

West Midlands Police and Crime Panel**Monday 13 November 2023 at 14:00 hours****Walsall Council Chamber, Council House, Lichfield Street, Walsall, WS1 1TP**This meeting will be livestreamed on the [Walsall Metropolitan Borough Council webcasting portal](#)More information about the Panel, including meeting papers and reports, can be found on the Panel website www.westmidlandspcp.org.ukContact Officer: Sarah Fradgley email: wmpcp@birmingham.gov.uk Tel: 0121 303 1727**AGENDA**

Supporting Document	Item	Topic	Approximate time
	1	NOTICE OF RECORDING This meeting will be webcast for live or subsequent broadcast and members of the press/public may record the meeting. The whole of the meeting will be filmed except where there are confidential or exempt items.	14:00
	2	APOLOGIES	
	3	DECLARATIONS OF INTEREST (IF ANY) Members are reminded they must declare all relevant pecuniary and other registerable interests arising from any business to be discussed at this meeting. If a disclosable pecuniary interest is declared a Member must not participate in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation. If other registerable interests are declared a Member may speak on the matter only if members of the public are allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless they have been granted a dispensation. If it is a 'sensitive interest', Members do not have to disclose the nature of the interest, just that they have an interest. Information on declaring interests at meetings is available on the Local Government Association's Model Councillor Code of Conduct .	
Attached	4	MINUTES To confirm the Minutes of the meeting held on 11 September 2023.	14:02

Supporting Document	Item	Topic	Approximate time
Attached	5	POLICE AND CRIME PANEL ACTION TRACKER To consider the progress of actions arising from previous meetings.	
	6	PUBLIC QUESTION TIME To receive questions from members of the public notified to the Panel in advance of the meeting. Any member of the public who lives, works, or studies in the West Midlands (other than police officers and police staff) can ask a question at the meeting about the Panel's role and responsibilities. Questions must be submitted in writing 4 days before the meeting to wmpcp@birmingham.gov.uk	14:05
Attached	7	ESTABLISHMENT OF THE POLICE AND CRIME PANEL BUDGET SUB-GROUP Report of the Panel Lead Officer The Panel is asked to consider and approve the terms of reference to establish a budget sub-group and appoint its membership.	14:35
Attached	8	POLICE AND CRIME COMMISSIONER ANNUAL REPORT 2022-23 The Panel has a statutory duty to review the Commissioner's annual report and put questions to the Commissioner. The Panel must then prepare a report and recommendations for the Commissioner. The Panel is asked to consider: a) The report of the Panel Lead Officer setting out the panel responsibilities b) Appendix A the Commissioner's draft Annual Report 2022-23	14:40
Attached	9	FAIRNESS AND BELONGING: THE WORK OF THE POLICE AND CRIME COMMISSIONER Report of the Police and Crime Commissioner The Panel is asked to consider the progress and impact of the West Midlands Fairness and Belonging programme of work to ensure that West Midlands Police is as inclusive, diverse and as fair an organisation as possible.	15:25

Supporting Document	Item	Topic	Approximate time
Attached	10	WEST MIDLANDS VIOLENCE REDUCTION PARTNERSHIP Report of the Police and Crime Commissioner The Panel is asked to consider the update provided on the Local Violence Reduction Boards and Groups since commencement of the Serious Violence Duty, including arrangements for community engagement within these structures.	16:00
Attached	11	POLICE AND CRIME COMMISSIONER KEY DECISIONS To consider the key decisions published by the Police and Crime Commissioner since the last Panel meeting.	16:10
Attached	12	POLICE AND CRIME PANEL WORK PROGRAMME Report of the Lead Panel Officer	16:25
	13	URGENT BUSINESS To consider any items of business by reason of special circumstances (to be specified) that in the opinion of the Chair are matters of urgency.	16:30

MINUTES OF THE MEETING OF THE WEST MIDLANDS POLICE AND CRIME PANEL HELD ON 11 SEPTEMBER 2023 AT 14:00 HOURS – SANDWELL COUNCIL CHAMBER

PRESENT: -

Members:

Cllr Raqeeb Aziz – Birmingham City Council
Adele Brown – Independent Member
Cllr Heather Delaney – Solihull Metropolitan Borough Council
Cllr Sabina Ditta – Walsall Metropolitan Borough Council
Cllr Alan Feeney – Solihull Metropolitan Borough Council
Cllr Sam Forsyth – Birmingham City Council
Cllr Jasbir Jaspal – City of Wolverhampton (Chair)
Cllr Syeda Khatun – Sandwell Metropolitan Borough Council
Cllr Ed Lawrence – Dudley Metropolitan Borough Council
Cllr Gareth Moore – Birmingham City Council
Kristina Murphy – Independent Member (Vice Chair)
Cllr Tersaim Singh – City of Wolverhampton

ALSO PRESENT: -

Simon Foster – West Midlands Police and Crime Commissioner
Simon Down – Head of Policy, Office of the Police and Crime Commissioner
Jonathan Jardine – Chief Executive, Office of the Police and Crime Commissioner
Sarah Fradgley – Overview and Scrutiny Manager, Birmingham City Council
Amelia Wiltshire – Overview and Scrutiny Manager, Birmingham City Council

746 NOTICE OF RECORDING

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

747 APOLOGIES

Apologies for non-attendance were received on behalf of Cllr Bano (Birmingham), Cllr Khan (Coventry), Derek Francis (Independent Panel Member), and Cllr Perry (Walsall).

748 DECLARATIONS OF INTEREST

None declared.

749 MINUTES

RESOLVED: -

- I. That the Minutes of the AGM meeting held on 17 July 2023 be confirmed as a correct record and signed by the Chair; and
- II. The Minutes of the Confirmation Hearing for the Chief Finance Officer held on 17 July 2023 be confirmed as a correct record and signed by the Chair.

750 POLICE AND CRIME PANEL ACTION TRACKER

RESOLVED: -

That the current action tracker be noted.

751 PUBLIC QUESTION TIME

The following question was submitted by Councillor Kathryn Thomas Solihull Metropolitan Borough Council Lyndon ward and read out on her behalf:

“Police Community Support Officers are essential to community policing, being the boots on the ground and the key interface for local communities.

The Leos area of Solihull until recently had no long term absent PCSOs. Whilst we now have 1 PCSO covering 4 roles, I worry about their ability to cope with this workload and whether it will adversely affect their well-being.

What actions will the police and crime panel be taking to challenge the Police and Crime Commissioner to ensure all PCSO roles are filled, be that through ensuring this is part of the PCC’s Police and Crime Strategy or through other means? “

The Chair thanked Councillor Thomas for submitting the question. In response, she reported that the Panel had examined the Commissioner’s objective to maintain and support 464 PCSOs on several occasions. Discussions with the Commissioner included impact of PSCOs successfully applying for police officer posts under the National Uplift recruitment on PCSO numbers, the rationale behind the PCSO recruitment freeze, and the Chief Constable’s operational decisions on the deployment of PCSOs across the force area. The Commissioner agreed to include in his Annual Report the progress towards fulfilling his Police and Crime Plan objective to maintain and support the 464 PCSO target.

In response to concern expressed in the public question about the wellbeing of PCSOs, the Chair asked the Commissioner to expand his Fairness and Belonging Plan report to highlight the actions taken to address WMP Staff Survey findings relating PCSOs.

RESOLVED: -

- i. **That the public question submitted by Councillor Kathryn Thomas asking how the Panel was holding the Police and Crime Commissioner to account on his police and crime plan commitment to maintain and support 464 Police Community Support Officers be received and noted.**
- ii. **That the Police and Crime Commissioner be requested to include in his Annual Report the progress towards fulfilling his Police and Crime Plan objective to maintain and support 464 Police Community Support Officers.**

- iii. **That the Police and Crime Commissioner be requested to expand his Fairness and Belonging Plan report to highlight the actions taken to address WMP Staff Survey findings relating Police Community Support Officers.**

752 UPDATE TO PANEL ARRANGEMENTS

The Panel considered a proposed update to the Panel Arrangements document to reflect approval granted by the Minister of State for Crime, Policing and Fire to increase the number of independent panel members to three. It was noted that any change to the Panel Arrangements document must be endorsed by the Metropolitan Leaders Committee.

RESOLVED: -

That the Panel Arrangements be updated to reflect the increase of independent panel members to three and the document be submitted to the Metropolitan Leaders Committee for endorsement.

753 DELIVERY OF THE POLICE AND CRIME PLAN: ROAD SAFETY

The Commissioner and Simon Down, Head of Policy, Office of the Police and Crime Commissioner presented the report that set out the actions undertaken by the Police and Crime Commissioner on the delivery of the Police and Crime Plan objectives relating to road safety and holding the Chief Constable and West Midlands Police to account.

During the debate the following points were made:

- Members welcomed the range of initiatives to improve road safety and tackle crime and anti-social behaviour on the roads referenced in the report and noted that the data presented that evidenced the success of the campaigns.
- The meeting discussed the importance of community engagement to tackle road safety issues. The PCC highlighted the latest submission for Safer Street Funding to purchase additional community speed watch equipment and believed the recent pledge made by WMP to task and upskill local policing teams to tackle parking obstructions, anti-social driving and speeding would improve responsiveness to local needs.
- Members urged the PCC and WMP to improve engagement with local councillors and residents to publicise road safety initiatives, provide reassurance and use local knowledge. The PCC offered to attend neighbourhood and ward meetings to help improve engagement by local police teams.
- Responding to questions about the need to tackle a culture of bad and anti-social driving, the Commissioner highlighted the number of ways including education programmes in schools and colleges on e-scooters and the fatal four, street racing and cruising awareness courses, speed awareness courses, and enforcement and vehicle seizure powers available to the police and local authorities.
- The Commissioner appealed for additional volunteers to join the WMP Road Harm Prevention Team and help deliver the education programme in schools and colleges.
- The meeting expressed concern about the prevalence of illegal street racing and reference was made to recent videos posted on social media. It was noted that Operation Hercules WMP's street racing enforcement initiative undertook targeted patrols and worked in collaboration with local authorities and the Fire Service. An interim civil injunction was in place across Birmingham and the Black Country and enforcement action had led to 9 arrests

and the award of suspended custodial sentences. The meeting noted the importance of supporting victims and witnesses to secure prosecutions.

- The PCC reported that negotiations were continuing for a joint working agreement between WMP and the 7 Districts that would increase the capacity for Average Speed Camera enforcement.
- The meeting noted the hazards for pedestrians caused by improper use of e-scooters, e-bikes and dangerous cycling.
- The meeting noted the rise in incidents of driving under the influence of nitrous oxide. WMP was tackling retailers and had called for changes in the law to prevent it being carried in vehicles.
- The Panel discussed the PCC's campaign for income generated from speed camera fixed penalty fines to be retained locally and invested in additional road safety measures, rather than going to the Treasury. Members also noted the Commissioner's public consultation had found the majority supporting this approach. Panel Members agreed to support the Commissioner's campaign, subject to any funds being used on local road safety measures and that funds were not used to replaced existing funding in place. The Chair agreed to write to the Secretary of State for Transport and the Treasury.

RESOLVED: -

- i. **That the information presented in the report and in response to questions from Panel Members in the meeting, be noted;**
- ii. **That the Police and Crime Panel support the Police and Crime Commissioner's campaign for income generated from speeding camera fixed penalty fines to be retained locally, subject to a) income being invested in additional road safety measures in the region and b) income received is not used to replace existing funding.**
- iii. **The Police and Crime Panel Chair write to the Secretaries of State for Transport and the Treasury to express the Panel support of the Police and Crime Commissioner campaign to retain income generated from speeding camera fixed penalty fines to be retained locally.**

754 POLICE AND CRIME COMMISSIONER UPDATE AND KEY DECISIONS

The Commissioner provided a verbal update on key activities since the last Panel meeting.

Members considered the list of key decisions printed with the meeting papers. The Commissioner was asked if the confidential report relating to the purchase of Castlegate could be shared with Panel Members. Jonathan Jardin, Chief Executive OPCC explained that the majority of confidential decisions related to the Estates Strategy and would not be shared.

The Commissioner advised that Strategic Policing and Crime Board would be discussing the Estates Strategy soon. He explained that any decisions relating the use of police stations was the sole responsibility of the Chief Constable as this was an operational decision.

RESOLVED: -

That the list of key decisions presented to the Panel be noted.

755 PANEL WORK PROGRAMME 2023/2024

RESOLVED:-

That the Panel work programme be noted.

