714 APOLOGIES**

Apologies for non-attendance were received on behalf of the Police and Crime Commissioner, the Chief Constable, Councillor Hussain (Sandwell) and Councillor Razzaq (Dudley).

**715 DECLARATIONS OF INTEREST**

Kristina Murphy declared a pecuniary interest in relation to the Independent Panel Members Discretionary Allowance agenda item.

**716 MINUTES OF LAST MEETING**

Kristina Murphy, Independent Panel Member asked for the minutes of 6 February 2023 to be corrected to note she arrived late and after the Independent Panel Member Item and so it could be recorded that she did not participate in the discussion or decision on the item.

**RESOLVED: -**

Subject to recording in the minutes the arrival time of Kristina Murphy after the Independent Panel Member item, the minutes of the meeting held on 6 February 2023 be confirmed as a correct record.

**717 POLICE AND CRIME PANEL ACTION TRACKER**

The latest action tracker was received and noted.

It was noted that the Police and Crime Commissioner had provided Panel members with responses on safer travel data (minute 710i), location of speeding offences (minute 710ii) location of Safer Streets funded projects (minute 676ii) and support to victims of crime (minute 711ii).

**718 PUBLIC QUESTION TIME**

No public questions were submitted.

**719 CHANGES TO THE AGENDA IN THE ABSENCE OF THE POLICE AND CRIME COMMISSIONER**

The Chair welcomed Councillor Wasim Ali, Assistant Police and Crime Commissioner and Jonathan Jardine to the meeting. He explained panel members were disappointed the Police and Crime Commissioner was not in attendance as this made it difficult for the Panel to properly conduct its business. The Chair advised that some of the agenda items would be deferred until the Police and Crime Commissioner was next before the Panel.

Cllr Wasim Ali, Assistant Commissioner explained the Commissioner sent his apologies for the meeting due to a personal matter.

Jonathan Jardine, OPCC advised the Panel that arrangements for the appointment of a Chief Finance Officer were underway and the OPCC would work with the Panel in relation to the Confirmation Hearing process.

**RESOLVED: -**

**That the following agenda items be deferred until a later Panel meeting when the Police and Crime Commissioner could attend:**

- Item 8 – Police and Crime Plan: Progress and Performance
- Item 9 – Public Confidence Inquiry: Fairness and Belonging Plan
- Item 10 – Public Confidence Inquiry: What does the data tell us?
- Item 13 – Police and Crime Commissioner Key Decisions

**720 CO-OPTED INDEPENDENT PANEL MEMBER DISCRETIONARY ALLOWANCES**

At this point in the meeting, Kristina Murphy, Independent Panel Member left the room for this item and took no part in the discussion or voting on the decision.

The meeting considered the report of the Panel Lead Officer that set out proposals to introduce a discretionary allowance for Independent Panel Members of £920 per annum from the start of the 2023/24 Municipal Year.

Members were advised of an error in paragraph 4.1 of the report and noted that the annual total budget for the discretionary payments should read £2,760, also appendix 2 of the Panel Budget report (agenda item 11) would also be adjusted to reflect this correction.

Following a unanimous vote of members in support of the recommendations in the report, it was

**RESOLVED: -**

- i. That a discretionary allowance for co-opted independent panel members be introduced from the 2023/2024 Municipal Year; and**
- ii. An annual discretionary allowance of £920 per annum for each co-opted independent member be approved.**

**721 WEST MIDLANDS POLICE AND CRIME PANEL BUDGET 2022/2023 AND EXPENDITURE 2023/2024**

The Panel received and noted the annual report on expenditure and forecast spending in relation to the Home Office grant for the maintenance and administration of the Panel.

Members noted the following corrections to the Appendix 2: Row 4 Allowances should read £2,760 and Row 5 Contingency should read £7,420.

**RESOLVED: -**

- i. That the Police and Crime Panel expenditure for 2022/2023 be noted, and**
- ii. Subject to the correction to Appendix 2 to the amounts for Allowances (£2,760) and Contingency (£7,420), the budget forecast for 2023/2024 be noted.**

**722 ANNUAL REPORT OF COMPLAINT HANDLING**

The Panel received and noted the annual report of handling complaints against the Police and Crime Commissioner covering the period April 2022 – February 2023.

**RESOLVED: -**

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

**723 RETIREMENT OF LIONEL WALKER INDEPENDENT PANEL MEMBER**

The Chair noted it was Independent Panel Member Lionel Walker's last meeting and on behalf of the Panel thanked him for his service and wished him all the best for the future.

Lionel Walker welcomed the opportunity to serve on the Panel and urged the Panel and PCC to continue to recognise the importance of engaging with young people within policing and community safety and to keep victims at the centre of plans and policies.

The meeting ended at 14:15 hours

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CHAIR

**West Midlands Police and Crime Panel – Action Tracker – July 2023**

**1. Outstanding Actions 2022-2023**

Minute/ Action No.	Meeting Date	Action	Update/ Notes
620	Nov 2021	The OPCC to feedback on communications and publicity plans in relation to the Fairness and Belonging Plan and Recruitment.	Programmed for November 2023
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.	To be programmed - PCC waiting for WMP response before reporting to PCP.
698iii	Jan 2023	The OPCC to report back on the community engagement by local CSPs, and Violence Reduction Boards structure.	To be programmed - Alethea Fuller collating info with Heads of CSPs
710iii	Feb 2023	Collaboration between WMP Licensing and Planning Dept and Neighbourhood police – PCC undertook to make immediate inquiries into a report that police responses to licensing applications did not reflect the views of local neighbourhood officers.	

**Report to the West Midlands Police and Crime Panel  
Police and Crime Plan Progress and Performance**

17 July 2023

Report of: Police and Crime Commissioner

Report author: Jonathan Jardine, Chief Executive

**Purpose**

- 1.1 To provide information to the Panel updating on progress and performance against the Police and Crime Commissioner's Police and Crime Plan.