The meeting ended at 16:21 hours

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CHAIR

West Midlands Police and Crime Panel – Action Tracker – November 2023

1. Outstanding Actions

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 WMP 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. S	Programmed for November 2023
698iii	Jan 2023	The OPCC to report back on the community engagement by local CSPs, and Violence Reduction Boards structure.	Programmed for November 2023
751ii	Sept 2023	That Police and Crime Commissioner Annual Report 2022-23 include progress towards fulfilling his Police and Crime Plan objective to maintain and support 464 Police Community Support Officers (PCSOs).	Annual Report Programmed for November 2023
751 iii	Sept 2023	That the Police and Crime Commissioner be requested to expand his Fairness and Belonging Plan report to highlight the actions taken to address WMP Staff Survey findings relating Police Community Support Officers.	See Outstanding minute 693 ii Fairness and Belonging Plan programmed for November 2023

2. Completed Actions

<i>Minute/ Action No.</i>	<i>Meeting Date</i>	<i>Action</i>	<i>Update/ Notes</i>
629	Jan 2022	<i>Cllr Brennan, West Midlands Victims' Commissioner be invited to report back on improving victim satisfaction survey response rates and her examination of local Victims' Right to Review provisions.</i>	<i>Programmed for 6 Feb 2023</i>
630	Jan 2022	<i>The PCC compares the budgets of the most similar forces and reports this information to the panel when setting the budget.</i>	<i>This data will inform the panel budget debate January/ February 2023</i>
676ii	Oct 2022	<i>The Commissioner provide a full breakdown of where Safer Streets phases 1, 2, and 3 funding has been allocated across the region.</i>	<i>10 March 2023 - Report sent to members</i>
694ii	Jan 2023	<i>The PCC to report to 6 February 2023 the impact of his partnership working and processes to address his police and crime plan commitments on road safety and speeding.</i>	
695ii	Jan 2023	<i>Specific information requested for 6 Feb Budget / Precept report:</i> <ul style="list-style-type: none"> - <i>The implications of options for balancing the 23/34 budget and achieving savings of £28.1 million on the delivery of the police and crime plan priorities.</i> - <i>More information on the priority-based budgeting exercise to understand how it was being conducted and the implications on any areas of the budget that may be cut.</i> - <i>More information on the cost and benefits of the current Estate Strategy spending.</i> - <i>A full explanation and breakdown as to why costs had risen so sharply.</i> - <i>The implications for reserves of budget decisions.</i> 	<i>Programmed for 6 Feb 2023</i>
672ii	Oct 2022	<i>Public Confidence in Policing Scrutiny Inquiry – Programming six-monthly progress reports tracking progress of recommendations.</i>	<i>Programmed for 20 March 2023, and six-monthly thereafter</i>
672iii	Oct 2022	<i>Four key themes arising from the Public Confidence in Policing Scrutiny Inquiry recommendations – to enable panel to examine progress in greater detail, further reports be programmed on:</i> <i>Understanding public confidence locally</i> <i>Force accessibility</i> <i>Victims of crime</i> <i>Progress and outputs from the Fairness and Belonging Plan.</i>	<i>Items scheduled on Panel work programme</i>
673ii	Oct 2022	<i>A copy of the PCC's Estates Strategy November 2021 report be circulated to Members for information.</i>	<i>Report sent to members</i>
674	Oct 2022	<i>Volunteers sought to join the Panel Budget Sub-Group (minimum of 3 Panel Members)</i>	<i>Sub-group membership finalised (Hussain, Feeney, Jaspal, Murphy)</i>
676 iii	Oct 2022	<i>The Commissioner to arrange Violence Reduction Partnership briefing so members can understand the impact it has made.</i>	<i>Presented 9 Jan 2023</i>
687 iii a	Nov 2022	<i>The Police and Crime Commissioner provide the panel with a breakdown of how the total headcount of police officers and staff are currently distributed across West Midlands Police Force.</i>	<i>Information provided to Panel Members</i>

<i>Minute/ Action No.</i>	<i>Meeting Date</i>	<i>Action</i>	<i>Update/ Notes</i>
687 iii b	Nov 2022	<i>The Police and Crime Commissioner provide a summary of the package of support provided to student police officers.</i>	<i>Information provided to Panel Members</i>
687 iii d	Nov 2022	<i>The Police and Crime Commissioner provide the Panel with data on resignation rates across the Force.</i>	<i>Information provided to Panel Members</i>
687 iii c	Nov 2022	<i>The Police and Crime Commissioner report back on the findings from the recent police officer and staff survey to enable the Panel to understand the current picture of officer and staff morale.</i>	<i>Information provided to Panel Members. Further item added to work programme</i>
	Jan 2023	<i>OPCC to circulate Home Office report comparing police force grant allocations.</i>	<i>Information sent to Panel members</i>
710i	Feb 2023	<i>Bus and train crime yearly comparison data - Panel asked for more recent covering 2022 and 2023.</i>	<i>Information supplied to Panel member</i>
710ii	Feb 2023	<i>Offences passed to the Central Ticket Office (April 20-Feb 22) Panel asked for a breakdown of the number of offences occurring on motorways and the smaller road network.</i>	<i>10 March 2023 - Report sent to members</i>
698ii	Jan 2023	<i>The Violence Reduction Partnership to share the academic evaluation programme that reviewed some VRP projects and the percentage of West Midland schools engaging with the Partnership</i>	<i>Data on schools engaged sent to members 5 April</i>
711ii	Feb 2023	<i>Data on victims helped and impact – Panel asked for data on the number of victims helped through PCC commissioned services (independent providers and Victims Support), the type of support provided, and outcomes attained so that the Panel can understand impact that has been achieved.</i> <i>The Panel requested the gender breakdown of domestic abuse victims.</i>	<i>Information sent to members March 2023</i>
710iii	Feb 2023	<i>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.</i>	<i>Reported to July 2023</i>
754iii	Sept 2023	<i>The Police and Crime Panel Chair write to the Secretaries of State for Transport and the Treasury to express the Panel support of the Police and Crime Commissioner campaign to retain income generated from speeding camera fixed penalty fines to be retained locally.</i>	<i>Sent October 2023</i>

Report to the West Midlands Police and Crime Panel**Establishment of a West Midlands Police and Crime Panel Budget Sub-Group**

Date: 13 November 2023

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

Panel Contact Officer: Overview and Scrutiny Manager (Birmingham City
Council): Sarah Fradgley (0121 303 1727)

1 Purpose

- 1.1 This report asks the Panel to consider establishing a Budget Sub-Group to examine the Police and Crime Commissioner's budget and precept proposals and develop robust lines of enquiry to inform the Police and Crime Panel review of the Commissioner's precept proposals in February 2024.
- 1.2 The report sets out the terms of reference and suggested membership for approval.

2 Recommendations

- 2.1 The Panel is asked to:
 - i. Consider and agree the terms of reference for the Police and Crime Panel Budget Sub-Group attached at Appendix A; and
 - ii. Appoint a minimum of 3 members to the Police and Crime Panel Budget Sub-Group for the remainder of the 2023/24 Municipal Year, with consideration given to including both independent and councillor members and having cross- party representation from across the region.

3 Background

- 3.1 The Police Reform and Social Responsibility Act 2011 gives the Police and Crime Panel the responsibility to review the Police and Crime Commissioner's annual precept proposals.
- 3.2 This is one of only two areas where the Panel has the power of veto and therefore is a significant responsibility for the Panel.
- 3.3 To reach an informed decision on the precept proposals the Panel must scrutinise the Commissioners budget.
- 3.4 The Panel's Rules of Procedure provides the option to establish sub-committees from its membership to undertake specified functions other than those classed as Special Functions under the Police Reform and Social Responsibility Act 2011.
- 3.5 The Rules of Procedure require that work undertaken by a sub-committee be defined beforehand, together with the timeframe within which the work is to be completed and an undertaking that the outcome be reported to the full Panel.

4 The Role of the Sub-Group

- 4.1 It is recommended that a sub-group of members be constituted to lead on the financial aspects of the Panel's role and enable the Panel to adequately scrutinise the Police and Crime Commissioner's budget and precept proposals in the necessary detail.
- 4.2 The terms of reference for the Budget Sub-Group are set out at Appendix A.

5 Timeframe and Reporting Outcomes

- 5.1 It is suggested the Budget Sub-Group meet during November/December 2023, then in January/February 2024. Meeting dates will be set in consultation with Members.
- 5.2 The sub-group would report its findings and any recommendations to the Police and Crime Panel meetings in January and February 2024.

6 Membership

- 6.1 There should be a minimum of three members drawn from both councillor and independent members.
- 6.2 It is suggested the sub-group is cross party and has representation from more than one district.

7 Finance Implications

- 7.1 The Home Office provides an annual grant to support the administration of Police and Crime Panels. The administration of the budget sub-group would be met from the grant.

8 Legal Implications

- 8.1 The Police and Crime Panel has a statutory obligation to review the Police and Crime Commissioner's precept proposals as set out in the Police Reform and Social Responsibility Act 2011. The establishment of a budget sub-group would inform that process.

9 Equalities Implications

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

9.3 The Police and Crime Panel and its Budget Sub-Group should ensure that it has due regard to duties under the Equality Act while reviewing the precept proposal and making its recommendation to the Police and Crime Commissioner.

10 Appendices

10.1 Appendix A - West Midlands Police and Crime Panel Budget Sub-Group Terms of Reference

11 Background Papers

11.1 [Police Reform and Social Responsibility Act 2011](#)

11.2 [West Midlands Police and Crime Panel Rules of Procedure](#)

West Midlands Police and Crime Panel Budget Sub-Group

Terms of Reference

1 Purpose

- 1.1 To proactively scrutinise the Police and Crime Commissioner's budget and precept proposals prior to formal consideration by the Police and Crime Panel.

2 Membership

- 2.1 A minimum of 3 Members of the West Midlands Police and Crime Panel to include both independent and councillor members and having cross- party representation from across the region.

3 Role of the Budget Sub-Group

- 3.1 To develop a good understanding of the West Midlands Police and the Police and Crime Commissioner's budget and the relationship between the Police and Crime Plan and the budget.
- 3.2 To consider the financial outturn position in the light of the targets in the Police and Crime Plan.
- 3.3 To review the precept proposals in advance of the annual precept Panel meeting.
- 3.4 To review the capital and reserves strategies to ensure that they are consistent with the precept proposals.
- 3.5 To present its findings to the Police and Crime Panel so that all members of the Panel can make informed decisions.

**Report to the West Midlands Police and Crime Panel -
Review of the Police and Crime Commissioner's Annual Report 2022-2023**

Date: 13 November 2023

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

Panel Contact Officer: Overview and Scrutiny Manager (Birmingham City
Council): Sarah Fradgley (0121 303 1727)

1 Purpose

- 1.1 The Police and Crime Panel has a statutory duty to scrutinise the Police and Crime Commissioner's annual report at a meeting held in public and agree a collective response to submit to the Commissioner.
- 1.2 A copy of the PCC's draft Annual Report 2022-23 is attached at **Appendix A**.

2 Recommendations

- i) The Panel reviews the Police and Crime Commissioner's Draft Annual Report 2022-2023.
- ii) The Panel makes a report and recommendations to the Police and Crime Commissioner on the annual report.
- iii) Publish a copy of the Panel report and the Police and Crime Commissioner's response on the Panel's website.

3 Statutory Responsibilities

- 3.1 **The responsibilities of the Police and Crime Panel** regarding the review of annual report are set out in Section 28 (4) of the Police Reform and Social Responsibility Act 2011:
- 3.2 In summary, the Panel must:
 - Arrange for a public meeting to be held as soon as practicable after receiving an annual report;
 - Ask the Commissioner at that meeting such questions about the annual report as the members of the Panel think appropriate;
 - Review the annual report; and
 - Make a report or recommendations on the annual report to the Commissioner.
- 3.3 **The responsibilities of the Commissioner** regarding the annual report are set out in Section 12 of Police Reform and Social Responsibility Act 2011:
- 3.4 In summary, a Police and Crime Commissioner must:

- Produce an annual report on the exercise of functions, and the progress which has been made in the financial year in meeting the police and crime objectives in the police and crime plan.
- Send the report to the relevant police and crime panel.
- Attend before the panel to present the report to the panel and answer the panel's questions on the report.
- Respond to any panel report or recommendations on the annual report.

4 Preparation and Publication of Reports

4.1 Following the Panel meeting the members will meet to agree a collective response to submit to the Commissioner as a written report.

4.2 In line with the Panel's Rules of Procedure (Section 9), the Panel's report and the Commissioner's response will be published on the West Midlands Police and Crime Panel's website: www.westmidlandspcp.co.uk.

5 Any Finance Implications

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

6 Any Legal Implications

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

7 Any Equalities Implications

7.1 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 should ensure that it has due regard to its duties under the Equality Act while reviewing the draft Annual Report and making its recommendation to the Police and Crime Commissioner.

8 Appendices

8.1 A - West Midlands Police and Crime Commissioner Draft Annual Report 2022-2023



West Midlands Police and Crime Commissioner's Annual Report 2022-23

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DRAFT



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

I was elected as the West Midlands Police and Crime Commissioner in May 2021. Representing the people of the West Midlands is an honour and a privilege. I take the trust and responsibility placed in me, very seriously.

It drives me on to take the constant and unremitting action that is required, to ensure West Midlands Police is the best it can possibly be, in order to prevent, tackle and reduce crime, protect people and help those in need.

My duties and responsibilities as Police and Crime Commissioner are extensive and wide ranging. As you read the report, you will gain an understanding of the breadth and scope of the role, which includes, amongst many other matters:

- Ensuring an effective and efficient police force;
- Holding the Chief Constable and police service to account;
- Responsibility for police main grant and other grants from central and local government;
- Setting the police budget and local policing precept;
- Funding the community safety partnerships;
- Ensuring an effective and efficient criminal justice system;
- Hosting my Violence Reduction Partnership
- Commissioning victim support services; and
- Issuing a Police and Crime Plan.

I launched my Police and Crime Plan ('the Plan') on 1 November 2021. The Plan sets out my key objectives for policing, crime, community safety, criminal justice and the rights and welfare of victims from 2021 to 2025.

It is a comprehensive agenda for change, development and progress in policing, rebuilding community policing, putting the prevention and tackling of crime at the heart of what we do and ultimately delivering justice, safety and security, for all of our people and communities of the West Midlands.

The harsh reality is that the past 13 years has been a challenging time for policing, our essential preventative public services and our criminal justice system. That has been as a consequence of ill-advised, misconceived and poor decision making on the part of central government. That decision making was a big mistake, it was counter-productive and a false economy. Our under-funded and over worked police service has all too often been left to pick up the pieces.

The people of the West Midlands have been paying the price, because this has had, still does have and will continue to have, a serious adverse impact on West Midlands Police presence and visibility, response times, the conduct of investigations and the ability to prevent, tackle and reduce crime, all to the serious detriment of the people of the West Midlands.

The Report outlines the progress that has been achieved over the course of 2022-23, towards meeting the key objectives and outcomes set out in the Plan. This has been achieved by working with the police and through strong partnerships, across the West Midlands. That progress is detailed within the Report. However, it includes amongst many other matters:



- Recruited 1,200 additional police officers, to keep people, families, businesses and local communities safe and secure;
- Established an Ending Male Violence Against Women and Girls Alliance, to drive the essential partnership work required to end male violence against women and girls;
- Commissioned specialist victim support services and IDVAs and ISVAs across the region, to ensure victims have access to the right support, at the right time and in the right place;
- Investing £14.5 million in the West Midlands Violence Reduction Partnership over 3 years, to prevent, tackle and reduce violence;
- Additional local policing in violent crime hot spots to prevent, tackle and reduce violence;
- Secured £2 million of investment in the Community Initiative to Reduce Violence, to prevent and tackle violence by young people, involved in gang related activity;
- Education in schools, youth workers in A and E Departments, custody centres, outreach and rescue workers and on school routes;
- A network of weapon surrender bins, to remove dangerous weapons from the streets of the West Midlands;
- Secured £1 million Safer Streets 4 funding, to invest in education and campaigns to prevent VAWG and tackle crime and anti-social behaviour, including in the night time economy;
- Appointed a new Chief Constable, following a competitive, extensive and rigorous recruitment process;
- Ensuring vehicle theft is a force tactical priority and the establishment of a dedicated vehicle crime task force;
- Invested in the 7 Community Safety Partnerships across the West Midlands to prevent crime and disorder, including youth offending and MARACs;
- Supported the roll out of average speed enforcement cameras, to reduce the number of people killed and seriously injured on our roads;
- Invested in various schemes to prevent, tackle and reduce anti-social behaviour, including car cruising, restorative justice and off-road bikes;
- Continued action to eliminate any and all racism and discrimination from within policing and the wider criminal justice system, including via the Fairness and Belonging Strategy;
- Backed young people with my Youth Commissioners and Police Cadets Schemes;
- Supported local communities, through my Helping Communities Fund and Outstanding Citizens Awards;
- Launched the first West Midlands Police Environmental Strategy, including a commitment to become Net Zero by 2035;
- Campaigned for the return of our 1,000 missing officers and 400 Police Community Support Officers and for a fair funding formula for the West Midlands.

I always said that I would be a People and Communities Police and Crime Commissioner, who engages with, listens to and works with the people of the West Midlands. It has been a pleasure continuing to meet with so many of you, listening to your views, understanding your concerns and hearing what further action is needed, to ensure that we all work together collaboratively to prevent, tackle and reduce crime and deliver justice, safety and security for all of our people and communities of the West Midlands.

I am firmly of the belief, that a democratically elected and directly accountable Police and Crime Commissioner, is the best way to ensure an effective and efficient police service. The laser-like focus it provides is crucial, to holding the police to account and driving the change

needed. The top priority of a Police and Crime Commissioner is preventing, tackling and reducing crime.

In view of the breadth and scope of the role, the gravity of the issues involved and the significant level of public concern and interest in policing, crime, community safety and criminal justice, people should be entitled to vote, so that they can decide for themselves, who represents them as their Police and Crime Commissioner.

Thank you to my Assistant Police and Crime Commissioners, my Victims Commissioner, my Board members and the entire team, within the Office of the Police and Crime Commissioner and Violence Reduction Partnership, for all of the invaluable experience, knowledge, skills and hard work that they contribute. Thank you to all of the officers and staff of West Midlands Police, for their dedication and hard work, to keep the people and communities of the West Midlands safe and secure.

It truly is a collective and collaborative team effort. I am also grateful to the West Midlands Police and Crime Panel, for the support, oversight and scrutiny it has provided throughout 2022 to 2023.



Simon Foster
West Midlands Police and Crime Commissioner



West Midlands Funding, Performance and Crime Statistics

Police Workforce

As of the 31st March 2023 there are 8,067 police officers, this is up from 6,691 at the start of the Police Uplift programme. After 2010, WMP lost 2,221 police officers – that was 25% of its officers – and many hundreds of essential police staff, including 400 PCSOs. Whilst the recruitment of new police officers is welcome and West Midlands Police have had a successful recruitment, that has met its overall target, there is still much more to be done to rebuild policing. WMP remains much smaller than it was in 2010, despite the population of the West Midlands having increased. Conversely, many police forces, in lower crime areas, are larger than they have ever been.

Key Force Achievements

- **November: Birmingham Pub Bombings** file submitted to CPS to determine if charges can be brought to help deliver justice for victims of the tragedy.
- **10 December: Courageous officers first on scene** attempt to rescue four young boys who tragically drowned at Babbs Mill Lake.
- **22 March: 120 guns seized during 2022 as discharges** also fell as we continue to crack down on violent crime.
- **5 April: 21 jailed in biggest child sexual abuse case in WMP history** – spanning almost a decade.
- **28 April: Man convicted of terrorism** offences of possessing explosive material and manuals on how to make improvised explosives and firearms.
- **29 April: First SVRO applications made** as part of major national pilot.
- **3 May: Three men convicted in £100,000 conspiracy to murder plot** as part of major operation which smashed global organised crime figures.

Crime Statistics

Offence type <i>(Police recorded crime and serious violence)</i>	Year to Dec 2019	Year to Sept 2022	Change
Homicide	43	39	-4
Serious violence (NHS)	190 (Year to Mar 2020)	170 (Year to Mar 2022)	-20
Neighbourhood Crime	61,997	64,114	3%
Drug offences	5,942	8,007	35%
Sexual offences	7,737	10,953	42%
Total police recorded crime (PRC) <i>(All offences, excluding fraud)</i>	259,858	371,684	43%

Data Source: ONS Crime in England and Wales: [Police force area data table](#) Released on 27 January 2023.

Homicide includes murder, manslaughter, and infanticide.



Serious violence is measured by Hospital Admissions for assault with a sharp object for Under 25s (offences rounded to the nearest 5). Note that public data is only available for the time periods provided in brackets above.

Neighbourhood crime includes residential burglary, personal robbery, theft from the person and vehicle crime.

Drug offences includes all drug trafficking and drug possession offences. Police recorded drug offences will largely reflect police enforcement activity rather than actual levels of drug offending.

Sexual offences include sexual assault, rape, and other sexual offences (e.g., sexual exposure, sexual grooming). The ambition is to see an increase in the number of police recorded Violence Against Women and Girls crimes, as these are under-reported hidden crimes

Key Challenges for Policing in the West Midlands

- £718.4m in 2023/24, (+ £22.8m v 2022/23)
- Cuts Required £32m (22/23) £27.5m (23/24)
- 2nd lowest precept despite use of flexibility
- 5th worst national settlement 2023-24
- 2nd highest Indices of Deprivation in E&W
- Loser from current National Funding Formula – officers per head lower than Cumbria
- 800 officers less than 2010
- Significant terrorist and organised crime threat
- Most 999 and 101 calls per head of population
- Birmingham is the youngest and most diverse city in Europe
- High levels of Immigration Dispersals
- Population estimated 3.5 million including 3 cities

HMICFRS Peel Report

The latest HMICFRS PEEL Report was in November 2021 with the next report expected in the 2023-25 cycle.

Outstanding	N/A
Good	<ul style="list-style-type: none"> • Preventing crime • Recording data about crime • Treatment of the public • Disrupting serious organised crime • Good use of resources
Adequate	<ul style="list-style-type: none"> • Responding to the public • Managing offenders • Developing a positive workplace
Requires improvement	<ul style="list-style-type: none"> • Investigating crime • Supporting victims • Protecting vulnerable people
Inadequate	N/A



Offender to Rehab

The [Offender to Rehab](#) programme works with individuals with substance misuse support needs, who are committing crime to fund their drug use, to help them desist from criminal behavior. The project was established in 2017 in the Birmingham East area and, according to WMP estimates, has saved approximately £2 million in retail crime, took £250,000 from the criminal economy, and delivered savings to the wider criminal justice system. The project is currently co-funded by the PCC, the Probation Service, and various retailers, and it is staffed by WMP officers. Project won a national award from the Howard league for Penal Reform

Funding Formula Consultation

In March, the government consulted on proposed changes to the [police funding formula](#), which determines the share of national funding each force receives. The existing formula, in place for 15 years, was never properly implemented, meaning that West Midlands lose about £40 million a year. That is, for example, the equivalent of 800 additional police officers today. The new formula must both give the West Midlands its fair share and be implemented in full

Suicide following domestic abuse

In April, The PCC led a [national conference](#) to develop new measures aimed at preventing deaths and investigating links between domestic abuse and suicide. Speakers included Shadow Domestic Violence Secretary Jess Phillips MP and Louisa Rolfe, assistant commissioner for the Metropolitan Police and the National Police Chiefs' Council DA lead. The conference was based on commissioned research by the University of Birmingham, with a view to determining the action that needs to be taken to prevent future deaths; identify and investigate cases where domestic abuse is a causal factor of suicide, so that perpetrators of domestic abuse are held to account; and to improve support for the bereaved.

Special Grant bid for Rape and Other Sexual Offences

In April The PCC [applied to the Home Office](#) for £9 million in funding to address Rape and Other Sexual Offences. The funding, which would be spent over three-years, would be used to recruit a new team, including extra police officers, forensic staff and specialists in victim care. This additional funding would help reduce the caseloads, so each case can be guaranteed more officer time. This would lead to better outcomes for victims in the courts and support effective and efficient implementation of recommendations arising from Operation Soteria.

Protecting Democratic Choice and Preventing a Hostile Takeover

The Levelling Up and Regeneration Bill includes a clause that would enable the democratically elected role of the PCC to be abolished by the Mayor and replaced by an unelected and appointed 'Deputy Mayor', against the wishes of local elected leaders. [Peers recently debated the clause](#), that is directly aimed at giving the West Midlands Mayor the power to override local preference and abolish the people's right to vote for a democratically elected and directly accountable PCC and remove the people's right to choose who governs West Midlands Police.

2. West Midlands Police

Force Performance

One of the primary expectations placed on West Midlands Police, is the prevention, tackling and reduction of crime. The police play a pivotal role, working in collaboration with various stakeholders, to proactively address local issues, share critical information and work towards reducing repeat offences. [The Performance Dashboard](#) for the [Police and Crime Plan 2021-2025](#) provides an overview of progress, in achieving the specific measures outlined in the plan.

The assessment of progress towards the key performance indicators outlined in the Police and Crime Plan varies, depending on the specific measure and the availability of data. A number of key performance indicators have predefined targets, which have been established through a comprehensive analysis of historical and current performance and consultation with stakeholders, while others represent ambitious stretch targets.

It also tracks trend data, providing insights into recent patterns and periods of change. Whilst some key performance indicators may not currently align with expectations, the trend data in certain areas reveals a positive trajectory of improvement, providing optimism for continued progress.

Community Policing

People value seeing officers and PCSOs walking the beat in their communities. The Chief Constable and I agree, that it is important to provide a local, accessible, and visible police service. We accelerated recruitment of the 1,376 officers allocated to the West Midlands, as part of the so-called national Police Operation Uplift programme, all of whom are now trained and have started work serving the communities of the West Midlands.

However, West Midlands Police still has 1,000 fewer officers when compared to 2010, in addition to reduced numbers of police staff and PCSOs. I continue to take every available opportunity, to campaign for and to call on government, to return our 1,000 missing officers and 400 PCSOs and to ensure that our region receives a fair share of all funds allocated to policing.

Unfortunately, despite extensive and wide-ranging efforts, our region continues to be significantly underfunded.

Recruitment

On the 31st March 2023 the headcount across West Midlands Police was:

Police Officers	Police Staff	Police Community Support Officers	Specials	Total
8,067	3,996	357	253	12,673

Female police officers make up 35.8% of the officers and this position has been improving through the police officer uplift programme.

West Midlands Police are continuing the recruitment of new Special Constables, as well as continuing to focus on their development and deployment.

A total of 153 Special Constables have been recruited since May 2021 to March 2023 - 32 (20.9%) are from an ethnic minority background and 49 (32%) are female.

Fairness and Belonging

Equality, diversity and inclusion is embedded throughout my Police and Crime Plan. We are focussed on delivering this work within my own office. I continue to scrutinise West Midlands Police on their progress. This includes monitoring the action taken to implement the Race Action Plan on issues including, recruitment and disproportionality.

My Deputy Chief Executive, attends WMP's quarterly Diversity and Inclusion Governance Board, to ensure oversight of progress being made in relation to this strand of work. In addition, I am represented on the Stop and Search Scrutiny Panels and with an overview of this area of business, have been tracking improvements in practices. I regularly meet with and continue to support the force's staff networks. I have spoken at several of their events and highlighted the value of these networks, in striving to make West Midlands Police an inclusive employer.

Training as part of the Fairness and Belonging work, has been designed to equip all officers and staff with a better understanding of racism, Black history and the local landscape between the Black community and the police. It explores the impact of systemic racism in modern UK society, identifies blockers to anti-racist practice and includes the important aspect of dealing with real people through lived experience.

In my own office, I continue to deliver anti-racist practice training. This includes an organisation-wide anti-racist training programme, that addresses how to deal with issues relating to racism and how to develop and promote anti-racist practice. In addition to that, all staff within the OPCC have undergone training around trauma informed practice and becoming a trauma informed organisation.

I am also pleased to say that we continue to implement the work needed to maintain the accreditation of the [Karl George Race Code](#). The Code evidences the work that we have been doing to create transformational, sustainable and lasting change, in order to achieve a competitive and truly diverse board and organisational senior leadership team.

A breakdown of my own team shows that in March 2023, the OPCC had 86 employees, of whom 56 were White/White British and 29 were from an Ethnic minority group. There was 1 member of staff who choose not to disclose their ethnicity. There are 34% of staff within the OPCC, from an ethnic minority group.