**Background**

1. The Commissioner holds WMP to account through regular reports to the Strategic Policing and Crime Board (SPCB) on the delivery of areas of the police and crime plan. This includes particular sections of the plan and the reports include relevant data to support the performance in the area. In addition, the SPCB receives regular performance reports on the measures included in the police and crime plan. Also, the Commissioner receives specific briefings and reports on progress on particular areas of the police and crime plan.
2. Detailed in the following sections is data that is held across specific chapters and measures in the Police and Crime Plan. This is set out in the form of a scorecard overview of performance, which can be navigated utilising the content page header links



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Rebuilding community policing			
Sub-Objective	Key Performance Indicator	Current / Latest	Historical Performance / Benchmark
	Meet or exceed the Police Officer Uplift target of 1,200 new Police Officers <sup>1</sup>	1,489 [Apr 23]	730 Y1 & Y2 allocation
	By doing so, total number of Police Officers in the West Midlands will increase to over 8,000 <sup>2</sup>	8,067 [Apr 23]	6691 [Adjusted baseline]
	Monitor the numbers and reasons why Police Officers leave West Midlands Police and put in place action plans, where required, to ensure we support and retain our Police Officers	45% retirement, 14% left due to a transfer out, and 32% resigned [Last 2 years – Apr 23]	45% retirement, 25% left due to a transfer out, and 18% resigned
	Utilising the Police Officer Uplift target, we will increase the number of neighbourhood Police Officers by 450	211 [Apr 23]	
	Increase the amount of time Police Officers spend in local areas, in particular within the 19 Impact Areas	Measure currently being developed by WMP  [Apr 23]	
	Support and maintain the 464 PCSOs within the West Midlands	353 [Apr 23]	464 [Apr 21]

<sup>1</sup> [Police Officer Uplift, quarterly update to March 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/police-officer-uplift-quarterly-update-to-march-2023)

<sup>2</sup> [Police Officer Uplift, quarterly update to March 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/police-officer-uplift-quarterly-update-to-march-2023)

	Increase the number of Special Constables along with the proportion who complete 16 hours per month	253 [Apr 23]	283 [Apr 21];
	Increase the number of residents signed up to West Midlands Police's WMNow community messaging system, in particular those residents who live within an Impact Area (IA)	121,000 [Aug 22]	111,000 [Mar 21]
	Work to reduce the levels of harm seen within Impact Areas in terms of severity of crime	Impact areas not seeing a continued decrease in Crime Severity Scores: Birmingham City Centre, Edington, Brierley Hill, Dudley Central, St Matthews Caldmore, West Bromwich Central	
	Monitor the estimates for perceived high levels of anti-social behaviour and the percentage of respondents saying that the police and local council are dealing with the anti-social behaviour and crime issues that matter in the local area from the Crime Survey for England and Wales (CSEW) – We will use these estimates to inform action locally.	No further survey results published since 2019.  [Apr 23]	Perception: WMP 17% GM 9; M 8; WY 12; E&W 7 [2019/20]  Dealing with: WMP 52% GM 49; M 52; WY 47; E&W 52 [2019/20]
	Monitor the number and rates of anti-social behaviour incidents reported to the police, targeting resource as required through Community Safety Partnerships	20,294 [2022/23]  *N.B. Decrease linked to more incidents being crimed	29,381 [2021/22]  59,826 [2020/21]

Preventing and Reducing Crime

Sub-Objective	Key Performance Indicator	Current	Historical Performance/ Benchmark
<b>Violence against women and girls</b>	Reduce the number of outstanding suspects for Domestic Abuse offences awaiting investigation	Measure currently being developed by WMP  [Apr 23]	
	Reduce the repeat rates for Domestic Abuse offences, both in terms of repeat offenders and victims	Measure currently being developed by WMP  [Apr 23]	
	Reduce the length of time Rape investigations take within West Midlands Police	Measure currently being developed by WMP  [Apr 23]	
	Reduce the proportion of DA cases where the suspect is released under investigation rather than being bailed with conditions	Measure currently being developed by WMP  [Apr 23]	
	Increase the use of civil protection orders	Measure currently being developed by WMP  [Apr 23]	

	Increase the proportion of breaches (DVP notices; non-molestation orders) which result in an arrest	Positive outcome rate 40% [2022/23]	30% [2021/22] 34% [2020/21]; 54% [2019/20]
	Increase the number of Domestic Abuse offenders which are managed through IOM/Probation	Measure currently being developed by WMP  [Apr 23]	
	Monitor the number of reports via the National Referral Mechanism which relate to Modern Slavery and work to build a more accurate picture of Modern Slavery within the West Midlands	687 (non-crime); 1051 (crime) [2022/23]	643 (non-crime); 1,156 (crime) [2021/22] 455 (non-crime); 772 (crime) [2020/21]
<b>Bringing offenders to justice</b>	Identify the reasons for and ultimately reduce the number of investigations which are discontinued due to insufficient evidence where the victim supports police action (Outcome 15) and where victims feel unable to support police action (Outcome 16)	DA OC15 18%; OC16 75% Rape: OC15 17%; OC16 58% [2022/23]	DA OC15 19%; OC16 74% Rape: OC15 14%; OC16 55% [2021/22]  DA: OC15 22%; OC16 65% Rape: OC15 17%; OC16 41% [2019/20]
	Increase the positive outcome rates for Domestic Abuse, Rape, and Stalking and Harassment offences	DA 5%; S&H 3%; Rape 4% [2022/23]	DA 4%; S&H 2%; Rape 2% [2021/22]

	above levels where they have typically been historically low		DA>6%; Rape>5%; S&H>8% [Target]
<b>Reducing the harm caused by illicit drugs</b>	Monitor the number of drug trafficking offences recorded by West Midlands Police, directing resource appropriately to tackle supply	2,174 [2022/23]	2,374 [2021/ 22] 1,580 [2019/20]
	Monitor the number of reports via the National Referral Mechanism which are flagged as County Lines related	122 [Jan – Dec 22]	89 [Jan – Dec 20]
	Increase/improve disruption activity by West Midlands Police as part of pro-active drug supply investigations	2,237 WMP and 478 ROCUWM drug disruptions; 868 WMP and 360 ROCUWM County Lines disruptions [Financial YTD Feb 22]	495 WMP and 381 ROCUWM drug disruptions; 108 WMP and 335 ROCUWM County Lines disruptions [Same period 2020/21]
	Monitor the number of drug related (misuse) deaths in West Midlands, acting accordingly where there are significant increases <sup>3</sup>	442 deaths; 5.4 rate [2019-2021] {GMP: 627; 7.8 / Merseyside: 401; 10.1 / West Yorkshire: 510; 7.8}	455 deaths; 5.5 rate [2018-2020] {GMP: 554; 6.9 / Merseyside: 378; 9.6 / West Yorkshire: 500; 7.6}

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

		[Apr 23]	335 deaths; 4.1 rate [2015-2017] {GMP: 480; 6.0 / Merseyside: 280; 7.1 / West Yorkshire: 381; 5.7}
	Increase the number of suspect/offenders in custody being referred into drug treatment where a need is identified	1,229 [2021]	1,229 [2021] 1,087 [2020]
	Monitor proportionality in the use of diversion	Monitored as part of the Disproportionality Committee	
	Increase the use of Out of Court Disposals for low level drug offences, such as those given via the DIVERT programme	32% of drug possession offences [2022/23]	36% of drug possession offences [2021/22] 32% of drug possession offences [2019/20]
<b>Reducing acquisitive crime</b>	Reduce the numbers of neighbourhood crimes (residential burglary, robbery of personal property, theft from the person and vehicle theft) committed within the West Midlands, achieving reductions on the numbers/rates seen in 2019/20 for Residential burglary, Robbery of personal property, Theft from the person, Theft, or unauthorised taking, of a motor vehicle	Burglary: 15,682; Robbery: 7,464; Vehicle theft: 15,150; Theft from the person: 4,519 [2022/23]	Burglary: 14,992; Robbery: 7,001; Vehicle theft: 12,222; Theft from the person: 3,854 [2021/22]

			Burglary: 18,237; Robbery: 7,215; Vehicle theft: 9,896; Theft from the person: 3,064 [2019/20]
<b>Reducing cybercrime and fraud</b>	Monitor victims of fraud within the West Midlands as reported by Action Fraud, identifying emerging areas or victims who are at particular risk of fraud. <sup>4</sup>	12,432 [2022/23]	15,555 [2021] 13,331 [2020]
	Where a fraud report is forwarded on by Action Fraud to West Midlands Police for investigation, I will monitor outcomes and ensure West Midlands Police are compliant with the City of London Police returns process.	Awaiting latest return	Compliance: 100% Judicial outcome: 2% NFA: 83% Outstanding: 15%  Apr 19 to Mar 20 with HOCR outcomes up to Mar 21
<b>Reducing business crime</b>	Monitor recorded business crime, using the insights to direct resources where needed and engage with businesses to reduce the risk of crime for Burglary - Business, Robbery - Business, Bilking, Shoplifting	49,360 total; 4,341 burglary; 939 robbery; 5,767 bilking;	41,804 total; 3,827 burglary; 853 robbery; 4,272 bilking;

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



		17,087 shoplifting [2022/23]	13,004 shoplifting [2021/22]  46,017 total; 5,312 burglary; 957 robbery; 5,326 bilking; 15,201 shoplifting [2019/20]
	Monitor assaults on retail and other workers recorded by West Midlands Police, assessing when peak periods of assaults occur and taking action if there are significant increases	313 [2022/23]	440 [2021/22]
	Reduce the number of outstanding suspects for serious acquisitive crimes awaiting investigation	Measure currently being developed by WMP  [Apr 23]	

## Increased Confidence in West Midlands Police

Sub-Objective	Key Performance Indicator	Current	Baseline/Target
<b>A police force that represents the best of the West Midlands</b>	Utilising the Police Officer Uplift target, we will increase the number of Black, Asian and Minority Ethnic Police Officers by 1,000 <sup>5</sup>	1,094 [Apr 23]	-
	Monitor disproportionality within the West Midlands Police Force, with a view to increase the representativeness of the force across the following: <b>Workforce</b> <sup>6</sup>	Female: 44%; Ethnic Minority Group: 15%; [Apr 23]	-
	<b>Recruitment</b> (Proportion of joiners over past 12 months)	Female: 47.4%; Ethnic Minority Group: 18.8% [Apr 23]	-
	<b>Attrition</b> (Proportion of leavers over past 12 months)	Female: 46.5%; Ethnic Minority Group: 15.5% [Apr 23]	-
	<b>Progression</b> (Success rate over past 2 years)	Female: 36%; Ethnic Minority Group: 13%;	-

		[Apr 23]	
<b>Understanding, measuring and improving public confidence in policing and satisfaction with service</b>	Monitor victim satisfaction with West Midlands Police, in particular for victims of Domestic Abuse offences, and commit to understanding the ways in which satisfaction can be improved	Polite and respectful: 82% Understanding: 76% Helped with issued: 64% [2021/22]	-
	Monitor the estimates of overall confidence in local police from the Crime Survey for England and Wales (CSEW) – We will use these estimates to inform action locally <sup>78</sup>	-	WMP 65% GM 70; M 74; WY 72; E&W 74 [2019/20]
<b>Police Powers (Stop and Search; Section 163 Traffic Stops; Use of Force)</b>	Increase the positive outcome rate for Stops and Searches to no less than 50%	30% [2022/23]	27% [2021/22]
	Monitor the use of Stops and Searches under Section 60, ensuring that they are used only when absolutely necessary	408 [2022/23]	535 [2021/22]

<sup>5</sup> [Police Officer Uplift, quarterly update to March 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/police-officer-uplift-quarterly-update-to-march-2023)

<sup>6</sup> [Police Officer Uplift, quarterly update to March 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/police-officer-uplift-quarterly-update-to-march-2023)

<sup>7</sup> [Crime Survey for England and Wales \(CSEW\) estimates of personal and household crime, anti-social behaviour, and public perceptions, by police force area, year ending March 2020 - Office for National Statistics](https://www.gov.uk/government/statistics/crime-survey-for-england-and-wales-csew-estimates-of-personal-and-household-crime-anti-social-behaviour-and-public-perceptions-by-police-force-area-year-ending-march-2020)

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

	Ensure that the use of body-worn video during Stops and Searches and Use of Force remains at the same level or higher	S&S 97% UoF 83% [2022/23]	S&S 95% UoF 82% [2021/22]  S&S 92%-95% UoF 78%-80%
	Reduce the disproportionality of who is stopped as part of Stops and Searches and for individuals being subjected to Use of Force	S&S 1.9 / 2.9; UoF 0.7 / 2.2 [2022/23]  Asian / Black	S&S 2.0 / 2.9; UoF 0.7 / 2.3 [2021/22]  Asian / Black
	Monitor where injuries occur as part of Use of Force, ensuring that cases where serious injury occur are reviewed and action taken where necessary	15 [2022/23]	26 [2021/22]
<b>Cadets</b>	Increase the capacity of the cadet scheme so that more young people can join	Outstanding 2; Good 10; Satisfactory 10; Poor 0 [March 22]	Outstanding > 8 volunteers average per unit Good = 5-7 volunteers Satisfactory = 2-4 volunteers Poor <1 volunteer