Analysis of my Strategic Police and Crime Board shows that two members are White/White British and four members are other ethnic groups. There are 67% of members of the Strategic Police and Crime Board, who are from an ethnic minority group.

Listening to the Public

Over the year, I have monitored the work of West Midlands Police and the Professional Standards Department, to ensure that the public continues to receive the highest standards from police officers. The timeliness of police complaints has continued to be strong, building on improvements started in 2021-22.

By end of year, the average number of days to finalise a complaint was 63 days, which was a significant improvement from 136 days, at the beginning of the previous year. During the year, I was informed of 23 investigations that exceeded 12 months, compared to 24 in the previous year. In most cases, the delay was caused by ongoing legal proceedings, which meant that the misconduct or complaint investigation had to be placed on hold.



I have regular meetings with the Policing Standards Department (PSD), to monitor complaints and conduct related matters. During the year, my team undertook two dip sample exercises to examine completed complaints. In July 2022, we examined 49 complaints related to police investigations. In January 2023, we examined 49 complaints about incivility. The results of the dip sample indicated that in most cases, the complaint had been properly understood and police were able to provide an outcome that was reasonable and proportionate.

The Vetting Team's staffing levels were confirmed appropriate to manage future demand, including Vetting Aftercare. WMP vetting complies with the College of Policing Authorised Professional Practice (APP).

I am the appropriate authority to undertake reviews, following complaints against police officers. During the year, there were 174 reviews. There were 30 reviews upheld. I am also responsible for maintaining a panel of legally qualified chairs and independent members to sit on police misconduct hearings. During the year there were nine hearings, and my office also arranged one Police Appeal Tribunal.

Contact with the Public

On average, in the United Kingdom, police forces receive a 999 call every three seconds. During 2022/23, West Midlands Police witnessed a notable dip in their emergency call performance on both 999 and 101 calls. From April 2022 to March 2023, there was a substantial demand for 999 calls, totalling 679,387. Overall, only 71% of these calls were answered within the 10-second service level agreement. From April 2022 to March 2023, demand was also high for 101 with 561,344 calls received, with only 30% being answered within the 3-minute service level agreement.

I have worked with the Chief Constable to review Force Contact and their operating model and during the first half of 2023/24, there has been a considerable improvement, with 91% of 999 calls being answered within 10 seconds and 67% of 101 calls being answered within three minutes. There remains scope for improvement in 999 and particularly 101 services. I will continue to hold the Chief Constable to account, to drive continuous improvement in relation to the 999 and 101 service provided, to ensure the public receives the service it is entitled to.

Stop and Search and Use of Force

We have seen increases in Body-Worn Video compliance during both Stop and Search and Use of Force. For stop and search, compliance has increased from 42% in 2018/19, to 89% in 2020/21, to 95.1% in 2021/22, and is now at 97% in 2022/23. Compliance for Use of Force is now at 83%, up from 81.6% in 2021/22.

Positive Outcome rates, which is the rate at which an illegal item is found during a stop and search have also increased. The rate for the year 2022/23 is 30%, having previously been 27.2% in 2021/22 and 26.5% in 2020/21.

Search ratios show how many times more likely an ethnic group is to be stopped and searched compared to the white population. Across the WMP force area, the Asian search ratio is 1.9 and the Black search ratio is 2.9. As of March 2023, WMP are now using the 2021 Census data to calculate disproportionality rates, which has made the disproportionality rates much more accurate and a truer reflection of the ethnic diversity of the West Mids. Disproportionality figures for use of force are 0.7 for Asian and 2.2 for Black.

West Midlands Police had piloted a QR code pilot, in which they were trialling officers having a QR code sticker on their phone that people who had been stopped and searched could scan



to give their feedback on matters such as, how fairly they felt they were treated by the officer and whether or not they understood why they were stopped. This has now been rolled out force-wide. It has also been developed so that a unique QR code is generated, as opposed to the sticker, so that the feedback is linked to the record.

Stop and Search Performance:

Table on Police Powers (Stop and Search; Section 163 Traffic Stops; Use of Force)

Key Performance Indicators	Current	Baseline/Target
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]
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]

3. Working in Partnership Locally

West Midlands Community Safety Partnership

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

As part of my ongoing commitment to work with community safety partners to jointly tackle crime and disorder, I provide a Crime and Disorder Reduction Grant to each of the seven local authorities, as well as too third sector organisations. This vital funding is used to reduce crime, the risk of reoffending and for initiatives tackling the issues which have the biggest impact upon our communities, including anti-social behaviour. The funding is also used to help victims of crime to cope and recover from their experience, such as domestic abuse and sexual violence and to support the diversion of children and young people away from crime through positive initiatives and allows local CSP's to respond to emerging issues.

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

Local Criminal Justice Board (LCJB)

I am Chair of the West Midlands Criminal Justice Board. I am committed to working closely with key partners to provide a fair, efficient and effective criminal justice system, with a focus on preventing and reducing crime and reoffending and supporting victims and witnesses, often the most vulnerable in society.

I continue to closely monitor and scrutinise the time taken for victims to have their case heard at court, particularly for people who have been subject to serious crimes and those offences that continue to have a disproportionate impact on communities, such as violence against women and girls and domestic abuse. I have worked with partners to improve offender management, to prevent and reduce crime and re-offending.

The LCJB has responded to a number of key emerging issues over the past year. A substantial, but not exhaustive list includes supporting the development of a local problem-solving court for female offenders in Birmingham, being implemented in 2023/24; the expansion of use of out of court disposals; expanding the use of community sentence treatment requirements; and advancing the diversion delivery plan, being launched in 2023/24.

The LCJB and my office continued to work with the WMCA to advance the Crime, Community Safety and Resilience strand of the Trailblazer Devolution Deal. This offered the opportunity to secure funding and advancements, that would have enabled the criminal justice system to work better for policing and victims of crime, improved the prospects of turning around the



lives of young people and increased retention of average speed enforcement fines and proceeds of crime, to enable them to be invested back into the West Midlands.

The LCJB, my office and I committed significant effort and time and negotiated with the government in good faith. However, the government did not accept any of our proposals and therefore the deal will not deliver on the government's own pledge, that cutting crime is central to the mission of levelling up the country and to reduce homicide, serious violence and neighbourhood crime, within the worst affected areas by 2030.

Victims' Services

Throughout 2022-2023, I have delivered on the priorities laid out in my Police and Crime Plan. Being the victim of a crime can have devastating consequences, not only for the individual involved, but also for their families and communities and for wider society.

I pledged to provide quality assured support services to victims, whether or not they reported their crimes to the police, to ensure victims were able to access justice should they wish to and to ensure that perpetrators of crimes are held to account. To achieve my priorities, I have worked closely and collaboratively with the specialist victims' sector and criminal justice agencies, whilst listening to the voices and experiences of victims.

This has been a difficult year for us all. We have continued to see the impact of both the government's failure to invest adequately in judicial sitting days and the Covid-19 pandemic on criminal justice, with court backlogs continuing to remain at an all-time high. We have also seen the cost-of-living crisis impact not only victims, but also the services tasked with supporting victims.

Trust and confidence in the criminal justice system has been undermined, particularly in relation to sexual offences. Against this backdrop, my office has worked tirelessly to do all it can to ensure victims are listened to, protected, safeguarded and supported, whilst perpetrators are targeted and brought to justice.

VAWG

I was elected on a manifesto which prioritised the need to prevent, tackle and reduce Violence Against Women and Girls (VAWG) and as such the commitment within my Police and Crime Plan, to establish and lead on an Ending Male Violence Against Women and Girls (EMVAWG) Alliance have continued throughout this year.

I improved prevention and early intervention approaches to VAWG through Safer Streets funding, continuing to address the needs of women and girls through consultations and public accountability forums. As per the Government's position, I also include men and boys impacted by VAWG crimes, when discussing VAWG.

I secured funding for several rounds of Safer Streets, in connection with which VAWG has been a prioritised thematic and worked with my Violence Reduction Partnership (VRP), to develop several large regional campaigns, including the establishment of a stand-alone website for [#NoExcuseForAbuse](#), which is a hub for those impacted by VAWG. I have also worked to improve accessibility, through commissioning ReciteMe and other tools for the website.

I held a VAWG conference in May 2022, which was a showcase of innovation and pilot projects throughout my first year in office, that led to the launch of the EMVAWG Alliance in September

2022. The EMVAWG Alliance, has external oversight from academics in the VAWG sector. The ongoing VAWG workstream has ownership of four key priorities; further hidden harms in VAWG (Female Genital Mutilation (FGM), So-called Honour Based Abuse (HBA), Forced Marriage (FM), Stalking and other crimes, governance, communications and data improvement.

The inclusion of VAWG in the Strategic Policing Requirement and the West Midlands Violence Reduction Partnership's Serious Violence Duty, has improved oversight across partnerships for VAWG, but there is a long way to go for prioritisation within the criminal justice system (CJS). I therefore continue to use the avenues available, to ensure that policing and the wider CJS are utilising the improvement tools and plans available through Operation Soteria and other change programmes.

Although significant strides forward have been made in the fight against VAWG, a continued focus is imperative. These crimes result in life-changing trauma for those impacted. As crimes which are least reported and are the most hidden from criminal justice, it is critical that I continue to support and increase the knowledge and understanding of these crimes, utilising the partnerships available to me, to increase public trust and confidence in accessing support and seeking justice.

Operation Soteria

The Government's End to End Rape Review in 2021, saw a commitment to roll out Operation Soteria. This is a Home Office funded, academically led change programme, for adult Rape and other Sexual Offences (RAOSO).

I supported WMP in their piloting of the academic pathfinder, by investing £200,000 in pilot programmes, following the findings of the academic deep dive in June 2022. I have worked with local MP's, the Chief Constable and others, to highlight to central Government the discrepancies between funding and sustainable specialism, within both West Midlands Police and wider police forces that are in jeopardy, due to the existing funding formula and previous policing cuts.

I am aiming to introduce a legal advocacy pilot for victims of RAOSO, to enable access to advice and legal representation on their section 8 disclosure rights, which I set out in my response to the Law Commission's consultation on Evidence in Sexual Offences in 2023-24.

Regional winner NPCC VAWG awards

The innovative work from West Midlands Police, my office and the Violence Reduction Partnership was recognised by winning of two national awards and one regional award at the National Police Chief's Council inaugural VAWG awards held in September 2023.

This was for work which commenced during 2022-2023. My office supported all the winning categories. The Force was awarded an innovation award for Operation Sandstar and its approach to tackling sexual exploitation and slavery/trafficking in brothels. The #TimetoTalk programme, which I commissioned through the Safer Streets 3 and 4 funding, in collaboration with the VRP, also received an award. In addition, one of my Policy Officers also won a regional award, for work in the VAWG space.



Winner CEO Nikki Holmes, Safer Together receiving her award from DCC Maggie Blyth.

Domestic Abuse - Cost of Living Survey

My office launched two cost-of-living surveys, to assess the impact the economic crisis is having on both victims of domestic abuse and on service providers. Findings from the survey showed that the biggest concern for providers was around victims not being able to leave violent or abusive situations, or returning to abusers, due to the cost-of-living crisis.

Survey results further showed that victims may choose to remain in abusive relationships, rather than face the prospects of having to struggle with food or bills, especially where children are involved.

Leaving secure employment, finding a new home and moving to a new area were all described as significant barriers to accessing support or leaving abusive partners. The survey found these barriers increased in significance during the cost-of-living crisis, with increasing rental costs and decreases in earnings through employment.

Visit from the Domestic Abuse and Children's Commissioners

On 14th March 2023, I hosted the Domestic Abuse Commissioner, Nicole Jacobs and Children's Commissioner, Dame Rachel De Souza. We discussed both our successes and the challenges facing the West Midlands. The day illustrated the importance of partnership working and further opportunities to work with each of the Commissioners' offices.

Domestic Abuse and Suicide

Since coming into office, I have highlighted the links between domestic abuse and suicide, by commissioning the University of Birmingham to conduct research into '[Domestic Abuse links to Suicide](#)' and holding the first ever national [Suicide following Domestic Abuse Conference](#).

The conference saw subject matter experts presenting to 200 delegates, which ranged from Home Office and HMICFRS colleagues to operational police officers on this subject. The conference focused on how to identify and investigate unlawful act manslaughter, critical issues pertaining to supporting bereaved families of those who have lost their lives as a result of domestic abuse and the importance of suicide prevention in this context.

My work with the University of Birmingham, which has helped develop an understanding of the undeniable link between being subjected to domestic abuse and suicidality nationally, has now won the University's award for 'Outstanding Impact in Practice'.



I continue to work with local and national partners, to progress this work and respond to the recommendations set out in the research. For example, developing and testing an assessment tool which aims to identify the predictors of suicide, by gathering information from the survivor and working with the LCJB, to improve awareness of links between domestic abuse and suicide, to both prevent future suicides and increase prosecutions of unlawful act manslaughter, where this has not previously been possible.

Domestic Homicide Reviews

Domestic Homicide Reviews (DHRs) are multi-agency reviews, commissioned by community safety partnerships, into the deaths of adults which may have resulted from violence, abuse, or neglect by a person to whom they were related; or with whom they had an intimate relationship; or where they were a member of the same household.

I have commissioned the Birmingham Community Safety Partnership, to deliver a region wide DHR project to upskill frontline workers on their knowledge and understanding of DHRs, as well as to create opportunities to share themes and learnings, in a consistent way across the West Midlands. Birmingham has been working to create a centrally located repository, for all published DHRs to be placed into, that can be easily accessed by all agencies.

Harnessing the Expertise of the 'by and for' Sector

A key national aim of the Ministry of Justice (MoJ), the Association of Police and Crime Commissioners (APCC) and the Domestic Abuse Commissioner, Nicole Jacobs, is to improve the way in which 'by and for' services are commissioned throughout the country.