	Increase the number of community volunteers in cadet units	175 + 36 joining [March 22]	
<b>Complaints and misconduct processes that everyone can trust</b>	Monitor the number of complaints which West Midlands Police receive and reduce the length of time taken to investigate complaints	Conduct: 240 Schedule 3: 734 Sch3 average resolution time: 126 days [2022/23]	Conduct: 123 Schedule 3: 428 Sch3 average resolution time: 209 days [2021/22] Conduct: 179 Schedule 3: 487 Sch3 average resolution time: 141 days [2020/21]
	Increase the use of reflective practice within West Midlands Police	98 [Sep 21]	
	Monitor the service recovery satisfaction for victims and members of the public who have submitted a complaint	Measure currently being developed by WMP  [Apr 23]	

<b>Access to police services</b>	<p>Ensure that West Midlands Police answer 999 and 101 calls within the timescales stated in the Citizens Charter</p> <p>999: 90% within 10 seconds 101: 90% within 3 minutes [Citizens Charter SLA]</p>	<p>999: 67% within 10s; average 31s</p> <p>101: 29% within 3m; average 17m48s [2022/23]</p>	<p>999: 75% within 10s; average 18s</p> <p>101: 41% within 3m; average 8m58s [2021/22]</p> <p>999: 86% within 10s; average 10s</p> <p>101: 66% within 3m; average 3m52s [2020/21]</p>
	<p>Where Police Officers need to attend an incident (Priority 1 and Priority 2), ensure that they arrive within the timescales stated in the Citizens Charter</p>	<p>P1: 39% within 15m; median 16m33s</p> <p>P2: 24% within 60m; media 1h49m37s [2022/23]</p>	<p>P1: 42% within 15m; median 16m22s</p> <p>P2: 30% within 60m; media 1h30m28s [2021/22]</p> <p>P1: 48% within 15m; median 14m41s</p> <p>P2: 37% within 60m; media 1h03m12s [2020/21]</p>



**Supporting the workforce, organisational change and new technology**

Sub-Objective	Key Performance Indicator	Current	Historical Performance/ Benchmark
<b>Performance management of officers and staff</b>	Monitor the attendance rates within West Midlands Police and in particular absences due to mental ill health, providing programmes of support where needed	94.9% [Apr 23]	95.4% [2020/21]
	Monitor referrals to occupational health, ensuring that there is no delay in Police Officers and Staff getting an appointment	10 days [Sept 21]	14-21 days
	Increase staff survey engagement rates and monitor wellbeing survey results	Awaiting next survey	Completion Rate: 44%; Engagement Rate: 75%
	Monitor incidents where Police Officers are assaulted whilst on duty and what action is taken against the offender	1,850; 52% Positive Outcomes [2022/23 YTD Dec]	2,320; 49% Positive Outcomes [2021/22] 1,607; 70% Positive Outcomes [2019/20]



<b>A greener West Midlands Police</b>	Reduce CO2/ m2 from energy usage within the West Midlands Police estate	18.54 kg of CO2 per m2 [Apr-Jun 21] 30.07 kg of CO2 per m2 [Oct-Dec 21]	19.41 kg of CO2 per m2 [Apr-Jun 20] 27.73 kg of CO2 per m2 [Oct-Dec 20]
	Reduce CO2/km average travelled by the fleet by ensuring that vehicle service appointments are kept and through the monitoring of driving behaviours	256g CO2 per km [Jul-Sep 21] 206g CO2 per km [Oct-Dec 21]	218 g per kilometre (2018/19)

### An efficient and effective criminal justice system

Sub-Objective	Key Performance Indicator	Current	Historical Performance/ Benchmark
	Increase the use of Out of Court Disposals where offenders are eligible	32% of drug possession offences [2022/23]	Drug possession: 36% [2021/22] Drug possession: 35% [2020/21]

	Monitor offence types along with demographic breakdowns of offenders to highlight potential gaps/disproportionality in the Out of Court Disposals available	Monitored as part of the Reducing Reoffending Delivery Group	
	Monitor disproportionality within the Criminal Justice System, with a focus on age, gender and ethnicity across: arrests, police outcomes, prosecution outcomes, remand status, reoffending	Monitored as part of the Disproportionality Committee	

Supporting victims and witnesses			
Sub-Objective	Key Performance Indicator	Current	Historical Performance/ Benchmark
	Monitor the number of victims supported by commissioned services and assess any gaps between numbers supported and the number of victims overall	Measure currently being developed by WMP  [Apr 23]	
	Monitor offence types along with demographic breakdowns of both victims and offenders to highlight potential gaps in service provision	Measure currently being developed by WMP  [Apr 23]	
	Monitor where individuals are more likely to be victimised multiple times and ensure appropriate services are in place	Measure currently being developed by WMP	

		[Apr 23]	
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Reducing Violence				
Sub-Objective	Key Performance Indicator	Current	Historical Performance/ Benchmark	Target
	Monitor the rates of homicide within the West Midlands and ensure a swift response from West Midlands Police	40 [2022/23]	53 [2021/22] 45 [2020/21] 50 [2019/20]	
	Reduce the numbers of violent crimes committed within the West Midlands, achieving reductions on the numbers/rates seen in 2019/20 for knife crime and robbery of personal property	4,045 knife crime (ADR 160); 7,464 robbery personal [2022/23]	4,515 knife crime (ADR 160); 7,001 robbery personal [2021/22] 3424 knife crime (ADR 160); 7,215 robbery personal [2019/20]	

	Monitor serious youth violence and increase the positive outcome rate for victims	8,123; 11% Positive Outcomes [2022/23]	8,828; 7% [2021/22] 5,917; 9% [2020/21] 7,465; 10% [2019/20]	
	Monitor hospital admissions of under 25s who have been assaulted with a sharp object and assess what action West Midlands Police can take	189 [12 months to Dec 22]	215 [Year ending June 19]	
	Monitor the number of gun crime offences and increase the number of firearms being recovered through better intelligence	970 gun crime; [2022/23]  107 recoveries [2022/23]	902 gun crime; [2021/22]  121 recoveries [12 months to Sep 21]	

**Supporting the workforce, organisational change and new technology**

Sub-Objective	Key Performance Indicator	Current	Historical Performance/ Benchmark
<b>Public Transport</b>	Monitor the estimates for perceptions of safety on the public transport network within the West Midlands from the West Midlands Combined Authority transport survey and assess what role West Midlands Police can play in improving public perceptions	Bus travel perceptions of personal safety: <ul style="list-style-type: none"> <li>• 74% satisfied/very satisfied</li> <li>• 15% dissatisfied/very dissatisfied</li> <li>• [Q3 – 2021/22]<sup>9</sup></li> </ul>	
	Monitor reports of crime and anti-social behaviour incidents which occur on the public transport network and what the outcomes of investigations are	Bus travel: <ul style="list-style-type: none"> <li>• 5,464 crime</li> <li>• TBC ASB</li> </ul> Rail travel: <ul style="list-style-type: none"> <li>• 2,242 crime</li> <li>• TBC ASB [2022]</li> </ul>	Bus travel: <ul style="list-style-type: none"> <li>• 3,061 crime</li> <li>• 2,238 ASB</li> </ul> Rail travel: <ul style="list-style-type: none"> <li>• 2,275 crime</li> <li>• 94 ASB [2019]</li> </ul>
	There will be a focus on vulnerability type offences, such as hate crime and violence against women and girls, targeting resource as required through the Safer Travel Partnership	Monitored as part of the Safer Travel Partnership	

<sup>9</sup> [SPCB April 22 – Agenda Item 6: Safer Travel](#)

<b>Safer Travel</b>	Monitor the rates of road traffic casualties on roads within the West Midlands	Total Casualties*: 1,047 [2022/23]  *N.B. includes West Midlands and Staffordshire Motorways due to CPMG collaboration	Total Casualties: 813 [2020/21]
	Monitor the following motor offences, ensure action is taken: Speeding offences, driving under the influence of drugs, driving under the influence of alcohol, driving without insurance, incidents of street racing	Endorsable Total 6,170  • Speeding Offences 2,188 • Proper control 599 • Due care 816 • License 158 [2021/22]	Endorsable Total 8,769  • Speeding Offences 1,763 • Proper control 1,053 • Due care 1,157 • License 182 [2019/20]
	Review the reasons for cars being seized, assessing whether there are any commonalities/trends which need addressing	Seized 18,166  Main Reasons  No Insurance/DL 6,131 Abandoned/Stolen 3,828 RTC 2,348 Section 22 PACE 2,343  [Jan - Sep 2022]	Seized 26,681  [2019]
	Monitoring offences relating to e-scooter and assessing what risks they pose to the public	752	29

		[2021]	[2019]
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**9 Recommendations**

9.1 The panel are asked to the note the content of this report.

**10 Finance Implications**

10.1 None directly arising from this report.

**11 Legal Implications**

11.1 None directly arising from this report.

**12 Equalities Implications**

12.1 None directly arising from this report.



## **Report to the West Midlands Police and Crime Panel Public Confidence Inquiry Theme: What does the Data Tell Us?**

**17 July 2023**

**Report of: Police and Crime Commissioner**

**Report author: Jonathan Jardine, Chief Executive**

### **1 Purpose**

- 1.1 To provide information to the Panel with their public confidence inquiry theme in relation to the data that is available and used by the Police and Crime Commissioner to hold West Midlands Police to account. This report also comments on the Police and Crime Plan objective to work with WMP to measure and analyse public confidence and satisfaction.

### **2 Background**

- 2.1 The Commissioner holds WMP to account through regular reports to the Strategic Policing and Crime Board (SPCB) on the delivery of areas of the police and crime plan. This includes particular sections of the plan and the reports include relevant data to support the performance in the area. In addition, the SPCB receives regular performance reports on the measures included in the police and crime plan. Also, the Commissioner receives specific briefings and reports on progress on particular areas of the police and crime plan. All this information provides an indication of the public's confidence in West Midlands Police.
- 2.2 Detailed in the following sections is data that is held across specific themes.

### **3 Purpose of paper**

- 3.1 West Midlands Police (WMP) are committed to augmenting the overall level of service provided to the people it serves. Work has been continuing at pace on the implementation of the new operating model which will ensure the force is recognised as a police service that is big enough to cope with everything that is asked of us, whilst showing we are small enough to care about the things that really matter to our communities.

### **4 Citizen Charter Update**

- 4.1 The force, in partnership with the PCC's office, developed a Citizen Charter during 2020. The Charter outlines the standards that the public can expect from WMP whilst also acting as a guide for employees to understand what is expected

of them. A set of service standards were developed to accompany the Citizen Charter which applied to different aspects of the citizen journey and the channels through which citizens engage with us.

- 4.2 Following the launch of the Charter, initial focus was on communications and engagement activities with internal employees, to ensure staff were clear on the service offer to the public.
- 4.3 The intention was to launch the Citizen Charter to the public during 2021, but this was delayed due to external factors such as public concerns about policing following the death of Sarah Everard as well as the impact of the Covid pandemic, when it was considered that the launch of the Charter would be inappropriate.
- 4.4 Work will now take place to understand the current requirements for the Citizens Charter to ensure it meets the changing expectations and perceptions of the public and understand next steps.

## **5 Citizen Experience Project Update**

- 5.1 The Citizen Satisfaction project was renamed the Citizen Experience project in October 2021. The project was originally named 'Citizen Satisfaction' to reflect the project goals of setting service standards and managing public expectations in respect of our service offer. However, the force recognises that trust and confidence in the police is a more important indication of police legitimacy than levels of satisfaction and that the public value both what we do, but also how we deliver a service. As a result, the Citizen Satisfaction project was renamed the Citizen Experience project in 2021 to ensure the force focuses on the quality of each interaction.
- 5.2 The project team have worked with WMP's Data Analytics Lab to develop tailored sentiment reports using both quantitative and qualitative feedback from the surveys. These reports are available via our Business Insights App and are accessible to service improvement leads in business areas to understand key drivers of satisfaction/dissatisfaction.
- 5.3 The Citizen Experience project closed and was transitioned into business as usual at the end of 2022.