Recognising and harnessing the expertise of community organisations has been a key commitment for me locally and I have been commissioning the first ever 24 hours, multi-lingual helpline, for victims of Forced Marriage and Honour Based Abuse (FM HBA) for some time.

I am pleased to report, that my office was selected as an area of best practice and was asked to deliver a workshop at the DA Commissioner's 'festival of Practice conference on the 28th and 29th March 2023. The conference brought together professionals from across the domestic abuse sector to encourage sharing best practice, collaboration, innovation and ensure survivors remain at the heart of policy and practice.

The workshop outlined the journey that my office has taken, in relation to commissioning 'by and for' services. It highlighted ways in which 'by and for' organisations have been given equal opportunity in competitive funding streams and how they are included within consultation and policy development, by being represented as subject matter experts at my Victims Commission.

This was also an opportunity to provide practical and creative solutions to other areas across England and Wales, who might be having difficulties establishing commissioning relationships with 'by and for' services in their areas.

Public Health Approach

I have worked to promote and adopt the use of a Public Health Approach to exploitation and abuse, throughout my strategic boards. The four boards covering this area include;

- The Regional Domestic Abuse Board
- The Regional Sexual Assault and Abuse Board



- The Regional Exploitation and Missing Board
- The Regional Modern Slavery and Human Trafficking Board

Public health approaches have been applied to crimes such as serious violence and have laid the foundations for rethinking other issues, that have traditionally been approached as criminal justice problems. A public health approach has offered the opportunity to think of exploitation and abuse not only as issues of law, order and policing, but as problems that affect the whole of society and its wellbeing. The three core principles of a public health approach include;

- **Prevention:** Prevention is a core principle of the public health approach. It involves addressing the root causes of exploitation and abuse, such as poverty, inequality, social exclusion and lack of access to education and opportunities.
- **Multi-agency:** Collaboration and coordination amongst various sectors and stakeholders are essential in the public health approach and akin to the duty to collaborate, being introduced as part of the Victims and Prisoners Bill. This collaboration enhances information sharing, resource allocation and the development of comprehensive support systems.
- **Data driven:** The public health approach emphasises the collection, analysis and utilisation of data, to inform decision-making and measure the impact of interventions.

Restorative Justice

I commissioned the University of Gloucestershire, to conduct an academic review on the West Midlands Restorative Justice (RJ) service currently being delivered by Remedi. This research will aid the understanding of whether RJ services available in the region are effective, whether they improve victim satisfaction and reduce re-offending for offenders.

This research is intended to add to the evidence base of the effectiveness of RJ interventions and principles. A range of partners contributed to the evaluation; including Remedi, Pioneer, WMP, the OPCC and Youth Offending Teams (YOTS).

This is an ambitious piece of work, tracking information and data back to 2018, when the service delivery by Remedi first began regionally. The findings from the report have not yet been published. However, they will be made available as soon as they are.

Case Studies

Please note a pseudonym has been given to protect anonymity for all case studies below.

FGM case study

The service user met the FGM practitioner at a mother and baby drop-in session, when attending to get her youngest child weighed and checked by a health practitioner. The FGM practitioner explained her role and that they worked for Coventry Haven Women's Aid.

The service user said she moved from Nigeria to the UK in 2019, to apply for asylum, because she was experiencing domestic abuse. She disclosed that her husband had previously abused her physically, emotionally, verbally, and sexually. She said that her husband, who is living in Nigeria, was pressuring her to allow FGM to be performed on their daughters, but she had always said no. Her four children moved to the UK in 2019, at the same time as the service user.



She explained to the FGM practitioner, that she has been feeling isolated from family and friends since moving to Coventry. She said her lack of social networks has heightened her stress and worries about the risk of FGM for her daughters. She was encouraged to speak to her GP, who prescribed Sertraline for her anxiety, which she has found beneficial.

Since then, the FGM practitioner has been in contact with MASH and the social worker, that has been involved with the service user and her children. The FGM practitioner has also provided practical and emotional support, alongside empowering her to gain access to further education. The client is now taking English and Maths at college.

Sophie's Story

Sophie reported rape to the police, after support from her ISVA (Independent Sexual Violence Advisor) in March 2023. The service had supported Sophie over the last five years and through periods of significant loss and trauma in her life and the relationship allowed Sophie to feel supported to report the incident.

Throughout the investigation and criminal justice process, Sophie struggled with trauma triggers from the incident and had support and some counselling, through the ISVA service. Sophie received a letter in the post, stating the court date and felt very anxious, as she felt that she was not going to be believed in court. Her ISVA told her that she would support her throughout the trial.

On the day of the trial, the case was adjourned to the next day and Sophie found that very difficult. Her ISVA struggled to get in touch, but was able to contact Sophie on outreach later. Sophie was able through great personal strength to give evidence in court behind a curtain and stated that the Police Officer who had been supporting her, was lovely and they had built a good relationship with each other.

The perpetrator was found guilty of robbery, however not guilty of raping her. Sophie was upset, but the ISVA kept telling her that they believed her and the Police believed her. Sophie is proud that through all the difficulties and hurdles, she gave evidence in court and her voice was heard.

Commissioned services

Between April 2022 to March 2023, I commissioned 60 support services, that supported a total of 89,911 victims across different thematic areas. The budget for Core Victim Services for 2022-23, provided by the MOJ, was £3.400m.

This was uplifted, following our successful application to the National Independent Sexual Violence Advocate and Independent Domestic Violence Advocate Fund in 2021/22, where we were awarded a further £3.287m over 2 years, the funding for 2022/23 was confirmed at £1.669m. This took the total West Midlands budget for Victims Services (MOJ) in 2022/23 to £5.070m.

Throughout 2022-23, I also secured £0.459m through the safer Streets 4 Fund, which enabled me to build on work across the VAWG agenda. As part of SSF4, my office and I supported



City of Wolverhampton Council and Sandwell Metropolitan Borough Council, to secure £0.366m and £0.227m respectively, for their VAWG related projects, taking the total value of that funding in the West Midlands to £1.051m.

Victims Supported

The table below shows the number of victims supported through the MOJ Victims Fund by crime category:

Crime Category	Total number of supported victims	% of total
All other crimes	54,850	61.0%
Sexual Violence	13,940	15.5%
Domestic Abuse	12,452	13.8%
Child Sexual Abuse/Exploitation	6,929	7.7%
Stalking and harassment	1,084	1.2%
Hate Crime	479	0.5%
Road Crime	90	0.1%
Modern Slavery	87	0.1%

61,471 or 69% of the victims, had reported the crime to the police, prior to engaging with the support service; a further 1,502 reported the crime to the police, throughout/after engaging with the support service.

5,098 or 5.7% of the victims, were referred to other services for additional support, such as financial help and housing.

1,445 or 1.6% of the victims, were referred for mental health support, because of the crime, including self-referrals and referrals by others.

West Midlands Violence Reduction Partnership (WMVRP)

I am the joint Serious Violence lead for the Association of Police and Crime Commissioners, alongside the PCC for Cleveland. On behalf of all PCCs, we are the advocates for this significant area of responsibility, to the Home Office.

I am also Chairperson of the West Midlands Violence Reduction Strategic Board, which is one of 21 Violence Reduction Partnerships (VRPs) across the country and established in 2019. They are funded by the Home Office to build capacity in local places and systems, to prevent, tackle and reduce violence, by addressing the root causes of violence.

The WMVRP is made up of a range of specialists, who work locally and regionally, to facilitate and encourage the development of system wide responses, to preventing and reducing violence, directly delivering and commissioning a wide range of services and interventions. WMVRP is a regional partnership consisting of public, private, voluntary and community sector organisations, bringing efforts together to tackle the root causes of violence, such as poverty and inequalities.

The WMVRP adopts a public health approach to preventing violence. This means focusing on understanding the root causes of the problem and testing, evaluating and upscaling interventions. Developing stronger data, analysis and evaluation is key to working in this way.

West Midlands Police plays an integral role in the WMVRP, providing support and bringing policing knowledge and expertise into the different thematic areas. They ensure that the whole force play an active role in the WMVRP, working in partnership locally and regionally, to prevent and reduce violence.

Working in Local Places

The WMVRP delivery team work with local agencies and communities, to support the delivery of local activity, to reduce violence and to raise awareness of the role everybody can play in preventing and reducing violence.

During 2022/23, VRP funded interventions reached 59,873 children and young people aged 24 and under, and 523 over 24 across the West Midlands. The training and awareness raising provision the WMVRP delivered benefitted 7,053 professionals including teachers, social workers, youth workers and others.

The WMVRP delivery model aims to:

- Deliver primary prevention, entire population approaches to violence prevention and reduction, including training, capacity building and awareness raising.
- Fund targeted work, in areas we know are impacted more by violence.
- Respond effectively as a partnership to incidents when they occur, to limit the onward transmission of violence and address the trauma, that serious incidents cause to individuals and communities.

Delivery Teams

A team made up of Community and Education Navigators, together with a pool of facilitators, work across the region, to provide a physical interface for the WMVRP at a local level. This team has directly provided and supported universal, primary preventative approaches, including training to young people and professionals and the development of local stakeholder networks.

The team have also strengthened partnership responses to incidents of violence, attending partnership meetings to ensure individuals, communities and schools affected by the incidents, are provided with the support and access to services that they need, in order to prevent the onward transmission of violence. The delivery team are well embedded locally, with most co-located in Community Safety Partnerships, police stations and/or a variety of other community locations. They are an accessible resource, providing consistent representation of the WMVRP in a local area, supporting partnerships to prevent and reduce violence.

Services and Support

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

Throughout the region in 2022/23, all areas have been able to access the following interventions and support through the delivery team:

- Access to lived experience mentors.
- Access to clinical psychologists.
- Trauma Informed practice support for education settings.
- Step Together on 25 school routes across all of the 7 local authorities
- Teachable moments in A and E departments and 2 of our custody blocks
- Resettlement Support following custody
- Extensive training programme, including virtual reality programmes and harmful sexual behaviour training
- Access to a range of support including mentoring, cognitive behavioural therapy, counselling and clinical psychology
- Workforce development training, including trauma informed approaches and practice
- Prevention programmes in schools and other youth settings
- Navigator schemes in hospitals and custody blocks

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

Education

Training on Adverse Childhood Experiences (ACE), Trauma Informed Practice (TIP) and Trauma in Early Years training, continues to be rolled out to staff in schools, to increase the awareness of the impact of ACES and childhood trauma on an individual's life course. Across the region, education institutions and community-based organisations, are taking advantage of this fully funded training.

There has also been good uptake from schools and community-based organisations, on our other programmes for professionals, including training on:

- Exploitation
- Violence Against Women and Girls (VAWG)
- Mentors in Violence Prevention (MVP)
- Round Midnight – Virtual Decisions (gangs and knives)
- The Real – Exploitation workshop and resources
- Precious Lives workshop
- Stop and Search workshop

Assessment of evidence has shown, that these offers have assisted schools in identifying some previous unknown needs in their children and young people and often as a result, disclosures have been made. School based interventions can also raise awareness for not only the children and young people, but also the staff too. School based interventions can create a better ethos in the school, if a whole school approach to delivering the interventions is taken.

Responding to Serious Violence

Our guiding principle is to prevent, tackle and reduce serious violence across the West Midlands region. The WMVRP delivery team work alongside key partners, to provide

coordinated responses to serious violence across the region, with the aim of preventing further incidents and address the trauma experienced by communities when incidents occur.

The types of interventions provided, as part of partnership responses, have included:

- individual and group mentoring
- therapeutic work
- family support
- youth work
- diversionary activity
- specialist violence prevention workshops for schools;
- youth work around schools
- coordinated support through Step Together;
- training/awareness raising for local organisations or the community;
- additional community or youth engagement work, to address potential community tension as a result of the incident.

The team have worked within partnerships, to respond to around 240 incidents of violence over the last 12 months.

The VRP will be leading on the development of a regional violence prevention strategy, which will be informed by seven local area violence needs assessments. The strategy will set the ambition for the West Midlands and clearly demonstrate how we will work together in our efforts, to improve outcomes for our young people.

Barnados' Case Study

This case study from our partner Barnados, illustrates how WMP are positively engaged with the VRP and how this training is helping our colleagues in the police, to further develop their knowledge around some of the triggers related to crime and how to further develop their approach, to engaging with our communities that have experienced trauma.

"It has been a very productive working relationship with the Barnardo's team. Their knowledge has been pivotal in developing an excellent training programme for West Midlands Police in relation to a trauma informed approach. They have been very open to developing this in the context of the audience, recognising that to get maximum impact the training needs to be reflective of the roles the staff/officers are performing e.g. custody bespoke training being different to that provided to investigators.

The team have been supportive of me as a senior leader responsible for embedding not only the training, but the change in practice required across WMP as a result of the upskilling we have provided the teams and senior colleagues. We have jointly worked on terms of reference for the Governance Structure and a how the delivery plan should develop.

The team have been an excellent source of information in our first two Trauma Informed Governance Boards assisting colleagues across WMP with next steps ideas and regularly feedback information following training sessions on how the training had been received and ensuring there is an appropriate wellbeing plan in place for colleagues where required. The team have also supported the champions networks across the force.

The focus of Barnardo's has been excellent and two-fold by focussing not only on the training, but displaying passion and commitment to ensure a positive impact of the training and enhanced Trauma Informed Practice across the whole of WMP from senior leaders to junior colleagues."

Chief Superintendent Kim Madill Strategic Lead for Violence Reduction and Demand Management West Midlands Police

"About 500 Front Line Police Officers and Staff have been trained in Trauma Informed Practices across the West Midlands. The Barnardo's staff have been very flexible in delivering the training and this has allowed to maximise the number of officers and staff attending sessions. Their sessions have been very informative and engaging for the learners. Positive comments have been received by learners including increasing their knowledge and understanding of ACE/Early Trauma and Trauma Informed Practice approach. We are now working with Barnardo's to embed this learning, and the following activities are in progress:

1. Create an Online Resource Bank which can be accessed by all front-line staff via their mobility devices
2. Trauma Informed Practice Champions spread across different elements of front-line policing. Over 35 officers/staff have shown interest."