## **6 Satisfaction Findings**

- 6.1 The force measures 'how' it is performing in this area through SMS surveys sent to citizens that are dealt with by Force Contact, Force Response and Investigations. Surveys are also sent post interactions with the public via our Live Chat capability. The results from all citizen satisfaction surveys are tracked through existing force governance structures.
- 6.2 During the past 12 months, WMP have received 13,987 completed surveys (approx. completion rate of 10%). The results showed 66% of respondents provided an 8 out of 10 score or higher to the question focusing on whether WMP helped with their issue.

- 6.3 The Force Contact survey was completed 9,059 times, 82% of respondents gave an 8 or above when asked if call handler was polite and respectful. The area that contributed most to dissatisfaction was the time taken to answer, with only 54% of respondents rating the length of time to get through a score of 8 or above.
- 6.4 The Force Response survey was completed 2,769 times. Scores were generally higher across all questions. 90% of respondents gave an 8 or above when asked if responder was polite and respectful. The area that contributed most to dissatisfaction was the time taken to respond again, however 81% of respondents rated the length of time taken to respond with a score of 8 or above.
- 6.5 The Investigation survey was completed 1,886 times. 80% of respondents gave an 8 or above when asked if responder was polite and respectful. The area that contributed most to dissatisfaction was whether the officer helped with the issue with 64% of respondents giving a score of 8 or above.
- 6.6 A further 273 surveys were received to help assess the T3 pilot that was conducted between April and June 22. With 58% of respondents saying they would give an 8 out of 10 or above for overall satisfaction with process. As this was a pilot in doing telephone-based appointments that would previously been in person appointments a question of whether they would have preferred physical attendance was asked. Interestingly only 37% said they would have preferred a physical appointment.
- 6.7 Demographic Data is collected during surveying but isn't mandatory, in the last 12 months 45% of respondents filled in demographic data. Satisfaction increases as respondents become older with 18-24-year olds having the lowest satisfaction with 58% giving a score of 8 or over for having helped with issue. This increases for every age bracket with 75 and over scoring 82%. Those who did fill in their demographic data said they preferred not to say rather than just leave it blank only scored 30%. This theme is also true for gender with 'prefer not to say' only scoring 32% where those who choose to fill in their gender were above the overall 66% average with females 72% and male 67%. For ethnicity again all of those who filled out demographic data had a higher score than those that left it blank. Asian respondents scored 66%, Black 70% and White 71%. For those who responded and said they were disabled this scored 67% compared to 71% who said they weren't disabled, again 'prefer not to say' scored lower at 51%. Sexual Orientation saw anyone who filled in characteristics stating they received a better service than who left it blank with 'prefer not to say' lowest at 59%, Gay 67%, Heterosexual 71% and Bisexual having highest at 73%.
- 6.8 Live Chat results for last year showed 37% of users who left a survey result rated the overall experience as 'good', with a further 32% as 'okay'. Analysis also indicates a significant difference in satisfaction levels between users who have interacted with a Force Contact member of staff (81% as good or okay) compared to the chat bot (31% as good or okay).
- 6.9 The force has recently reviewed our citizen satisfaction surveys to assess whether we are asking the right questions and to establish how best to monitor

performance. Overall satisfaction will be gauged through an assessment of how well we have helped, whether the caller would be confident to call us again if needed, and whether the caller was satisfied with the service provided by us. One of the major factors impacting satisfaction levels is where callers are not clear on what happens next. A dedicated piece of work will now look at the free text comments given in these cases in order to identify common themes and any learning/changes we can implement.

- 6.10 More widely, WMP is now one of the pilot police forces for the new, Home Office commissioned, national victim satisfaction surveys. This presents an opportunity to utilise the expertise of a public research organisation to listen to victim experiences with WMP in order to fully understand the service that we provide and ensure we are responding to the needs of victims. There will be a representative sample of victims from the West Midlands, with surveys being conducted independently by the research organisation. The force is currently developing a strategy for how we can also survey victims of non-sexual domestic abuse safely as part of the national satisfaction surveys and how we can capture the views of vulnerable victims through partners and/or specialist support providers.

## **7 Stop and Search Survey Outcomes**

- 7.1 A pilot is currently underway to understand satisfaction levels after individuals have been subject of stop and search. A quick response (QR) code is used to capture feedback which people take away to fill in; this has also been trialled in a similar format in custody. In the first 5 months, 201 responses have been recorded from people who have been subject of stop and search which is approximately 2% of all stop and search undertaken in this period. 72% of respondents stated they felt the police officer acted fairly and 75% said the reasons for search were explained.
- 7.2 No demographics data is captured as part of the pilot phase of the survey but potentially if this is made live, links to the actual search record could be made to measure protected characteristics.
- 7.3 Results of the pilot continue to be tracked and managed via the Fairness and Belonging Board.

## **8 Victims Code Update**

- 8.1 The force continues to prioritise service improvement and adherence with the Victims Code, under a dedicated Superintendent lead.
- 8.2 Work has been ongoing to review progress against the victims code and whilst the focus is on compliance, the force has a wider approach that incorporates the force's mission and values, with a strong emphasis on listening to victims and improving service delivery.
- 8.3 A new Victims Strategy is being finalised, with a supporting delivery plan to track progress through the monthly Victims Thematic Board and ensure there is

focused delivery on priority areas. The force is imminently due to launch an internal campaign to raise the profile in this area, remind staff of their role and provide further guidance. WMP are also revising the information provided to all victims, to ensure this is engaging and informative.

- 8.4 All departments involved in the various stages of the victim journey attend the monthly board, as well as representatives from third sector organisations who ensure that the victims voice is at the heart of everything we do.
- 8.5 Significant work has been undertaken with the Data Analytics Lab to be able to measure and monitor key elements of the strategy. Performance will be reported on monthly through the Victims Governance Board as described above.

## **9 Public Confidence**

- 9.1 The latest British Crime Survey for England and Wales that measures public confidence showed that 60% of the public were overall confident in WMP. Whilst this is below the national average, it is similar to Greater Manchester and the Metropolitan Police.
- 9.2 Local Policing Areas currently undertake surveys in our impact areas which supports the prioritisation of local activity.

## **10 WMNow Performance**

- 10.1 WMNow is a free community messaging system that delivers up to date information from police and partners, keeping citizens informed on matters such as updates on crime, appeals and safety advice. Neighbourhood Teams have remained focussed over the last performance year on encouraging sign ups to the WMNow system. This has been coupled with a programme of work to improve the quality of communications with those that have already signed up. This work has been supported by Corporate Communications as part of the work to improve the digital service to citizens.

## **11 Comparison March 2022 to March 2023**

- 11.1 Between March 2022 to March 2023 WMNow membership has increased from 112,000 members to 120,000 (+8000). The table below indicates that all LPAs have increased their membership and focus will continue in this area during the forthcoming period.
- 11.2 Table 1 below shows the increases across all LPA's comparing March 2022 with March 2023 data.

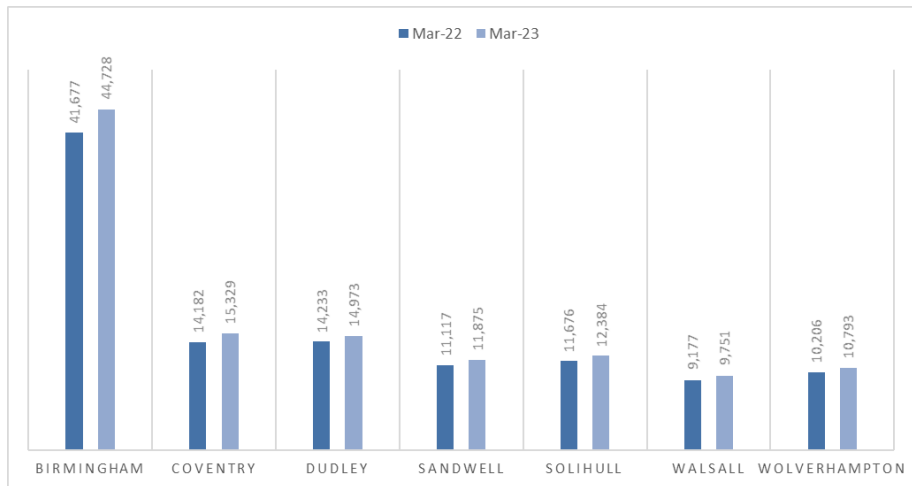


Figure 1: Sign up rates WMNow.

## 12 Neighbourhood Analysis

12.1 The table below (Figure 2) shows the increase across the whole force area and how the percentage increase is broken down by LPA's.

LPA	WMNow Members		Change		% of Force total		Population (16+) Census 2021	Sign up Rate per 1k population (16+)	
	Mar-22	Mar-23	Number	%	Mar-22	Mar-23		Mar-22	Mar-23
Birmingham	41,677	44,728	3,051	7.32%	37.1%	37.3%	889,664	46.85	50.28
Coventry	14,182	15,329	1,147	8.09%	12.6%	12.8%	276,884	51.22	55.36
Dudley	14,233	14,973	740	5.20%	12.7%	12.5%	262,494	54.22	57.04
Sandwell	11,117	11,875	758	6.82%	9.9%	9.9%	266,083	41.78	44.63
Solihull	11,676	12,384	708	6.06%	10.4%	10.3%	174,508	66.91	70.97
Walsall	9,177	9,751	574	6.25%	8.2%	8.1%	223,124	41.13	43.70
Wolverhampton	10,206	10,793	587	5.75%	9.1%	9.0%	208,429	48.97	51.78
WMP	112,268	119,833	7,565	6.74%	100.0%	100.0%	2,301,186	48.79	52.07

Figure 2: Breakdown of WMNow membership across force and by LPA.

## 13 Equality Implications

13.1 Satisfaction levels where protected characteristics are captured have been stated in relevant sections.

13.2 Young People are less likely to be satisfied with the service they receive, however there are not any significant differences in other protected characteristics.

## 14 Recommendations

14.1 The panel are asked to the note the content of this report.

## 15 Finance Implications

15.1 None directly arising from this report.

## 16 Legal Implications

16.1 None directly arising from this report.

# Report to the West Midlands Police and Crime Panel

## Police and Crime Commissioner Key Decisions: February – June 2023

**Date: 17 July 2023**

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

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

Email: [amelia.wiltshire@birmingham.gov.uk](mailto: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 this report.

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: February – June 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](#)

[30 June 2023 PCC Decision – 013-2023 – Proposed Appointment of the Chief Finance Officer](#)

[8 June 2023 PCC Decision – 011-2023 – Lease of part of Willenhall Fire Station](#)

[17 May 2023 PCC Decision – 009-2023 – Lease of Moat House Leisure Centre, Coventry](#)

[17 May 2023 PCC Decision – 008-2023 – Vehicle Recovery and Roadside Assistance](#)

[17 April 2023 PCC Decision – 002-2023 – Combined Liability Insurance](#)

[6 April 2023 PCC Decision – 006 2023 – Treasury Management Strategy 2023/24](#)

[5 April 2023 PCC Decision – 007-2023 – Fees and Charges 2023/24](#)

[27 March 2023 PCC Decision – Quinton](#)

[23 March 2023 PCC Decision – Policing Precept and Budget Decision Paper 2023/24](#)

[15 February 2023 PCC Decision – 001 2023 licences for CBRN.](#)

[10 February 2023 PCC Decision – PCC’s formal response to the Police and Crime Panel review of the proposed precept 2023/24](#)



## **Report to the West Midlands Police and Crime Panel – Work Programming for 2023/2024**

**Date: 17 July 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](mailto:amelia.wiltshire@birmingham.gov.uk)

Phone: 07825 979253

### **1 Purpose**

- 1.1 This report sets out the proposed work programme for the West Midlands Police and Crime Panel (‘the Panel’) for 2023/24, based on the statutory duties the Panel will have to undertake and standard items. It also includes issues for consideration which had been deferred from 2022/23, and topics identified through informal discussions with Panel members.
- 1.2 This report will be continuously updated throughout the year to enable the Panel to respond in a flexible and timely way.

### **2 Recommendations**

#### **2.1 That the Panel**

- a. Considers the outline work programme set out in Appendix 1;
- b. Identifies any further topics to add to the menu of topics for the Panel to explore over the coming year.
- c. Agrees, subject to further input from the Chair and Vice Chair, the issues that the Panel will consider in September 2023 and the proposed aims and objectives.

### **3 Background**

- 3.1 Following the introduction of the Police Reform and Social Responsibility Act 2011, the West Midlands Police and Crime Panel was established. The Panel acts as a joint scrutiny body of the West Midlands Local Authorities with a dual role to ‘support and challenge’ the work of the Police and Crime Commissioner (the PCC).