Chief Inspector Mohammed Hanif West Midlands Police

"I consider the trauma informed practice an essential part of modern-day policing. The trauma training delivered and on-going support offered to staff through the champions network and online resource bank, has enabled staff to become more aware of recognizing, understanding and properly responding to the effects of trauma. This has assisted custody staff in the daily functions of detainee welfare management and supporting each other through recognizing signs of trauma.

This is particularly important when dealing with children in custody and by recognising signs at an early stage custody staff are able to apply coping methods to support the detainees in their duty of care.

Recently I escorted Dame De Souza, Children's Commissioner for England on a tour around Perry Barr Custody. Dame De Souza was able to see the support measures that had been implemented in custody, that is to say, Murals, distraction packs, (which Barnardo's also provided guidance on) and was able to see and experience first-hand how staff treated young persons.

A child in custody commented on feeling reassured in the way that custody staff had treated and supported her. When asked how things could be improved, I made a personal recommendation that all recruits/staff should be trauma trained. Lucy who has been my main contact from Barnardo's has worked tirelessly delivering trauma training and has gone above and beyond and along with another staff member was nominated and received a partnership award from the West Midlands Police."

Inspector Manj Ahir Custody Site Manager West Midlands Police



VRP and Sports Case Study

Walsall Foundation continue to deliver high quality community sport sessions supporting vulnerable children and young people from the local community, providing more sport in high priority places. The VRP investment in to Walsall has allowed the foundation to deliver an additional 3 weekly football and basketball sessions at Wolverhampton University Walsall Campus. Whilst the campus is in the St Matthews ward, children and young people are referred in to the sessions from the surrounding wards of Palfrey and Pleck.

Since December 2022, 69 new children and young people who were not previously accessing their services have become engaged with this provision. The Foundation have been working closely with Youth Connect, a local Youth and Community provision, who have also received investment from the VRP to deliver additional centre based and detached youth work sessions. The two organisations have worked together to deliver informal education sessions on knife crime, self-confidence and resilience, as well as street-based first aid alongside the Street Doctors utilising their violence prevention programmes.

Along with other community sport providers funded by the VRP, Walsall FC Foundation staff have received a series of workforce development inputs including ACES awareness and exploitation awareness workshops. Below is an excerpt from a recent quarterly report:

Thanks to support from the VRP and Premier League we have been able to able to run 3 additional Premier League Kicks sessions during the week! These free sessions are inclusive and take place in safe environments for young people to enjoy sport in. One of our Kicks Participants, 'Jackson', has become a regular attendee on these brand-new sessions and has become a shining example of how Kicks can benefit local communities. VRP funding and support, has allowed us to offer opportunities to children and young people like Jackson that they previously did not have access to. PL Kicks provides a major solution to lack of facilities, cost issues and more.

Jackson mentioned that "before coming here I would just be bored at home, there's not really a lot else I can do after school". These sessions have allowed local children and young people to socialise with others and make new friends, in a safe space supervised and facilitated by our qualified coaches. Jackson told us that "coming here helps me keep away from bad crowds and getting into trouble, the Walsall coaches are really nice and make me feel comfortable to ask for guidance".

Expect Respect (St Giles) - Brief Description of Project: A Community based service supporting young females under 18 years old at risk, on the periphery, or entrenched within Exploitation (Child Criminal Exploitation (CCE), Child Sexual Exploitation (CSE), Gangs, county lines)

Expect Respect Case Study

As CCE and CSE caseworkers, at Expect Respect, we work with different organisations and professionals as part of a team to safeguard children and provide the best possible outcomes.

It is important to understand the needs of each individual child or young person we work with, as they can and are very diverse. It's also important that the team understand fully the needs of the children or young persons, to ensure they get the best possible help they can.

A Caseworker has been working with a young girl who has been a victim of CSE; L appeared to have little understanding of the consequences of her behaviour, and would often not adhere to rules and boundaries.



L had a diagnosis of ADHD and was considered at risk of sexual exploitation due to historic grooming. She had recently been on the periphery of crime and been arrested by BTP for suspected involvement in offence at a local train station. A warning was issued, and their parents informed.

Following this incident, over an initial period of 5 months, an Expect Respect caseworker worked with L. During this period, a huge improvement in L's general presentation was observed. L had presented with low self-esteem and at the first few sessions, wouldn't make eye contact. L was also reserved and would not engage fully.

The Caseworker started off by meeting her for a relaxed session, on neutral grounds and just listened to her, giving L space to talk. This helped to develop a rapport, and as a result, L's level of engagement increased each session. L would speak about how she had thrived on getting into trouble and told the Caseworker stories of things she had done. Because of their positive working relationship, the Caseworker could challenge L's mindset, whilst also exploring her motivation and identifying her future goals.

The Caseworker spoke to L about anger management, and shared techniques to help her manage her emotions more effectively, giving advice on different communication styles and guidance on emotional regulation. Together they looked at L's hobbies and interests and helped her find positive things to do in her area, which included going to fire fighters' cadets; a course which L attends every week and is thoroughly enjoying. This in turn has increased her motivation in other areas of her life, with L now attending the gym to improve her health and well-being further.

As well as 1:1 work, the Expect Respect Caseworker facilitated family mediation; this really helped the family to better communicate and engage with each other. In addition to this, the Caseworker also spoke with L's teachers; they explored further options for her, and together looked at her EHCP plan and organised a work place at a farm, which L enjoyed and excelled in.

The Caseworker further supplemented this work with sessions that focused on ETE and the importance of education. L was able to complete her exams, and achieved excellent grades. Together L and the Caseworker explored different colleges and educational routes. L applied for a college course in public service, and due to her determination and attitude, she got accepted.

L now understands the impact of her earlier behaviour and how it effects people around her. She has much better relationships with her family, and they are enjoying doing things together. L's mental health has improved significantly and is making good and positive choices.

Accessing Expect Respect has helped L to realise her potential and take positive steps; she has a good idea of what she wants out of life, and what she needs to do to achieve her goals. She has put in action where needed and has shown great initiative and determination.

Faith and Communities Case Study

The report by the Good Faith Partnership, showcasing the role of faith communities in reducing crime and in particular the work of the Faith Alliance, has been a significant encouragement, providing a further evidence base for encouraging other VRUs to increase their faith

engagement. Launched in the Houses of Parliament in November 2022, the report underlines how the West Midlands Violence Reduction Partnership has been pioneering in engaging faith communities and has best practice to share with other parts of the UK, with a call to action for PCCs nationally to be replicating this work

Children and Young People

A cohort of 16 Youth Commissioners recently ended their elected term of two years. They have reported on their progress and the outcomes of two Youth Summits, to my Strategic Police and Crime Board during 2022 and 2023. A Youth Summit in December 2022, hosted by Youth Commissioners tackled the challenging subjects of racial justice and disproportionality in policing and the criminal justice system.

During 2023, there has been consultation in person and online with regional statutory and community youth workers, Youth Commissioners, WMP young people officers and engagement officers, to review the style of the annual Youth Summit and the whole 'offer', that a Youth Commissioner role incorporates. The feedback from young delegates at the last Youth Summit, illustrated that we should ensure Youth Commissioners have a stronger say in the style, language, format and delivery of this event.

A series of recommendations from this series of consultations were agreed by SPCB in July and will be actioned this autumn. They will impact on how Youth Commissioners seek the collaboration of other youth representatives to showcase Youth Voice and a higher social media profile for all Youth Commissioners.

I am proud to say three Youth Commissioners representing Coventry, Dudley and Sandwell, and one former Youth Commissioner from Wolverhampton, were award winners in April 2023 at the first Inspiring Youth Awards for the Midlands. A Youth Commissioner for Sandwell later received my Young Outstanding Citizen Award for 2023, so this reflects the activism of these individuals within the opportunities of this role and what a positive value their peers and communities place on these outstanding individuals.

A process to attract and elect a diverse and active new set of Youth Commissioners began in the summer. The voting online will take place in November 2023. A new cohort of young people, aged between 13 and 18, will be inducted by the end of November and will embark upon an exciting programme of activity, alongside WMP and the Violence Reduction Partnership over their term. This year we will introduce new engagement, with the work of the VRP Sports Partnership and scrutiny of WMP Complaints process.

This will provide them with a range of experiences of front- line operational policing, in order that they can experience and scrutinise policing and the youth justice system, using a youthful leader's perspective.



4. Police Collaboration

The Drugs Strategy

It has been estimated, that half of all homicides and acquisitive crimes are drug-related. Accordingly, preventing and reducing substance misuse might be the single most important action that we can take to tackle crime and make our communities safer. Policing alone cannot resolve the issue of drugs in our community. I am committed to the innovative work being done by my office, to work with a wide range of partners, to deliver a whole-system approach, to cut drug-related crime and harm.

Ensuring a joined-up local system is vital and the publication of the Government's Drug Strategy, From Harm to Hope, has resulted in the development of partnerships across the country to steer how progress against the aims of the strategy are delivered. I am pleased to have been asked to chair the West Midlands Combating Drugs and Alcohol Partnership (CDAP) as Senior Responsible Owner. In this role, I have been able to represent the partnership at a national level and support progress against the national outcomes that are being sought.

The partnership was established in August 2022. It has undertaken a range of activity to support an improved response by all partners across enforcement, treatment and prevention, to the harms caused by drugs. My office helped coordinate the publication of a needs assessment, to increase the collective understanding of the impact drugs have on people who use them and the communities they are used within. For the first time, this covered the seven local authorities of the West Midlands and has enabled the development of a regional delivery plan, to take forward a series of tasks, actions and deep dives, to improve the outcomes for our communities over the next three years.

Strategic Policing Requirement

The Strategic Policing Requirement (SPR) sets out those threats which, in the Home Secretary's view, are the biggest threat to public safety and must be given due regard by PCCs when issuing or varying Police and Crime Plans. The SPR supports PCCs as well as Chief Constables, to plan, prepare and respond to these threats by clearly linking the local and national responses, highlighting the capabilities and partnerships that policing needs, to ensure it can fulfil its national responsibilities.

A revised version of the SPR was published in February 2023, which provided strengthened detail around the action required from policing at the local and regional level, to the critical national threats and sets out seven identified national threats: Serious and Organised Crime (SOC); Terrorism; Cyber; Child Sexual Abuse; Public Disorder; Civil Emergencies and Violence Against Women and Girls (VAWG).

This requires me to ensure, that the Force has the capacity and capability to respond to national policing threats. This means joint working with other Forces and agencies, as part of a national response, requiring standardisation and co-ordination of equipment and processes. I have taken annual reports to SPCB, as part of this "have regard" duty. Whilst the reports have highlighted how reductions in police numbers have stretched the capacity and capability to

respond to a major public order incident, I am satisfied that West Midlands Police remains ready to meet the SPR. I have contributed to the current SPR review.

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

The role that NPAS brings to police is changing, as the advancing drone technology gives police forces different options. However, it remains imperative and it is indeed mandated by the Home Secretary, that forces should collaborate on the provision of a national police air capability. I therefore support the transformation work that NPAS will undertake, as it develops the new technologies that are available.

These regional collaborative workstreams are overseen by the four Police and Crime Commissioners through a Regional Governance Group, which meets quarterly with the four Chief Constables and Chief Executives, to scrutinise collaborative activity. Heads of the West Midlands Counter-Terrorism Unit and Regional Organised Crime Unit also attend to provide performance, management and financial information.

All four PCCs in the region also have local briefings with the Counter-Terrorism and ROCU leads, to ensure effectiveness at the local level. The structure of these briefings has been developed collaboratively with the other three PCCs, to ensure proportionate local scrutiny arrangements. This is crucial because it informs the joint scrutiny by PCCs at a regional level.

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

I have also ensured engagement and appropriate oversight of national projects, such as the Emergency Service Mobile Communication Programme, a national programme tasked to introduce a replacement for the Airwave system. The delays in this national programme and the uncertain local implementation costs, are a significant future risk to West Midlands Police and other Forces.

West Midlands Counter-Terrorism Unit

The threat of terrorism to the UK remains and is fast changing. This year has seen a significant amount of national reviews into the government's counter terrorism strategy and the '4 P's' of Pursue, Prevent, Protect and Prepare. I am the counter terrorism lead, on behalf of PCCs nationally. In addition, as Chair of the National Counter Terrorism Collaboration Agreement Strategic Board, I have ensured PCCs have a strategic understanding of national threat and risk.

I seek to ensure national strategy and policy is implemented consistently and effectively. The importance of this Board is considerable. As such, in December 2022, I wrote to all national PCCs and Deputy Mayors, to raise awareness of the key pieces of work in the counter terrorism space and to encourage local conversations regarding their implementation.

Regionally, PCCs scrutinise the performance of West Midlands Counter Terrorism Unit and oversee strategic trends, budget planning and management information. Working with my regional colleagues, we convened a deep dive session into the oversight of the use of 'Schedule 7' and other related detention powers.

This was a key commitment in my Police and Crime Plan. In March 2022, we held our annual counter terrorism 'deep dive', which covered the progress made to improve the system approach to nominal management, the benefits that have been realised from Project Amplify and we discussed a number of the new and upcoming national strategies, such as Independent Review of Prevent, Manchester Arena Inquiry, Martyn's Law and the refresh to the CONTEST strategy.

Through national and regional initiatives, I have ensured PCCs have assurance that improvements are consistently being made to the counter terrorism network and agencies are working better to stop terrorist attacks from happening, protect the public, prepare for the impact of an attack and prevent people from being drawn into or supporting terrorism.