- 3.2 The Panel acts as a critical friend to the PCC on behalf of West Midlands residents and must perform the following statutory functions:
- Review and comment on the PCC's draft Police and Crime Plan
  - review the PCC's Annual Reports
  - scrutinise decisions and actions of the PCC
  - Review (with the power to veto) the PCC's proposed Council Tax precept
  - hold confirmation hearings before the PCC makes senior appointments (Chief Constable, Deputy PCC, Chief Executive and Chief Finance Officer) with the power to veto the Chief Constable appointment
  - handle non-criminal complaints about the conduct of the PCC and Deputy PCC, referring serious complaints to the Independent Office for Police Conduct
  - Appoint an acting PCC, if required
  - Suspect the PCC, if charged.
- 3.3 The Panel's work programme consists of statutory tasks (listed above) and wider exploratory work to fulfil its role to hold the PCC to account. This will build knowledge and insight into the strategic policing and the wider community safety and criminal justice landscape. The Police and Crime Plan will form a large part of this work.
- 3.4 The Panel must maintain a strategic focus is scrutinising the work of the PCC, rather than operational detail. The role of the Panel is to provide oversight of how the PCC is holding the Chief Constable and West Midlands Police to account; the Panel does not provide direct oversight of the Chief Constable. This is the role of the Police and Crime Commissioner.
- 3.5 The Police and Crime Panel comprises elected members from across the seven separate Local Authority areas in the West Midlands, as well as independent co-opted members. The Chair is appointed by the membership at its AGM.
- 3.6 A well planned and timely work programme enables the Panel to consider the right issues in an informed way. It may be necessary for the Panel to prioritise issues and consider factors such as public interest and performance when carrying this out.
- 3.7 The Panel will liaise with the PCC and the Office of the Police and Crime Commissioner to provide the issues the Panel would like to explore, and their specific areas of focus.

#### **4 Work Programme 2023/24**

- 4.1 Appendix 1 sets out the topics the Panel will consider over the next few months, and also outlines future items for consideration.

- 4.2 The Panel will amend and update this work programme during the course of the year.

## **5 Finance Implications**

- 5.1 The Home Office provides an annual grant to support the administration of Police and Crime Panels. This will cover all costs relating to the secretariat to support this work programme.

## **6 Legal Implications**

- 6.1 There are no legal implications arising from the recommendations in this report.

## **7 Equalities Implications**

- 7.1 The Panel has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:
- a. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
  - b. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - c. foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 7.2 The protected characteristics and groups outlined in the Equality Act are age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion and belief; sex, and sexual orientation.
- 7.3 The Panel will ensure 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 the impact on particular groups is fair and proportionate; whether there is equality of access to services and fair representation of all groups within the West Midlands; and whether any positive opportunities to advance equality of opportunity and/or good relations between people are being realised.
- 7.4 The Panel should ensure that any recommendations which contribute towards reducing inequality, are based on evidence.

## **8 Background Papers**

- 8.1 [Police Reform and Social Responsibility Act 2011](#)
- 8.2 [Policing and fire governance: guidance for police and crime panels](#)
- 8.3 [West Midlands Police and Crime Panel – Panel Agreement \(2012\)](#)

## **9 Appendices**

- 9.1 Appendix 1 – West Midlands Police and Crime Panel Work Programme July 2023

## West Midlands Police and Crime Panel Work Programme 2023/24

Meeting Date	Item/Topic	Aims and Objectives	Additional Information and Outcome*
11 September 2023	Items to be identified at July meeting	Items to be identified at July meeting	Items to be identified at July meeting
13 November 2023	Annual Report of the Police and Crime Commissioner on the Police and Crime Plan – 2022-23	Review the draft Annual Report for 2022-23  Agree recommendations for PCC to consider in final Annual Report	This is a statutory duty.  Latest Annual Report, 2021-22 is available <a href="#">here</a> .
13 November 2023	Fairness and Belonging Strategy – the work of the Police and Crime Commissioner	Understand how the PCC is providing oversight to West Midlands to deliver on the aims and objectives within the Fairness and Belonging Plan.  Outline the Fairness and Belonging Plan  Consider the impact of the plan to date	<a href="#">Report</a> provided to Strategic Police and Crime Board in September 2022.  The Fairness and Belonging Plan was launched by West Midlands Police and the PCC in July 2020.
15 January 2024	Draft proposed Precept and PCC Budget	Consider the draft proposed precept and PCC budget.	This informs the February meeting where the proposed precept is considered formally and voted upon. This is a statutory duty.  The Panel may consider setting up a sub committee to review the draft proposed precept in more detail and report back to the February meeting.
5 February 2024	PCC Proposed Policing Precept for 2024/25 and PCC budget	Formally review the proposed precept, and decide whether to approve  Agree recommendation for PCC regarding the proposed precept  Consider the proposed PCC budget	This is a statutory duty. The Panel has the power to veto the proposed precept. If this happens, this is revisited at a further meeting of the Panel on 19 February 2024.

<b>Meeting Date</b>	<b>Item/Topic</b>	<b>Aims and Objectives</b>	<b>Additional Information and Outcome*</b>
19 February 2024	PCC Proposed Policing Precept for 2024/25	<i>Formally review the proposed and revised precept</i>	<i>Provisional meeting date - this meeting will only take place in the event the proposed precept is vetoed at the earlier February meeting.</i>  <i>The Panel does not have the power of veto on this occasion.</i>
18 March 2024	Complaints received by the Panel	Consider the process and outcomes from the handling of complaints to the Panel	Annual Report.
18 March 2024	Panel Budget and Expenditure	Consider and approve the total budget and expenditure of the West Midlands Police and Crime Panel	Annual Report.

#### **Menu of Options for Future Consideration**

The following items had been identified as potential topics for future consideration. This approach enables the West Midlands Police and Crime Panel to remain flexible and respond in a timely manner to emerging issues.

This is a live work programme work programme. New items may be added, or items removed during the course of the year. Proposed aims and objectives may also be subject to change.

<b>Item/ Topic</b>	<b>Proposed Aims and Objectives</b>	<b>Additional Information</b>
<i>To be populated following July Panel meeting</i>	<i>To be populated following July Panel meeting</i>	<i>To be populated following July Panel meeting</i>