Major Incidents

PCCs have a key responsibility in the event of a major incident, such as a terrorist attack. We provide community reassurance, consider our response to victims and their families and hold the force to account for their response and recovery.

Following a regional exercise in March 2022, I have developed our OPCC critical incident plan, which sets out the responsibilities and actions required by myself and my office, in the event of an incident. Although everything cannot be prepared for, the document outlines roles, responsibilities and considerations needed at every stage of an incident, activation process, pre-incident, incident in progress and post-incident.

West Midlands Regional Organised Crime Unit (ROCU)

Strategic oversight of the ROCU continues to be a shared responsibility, with PCC colleagues from across the region. At our quarterly Regional Governance Group meeting, the regional PCCs and Chief Constables receive a detailed report in respect of the ROCU. The report covers all aspects relating to the operation of the ROCU, a performance summary, details of the range of capabilities deployed and staffing levels. Along with my PCC colleagues, we scrutinise the operation of the ROCU closely, to ensure that they are effectively tackling those serious criminals who pose the most harm to communities across the region.

As a result of a review of its operating framework, the ROCU has been remodelled. Therefore, some services, which West Midlands Police provided, in addition to our agreed regional contribution, have been returned to force. I attended a 'deep dive' at the ROCU in October 2022, where officers from the unit demonstrated the range of the capabilities that they have to tackle organised crime.

The ROCU, is the bridge between the West Midlands force and the National Crime Agency. It is imperative, the work of the three agencies is coordinated and synchronised, in order that the most dangerous criminals, operating in our area, are brought to justice. I receive regular briefings relating to the work of the ROCU and the impact it has in the West Midlands.

5. Civic Leadership and Campaigning for Change

When I was elected in May 2021, I pledged to keep the views of local residents at the heart of my plans for policing. Equally important, is ensuring that I can engage effectively with communities of all kinds across the West Midlands.

I have prioritised community engagement, through attendance at meetings with community groups, residents, Ward Forums, stakeholder networks, civic events, projects, faith groups and the voluntary sector, in an effort to engage with, listen to and work with the local people and communities of the West Midlands – to enable them to participate and have a say, in how their region is policed.

Communication Campaigns

My political team and I have launched major communications campaigns that aim to make the West Midlands safer, including focusing on my priorities of violence, sexual violence, domestic abuse, violence against women and girls, hate crime and fraud. There is much more in development. Here is a summary, of some of the last year of campaigns:

Tackling youth violence: A major on-going campaign, throughout my term in office, has been to show the work being carried out to prevent, tackle and reduce serious youth violence. Including: £2m of Community Initiative to Reduce Violence funding for Coventry and Wolverhampton, the Step Together project and steering 10,000 young people away from anti-social behaviour in Summer 2022.

Knife crime: I have consistently campaigned against knife crime, including the installation of a network of 26 weapons surrender bins across the region; and calling on government to better regulate the sale of so-called zombie knives and machetes.

Car safety: A major on-going campaign throughout my term in office. I called for steering wheel locks to be given away for free by car manufactures; a road safety campaign warning of insurance danger; and publication of a car theft index.

Safer Streets 4: Multiple campaigns, including Don't Cross the Line World Cup campaign, urging men to be upstanders and allow women to enjoy the World Cup in pubs across region; domestic abuse awareness around World Cup; major Christmas Party out of home billboard campaign; I'm Tired of This film.

Retail Crime: The PCC has regularly backed retail workers, after a shocking rise in abuse since the Covid-19 pandemic. He has held roundtables and meetings with the British Retail Consortium and rolled out the award-winning Offender to Rehab scheme, which sees drug users committing acquisitive crime, supported into rehabilitation.

Domestic Abuse Cost of Living Survey: We handed heart breaking accounts from victims of domestic abuse to the government, as the cost of living crisis had a major impact on them and support services. The Victims Commissioner appeared on ITV News and visited Shadow Domestic Abuse Minister Jess Phillips in Westminster.

Off Road Bikes: I have campaigned for the purchase of off-road bikes, so that WMP can better tackle anti-social behaviour and related criminal activity.

Outstanding Citizen Awards: I launched a region-wide search for the West Midlands unsung heroes and have crowned a new raft of winners of my Outstanding Citizen Awards. August – October 2022 and March-April 2023.

Money Mules: Parents have been warned, after it emerged thousands of people in the West Midlands, including many children are being criminally exploited, to transfer money through bank accounts, for the benefit of criminals.

Second Chances Charter: Companies across the West Midlands sign up to my Second Chances Charter, to promote rehabilitation and provide people with criminal records, the chance to find gainful employment.

Fraud

In the West Midlands, we have decided to take a proactive approach and attempt to address national poor collaboration around fraud. We are in the process of launching the first ever Police Force wide public health approach to fraud. This is off the back of research, which has been funded by ourselves, the Midlands Fraud Forum and the West Midlands Regional Organised Crime Unit. The research has been delivered by Professors Michael Levi, Alan Doig and Jonathan Shepherd at Cardiff University, the institution which launched the first ever public health approach to violence: a now commonly accepted mark of best practice, for how we reduce levels of violence within society.

The core components of a public health approach have particular benefit for the fraud arena. These key benefits can be categorised as fitting under the following headings: data driven, preventative focused, collaboration centred and co-resourced. This is a new and fresh approach to tackling a problem, that all partners recognise requires reform.

Over the past year, we have established a steering group to implement the eight recommendations contained within the Recommendations Report published by Cardiff University. We are working towards delivering a launch conference, in which partners will be tasked with delivering these eight recommendations.

I have continued to lobby for an improvement to the way in which fraud is governed nationally, both through engagement with the Home Office, speaking to the APCC's General Meeting on our work in the West Midlands and in response to several open consultations on the subject.

We have also specifically focused on the increasing presence of loan sharks, which have emerged over the past year, in the wake of the cost of living crisis. I have commissioned a number of leaflet deliveries across the Force area, in partnership with our cadet teams, to raise awareness of the dangers of being manipulated by loan sharks. This is to ensure that my constituents, in high harm areas, are better able to protect themselves.

I have also hosted a roundtable with partners involved in stopping loan sharks. The roundtable event was held to look at the West Midlands' response to the issue of loan sharks operating within our local communities. It looked at how organisations could work in partnership, to raise awareness of the issue amongst their service users/staff and investigate ways to help increase prosecutions and reduce the use of loan sharks as a source of credit.

Participants with expertise and experience in the voluntary, local government, policing, housing and credit sectors were all invited, with a view to creating recommendations and setting a timeline, to review progress against the recommendations developed.



Meeting, listening and working with you

Building safer and stronger communities is at the forefront of my work. There are a wealth of initiatives taking place across our region. They are focused on achieving that. This section provides a snapshot of the extensive work that is taking place.

I have attended 137 community events and meetings and engaged with hundreds of members of the public and community safety partners at formal meetings, community and stakeholder meetings and forums, local resident events, conferences, workshops and business meetings. Highlights from the meetings have been working with my fantastic youth Commissioners, who represent young people from across the force area. My inspiring Police Cadets and I have been out and about, participating at events. It has been a pleasure to meet some of the recipients of my Helping Communities Fund. They showcase the best of the work that people in our communities are doing every day.

I am regularly out at residents and community meetings, listening and talking to residents and businesses, to discuss local issues and solutions, encouraging people to report any concerns, and crucially, providing reassurance on the action being taken to prevent, tackle and reduce crime and anti-social behaviour. My office links in closely with our local policing teams and partners, to identify issues and support wide ranging action that supports our communities,

My office has received nearly 1,500 pieces of correspondence, from people and organisations from across the West Midlands that raise a variety of different concerns, issues and matters.

Outstanding Citizens Awards

The outstanding citizens awards took place on the 8th October 2022. This event shines a light on people who go above and beyond within their communities. Two nine-year-old twin boys, who have been picking up litter on the streets of Smethwick, since they were two years of age, won my Outstanding Young Citizen Award.

Haaris and Mustafa Ali have been going out every weekend to clean the streets in their area, to make it a better place for people to live and work. The pair can be seen wearing hi-vis jackets and holding bin bags and litter pickers on Sunday mornings between 10am–11am, as they take to the streets with their dad, to rid it of rubbish.

Anwar Khattak, who runs sports, mentoring and educational classes for children at the Small Heath and Saltley leisure centres, picked up the Outstanding Community Project award. Anwar, 40, established the Birmingham Youth Sports Academy in 2002 and runs classes up to five times a week for children from Small Heath, Alum Rock, Sparkbrook, Saltley and Sparkhill. Around 400 children, including 60 girls, regularly attend the sessions, often receiving life skills from guest mentors, including accountants and lawyers. The aim is to raise aspiration and help the young people reach their potential.

The Outstanding Citizen Award went to Stu Bratt from Dudley. After losing two friends to suicide, Stu decided to set up a mental health charity to help men in the emergency services, military and grass roots sports clubs, cope with mental health pressures. His charity, Tough Enough To Care, focuses on male dominated environments.



Winning Awards

I am pleased to report that two of our projects, which are designed to prevent crime, were recognised with national awards. The Offender to Rehab programme ensures shoplifters, who are stealing to fund a drug habit, are supported into treatment for their addiction. Our Restorative Justice project, provides an opportunity for victims of crime to meet the offender responsible, explain to them the harm that has been caused, hold them to account and allows them to gain closure.

The Offender to Rehab initiative, is run by West Midlands Police and aims to get prolific shoplifters into residential rehab, if they are stealing to buy drugs. The programme is predominantly funded using money seized from criminals, under the Proceeds of Crime Act 2022. In addition, Retailers and the Probation Service have also contributed to rehab places. It is estimated the programme has saved well over £1 million for retailers, due to a reduction in shoplifting and prevented around £750,000 being spent on illegal drugs. Moreover, it has saved and changed the lives of a number of people living in the West Midlands. The Programme won first place in the Howard League for Penal Reform Policing and Adults Category.

The Restorative Justice scheme, won in the Restorative Approaches category. Run by Remedi, the RJ programme offers victims the chance to meet with their offender to obtain closure. Victims sometimes take up the offer, despite having been seriously assaulted and their attacker now being in prison. Offenders often report, that meeting their victims changes their behaviour and puts a stop to their law breaking.

Lisa was robbed after being hit over the head by a glass bottle, as she withdrew cash from a hole-in-the-wall in Darlaston. Despite attempting to fight off her attacker, the incident left her scared and frightened. That was until Lisa was offered the chance to go into a local prison and confront the man who assaulted and robbed her.

The initiative was funded by the PCC and arranged by Remedi, one of the organisations who provide the Restorative Justice service in our region. They brought the pair together in an

attempt to help the victim move on with her life and to ensure the offender changed his ways. The Offender to Rehab and Restorative Justice work is making a real difference to people's lives. They are stopping people offending, reducing crime and protecting victims. Good governance, transparency, equality and public engagement

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

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

The condensed infographic above, summaries how each aspect of West Midlands Police performance has been evaluated within the PEEL inspection framework, which includes categories such as inadequate, requires improvement, adequate, good, or outstanding.

The most recent inspection was in 2021/22 and HMICFRS graded West Midlands Police's performance across 11 areas of policing and found the force was 'good' in five areas, 'adequate' in three areas and 'requires improvement' in three areas. HMICFRS said the areas requiring improvement included how the force investigates crime, how it supports victims and how it protects vulnerable people.

The inspection noted that West Midlands Police are confronting elevated levels of serious crimes, notably firearm and knife offences, surpassing the statistics observed in many other police force regions. The West Midlands has experienced a persistent increase in various forms of violence over the past few years, with economic disparities, poverty, and inequality playing significant roles in this trend.

Local authorities situated in economically disadvantaged, urban regions have experienced considerably larger reductions in funding, when compared to their counterparts in more affluent areas. Consequently, it is unsurprising that forces such as West Midlands Police must operate in a more demanding environment, compared to forces in less disadvantaged regions.

PCCs are obliged to publish their responses to HMICFRS PEEL inspection reports of their respective police forces. Following my appointment to office in May 2021, I have provided formal responses to [25 West Midlands Police HMICFRS inspections](#).

The Strategic Police and Crime Board

[The Strategic Police and Crime Board](#) supports me in holding West Midlands Police to account and setting the strategic direction for the force. It meets on a monthly basis, in public and is an opportunity for the public to submit questions and petitions relating to my duties and responsibilities. The role of the Board is to help me to deliver the priorities that the people of

the West Midlands elected me to deliver. We have many challenges over the coming years and the Board brings a wealth of experience, that will help me to deliver upon the public's priorities, to prevent, tackle and reduce crime.

Internal Audit

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

Governance and Accountability

The Joint Annual Governance Statement, reflects the established governance framework and it is published alongside the annual accounts of the PCC. A joint corporate governance framework also sets out how governance operates for both the Chief Constable and the PCC. In addition, I continued with the established arrangements for holding the force to account, adhering to the detail set out in the Policing Protocol 2011.

I met with the Chief Constable and senior officers and staff on a weekly basis for the duration of the year, returning to face-to-face meetings as soon as possible, in order to maintain the strong working relationships in place. The meetings covered wide ranging topics, relating to current strategic and operational matters. I have scrutinised force performance data, 101/999 and Contact with the Public, Police recruitment and the national police officer uplift programme.

The Joint Audit Committee, provides independent assurance on the governance, risk management and internal control frameworks, through its oversight and scrutiny of the work of Internal Audit, External Audit, inspectorate reports and risk registers. It provides this service to both the Chief Constable and myself.

Further assurances are obtained via the Annual Governance Statement, the Statement of Accounts and review of the Scheme of Governance. The Joint Audit Committee meets in public and the Chair of the Joint Audit Committee also attends my Strategic Policing and Crime Board annually.

Ethics Committee

My Ethics Committee, has helped to focus attention and foster innovation at the national level, around the ethical consideration of new technologies in policing. In the report "Technology Rules?" (2022), the House of Lords Justice and Home Affairs Committee, singled-out the Committee as an example of national best practice. The report highlighted the independence of committee members; the commitment to transparency; the Committee's remit to consider technological solutions, throughout their lifecycle; and the influence it has had on thinking around the development of a national model.

The Committee has also received high praise in other UK leading publications – including two government CDEI reports, the Equality and Human Rights Commission (EHRC), the Royal United Services Institute (RUSI), The Law Society, the Information Commissioner's Office (ICO), Ada Lovelace Institute, Liberty, The Police Foundation, The Alan Turing Institute, and The Committee on Standards in Public Life (CSPL).

For an illustrative example of this best practice, consider the following. One tool, still in testing stage, seeks to predict which offenders under police management are more likely to go on to commit more serious crimes, based on historic data trends. While the committee recognised

the potential advantages of such a model, for example, focussing resources on people at highest risk of committing harm, it raised major ethical issues, that subsequently helped to shape the design of the project.

For example, any coercive type of intervention, such as surveillance based on a 'prediction', could result in serious injustices. Concerns were raised over whether Stop and Search data was being factored in and whether this might present racial bias. Redesigns subsequently made much clearer references to public health and supportive interventions that might follow, to mitigate the risk of inaccurate predictions and any measures that could be used as a proxy for ethnicity, were assessed and discounted.

Other projects considered by the committee, have looked at organisational efficiency. An analysis of domestic abuse cases, for example, found that ensuring consistency of investigating officers was integral to victims remaining with the prosecution process and a successful prosecution outcome.

The committee highlighted the importance of managing the use of these insights. If the data is used to improve domestic abuse investigations, the outcomes could be welcome. However, if these findings were used to deprioritise cases with multiple investigator handovers, this would be a major ethical problem. Strong assurances, therefore, were required and delivered by WMP moving forward.

The work of our voluntary Independent Custody Visitors (ICVs) During 2022/23

Our dedicated ICVs conducted 227 visits to police custody suites across the West Midlands, offering to check on the welfare of 1535 detainees. In total, 1194 detainees received a welfare check by the ICVs. The scheme has 30 dedicated volunteers who conduct one face-to-face visit per week. Over the course of the year, the scheme has seen many measures to improve detainee dignity. The scheme operates an effective scrutiny mechanism, including panel meetings to ensure any issues can be raised directly with us and the force.

Appropriate Adults

The provision of Appropriate Adults (AA) for vulnerable adults, remains extremely important to me. Our 20 appropriate adult volunteers supported 858 vulnerable adult detainees and I continue to support the National Appropriate Adult Network's campaign, to lobby the Government to change the law, so as to introduce a statutory provision for vulnerable adult detainees, levelling up the statutory requirements for adults and children. In the absence of dedicated Government funding, I have continued to lead on the delivery of this service.

6. Financial Planning, Resources and Grant Giving

Financial Planning

I review and agree a medium-term financial plan with WMP each year. The plan builds in the cost of refreshing the fleet, the estates strategy, known investments and the cost of increments for officers and staff. This assumes that the policing strategic assessment does not change and does not take account of any unknown features of change, in the nature of crime or policing.

The year 2022/23 showed that over the lifetime of that plan, a further £102.8M of savings would be required to balance the budgets of both the OPCC and WMP, even after raising council tax by £10 per annum, per Band D property, across that period.

The current government has promised a review of the funding formula since 2015 and despite reports from the National Audit Office, the promised review has still not taken place. Notably, the 2021/22 PEEL inspection identified that the police funding model is not effectively allocating resources to address the level of threat, risk, and demand.

West Midlands Police was recognised as an efficient force. However, as the Inspector's commentary highlights, it lacks the capacity and resources required to manage the substantial demand it encounters.

Furthermore, the historical shortfall in precept raised by the former Police Authority compared to other regions, has left West Midlands Police structurally underfunded. While the Inspectorate's acknowledgment of the Force's predicament is long overdue, it is still a welcome development.

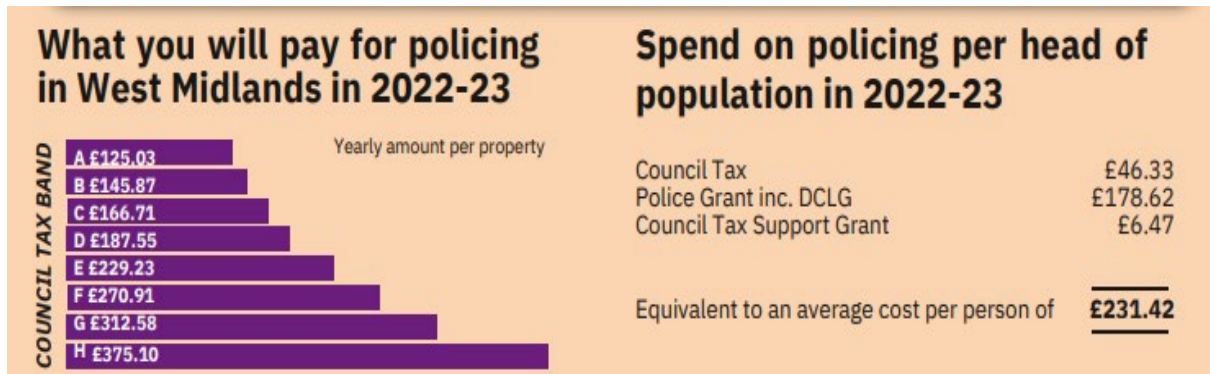
Financial Resources

I am responsible for setting the budget of West Midlands Police and the Office of the Police and Crime Commissioner. The majority of the funding for this expenditure comes from central government grant, be that the main Policing grant, or smaller and more specific grants such as the VRP funding.

The total grant settlement for the West Midlands in 2022/23 is £559.4 million, which was an increase of £30.7 million on the previous year. This grant enabled WMP to maintain police officer numbers during 2022/23, as part of the so-called national uplift programme target of 1,200 officers by March 2023 and also to fund the 2022/23 police officer pay award.

About 20% of the funding comes through a precept on council tax. The West Midlands Police budget will still remain under significant financial pressure and the force is still projected to have about 1,000 fewer police officers by 2023 than we did in 2010. The PCC sets the level of council tax for Policing. The settlement for 2022/23 allowed PCCs to raise council tax by up to £10 per year per Band D property. This generated an additional income of £8.39 million.

Police and Crime Commissioners are expected to pay for the Police Staff pay awards and meet rising costs and inflation on all other costs, such as energy prices and fuel, from the funding settlement and council tax. A breakdown of the police precept cost, per council tax property band, is set out below:



[The full budget report for 2022/2023](#) sets out expenditure for capital and revenue expenditure across all areas of policing and the OPCC.

Grant Giving

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

Helping Communities Fund 2022-23

The Proceeds of Crime Act 2002 (POCA) enables money, which has been seized from criminals, to be used and re-purposed.

In 2022/23, this provided the opportunity to fund up to £400,000 of community projects, which aligned closely to my Police and Crime Plan and the priorities of West Midlands Police. The funding is shared out between the NPUs (Neighbourhood Policing Units), with the aim of supporting communities to invest in their neighbourhoods, helping them get actively involved in projects, which would make a positive difference and contribute to crime prevention and reduction and community safety in the local area.

Helping Communities Fund Allocations 2022/23

Neighborhood Policing Unit	Allocation	Number of projects
Birmingham East	£82,587	23
Birmingham West	£86,566	26
Pan Birmingham (East & West)	£41,395	9
Coventry	£31,743	8
Dudley	£48,590	10
Sandwell	£29,806	6
Solihull	£35,155	9
Walsall	£37,480	8
Wolverhampton	£82,587	23
Helping Communities Fund Total	£475,909	122



Prevention and Intervention Fund 2022/23

The Prevention and Intervention budgets (previously known as External Commissioning) are allocated in line with the priorities within my Police and Crime Plan and the projects that we funded, during the financial year are set out below.

Project/Area	2022/23
Cranstoun Arrest & Referral Service	£503,000
Diamorphine Assisted Treatment	£447,300
Domestic Abuse Perpetrator Programme	£300,000
Crime Prevention Activities Operation Soteria	£200,000
Enterprising for Employment	£100,000
Weapons Surrender Bins	£100,000
Commonwealth Games Legacy	£100,000
14 Projects under £100k including Peer Court, Drug and Alcohol Courts, Youth Commissioners,	£534,050
Prevention & Intervention Fund Total	£2,284,350

Community Safety Fund Budget 2022-23

These funds allow community safety partners to invest in meeting their responsibilities and support multi-agency responses to delivering community safety initiatives.

Force Wide Commissioning Allocations	2022/23
Youth Offending	£652,108
Arrest Referral (Drug Interventions Programme)	£500,000
Multi Agency Risk Assessment Conference Structure	£354,000
Allocations for Victims of Crime – Victims Fund top up	£271,410
New Chance	£270,000
CSP Analysts	£210,000
Restorative Justice West Midlands – ASB	£68,785
Op Hercules – Force wide Injunctions	£42,000
Sub-Total	£2,368,303

Local Commissioning Allocations	2022/23
Birmingham	£660,000
Coventry	£165,000
Dudley	£135,000
Sandwell	£165,000
Solihull	£90,000
Walsall	£135,000



Local Commissioning Allocations	2022/23
Wolverhampton	£150,000
7 Local CSP's	£1,500,000
Total Community Safety Funding	£3,868,303

Victims Fund Budget 2022/23

The grants from the MOJ, which support this expenditure have not increased in line with inflation and therefore £271,410 of community safety funding was used in 2022/23, to top up the victims support expenditure.

Priority Budget Areas	2022/23
Contact, Assessment and Referral Service	£992,732
Domestic Abuse	£775,047
Sexual Violence	£268,851
Child Sexual Abuse	£236,633
Restorative Justice	£225,000
Hate Crime Support Service	£150,000
Stalking and Harassment Support Service	£147,980
Modern Slavery	£137,563
Road Traffic Collisions	£76,517
Sexual Advice Referral Centre – SARC	£59,000
Forced Marriage Helpline	£47,207
Female Genital Mutilation	£36,455
Victims Fund 8: Open commissioning process	£150,000
Associated Costs of commissioning	£368,735
Total Victim's Funding	£3,671,720

Independent Domestic Violence Advocate (IDVA) and Independent Sexual Violence Advocate (ISVA) Funding 2022/23

The services to support victims of domestic abuse and sexual violence are spent with specialist providers, who develop expertise in supporting groups with different protected characteristics: the spend is on male victims as well as female victims and across a wide age range.

Priority IDVA and IVSA Funding Distribution	2022/23
ISVAs	£455,714
IDVAs	£1,213,612
Total National IDVA and ISVA Funding	£1,669,330



west midlands
police and crime
commissioner

Simon Foster
West Midlands Police and Crime Commissioner
Keep in touch

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

There are lots of ways to keep in touch.

You can:

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

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

[West Midlands Police and Crime Commissioner Website](#)

Email: wmpcc@westmidlands.police.uk



[WestMidsPCC](#)



[@WestMidsPCC](#)

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



Report to the West Midlands Police and Crime Panel - Fairness and Belonging: The work of the Police and Crime Commissioner

Date: 13 November 2023

1 Purpose

- 1.1 The purpose of this report is to update members of the Police and Crime Panel on the progress of work taking place within the Office of the Police and Crime Commissioner in response to the Fairness and Belonging agenda.

2 Recommendation

- 2.1 The Panel is asked to consider the activity undertaken by the Police and Crime Commissioner in relation to the Fairness and Belonging agenda.

3 Background

Police and Crime Panel Scrutiny Inquiry Public Confidence in Policing

- 3.1 In 2022, the Police and Crime Panel published its [Public Confidence in Policing scrutiny inquiry](#) that examined the steps the Police and Crime Commissioner was taking to address the issues that undermine public confidence in the police.
- 3.2 The inquiry focused on four key themes: communication with the public, the victim experience and crime outcomes, public expectations of a modern police force, and building public trust and legitimacy.
- 3.3 It included a recommendation that the Police and Crime Commissioner brings an annual report to the Police and Crime Panel on his oversight of the implementation of the 11 strands of work within the Fairness and Belonging Plan.

The Police and Crime Plan

- 3.4 The Police and Crime Commissioner explains in the [Police and Crime Plan 2021-2025](#) that the Fairness and Belonging programme is a strategy to understand and address disproportionality and the part policing can play to tackle any structural racism, whether in policing, the criminal justice system or wider society.
- 3.5 The Commissioner makes the commitment in his Police and Crime Plan to

'... build on the Fairness and Belonging Programme, which launched in 2020. It takes a broad, end to end approach to every part of policing which can be an issue, including a review of previous reports and enquiries. The programme needs to become more outward facing,

engaging the public and key stakeholders in both promoting and shaping the work that is underway.'

4 Finance Implications

- 4.1 There are no financial implications arising from the recommendations in this report.

5 Legal Implications

- 5.1 There are no legal implications arising from the recommendations in this report. The powers and responsibilities of panels are set out in Police Reform and Social Responsibility Act 2011 which give panels the authority to scrutinise all decisions or actions in connection with the discharge of the PCC's functions.

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:
1. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
 2. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 3. 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 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.
- 6.4 The Panel should ensure that any recommendations which contribute towards reducing inequality, are based on evidence.

7 Appendices

- 7.1 Appendix A – Report: Fairness and Belonging: The work of the Police and Crime Commissioner



Police and Crime Panel
13 November 2023

Fairness and Belonging: The work of the Police and Crime Commissioner

Present by Alethea Fuller - Deputy Chief Executive
Report of the Police and Crime Commissioner

PURPOSE OF REPORT

1. The purpose of this report is to update members of the Police and Crime Panel on the progress of the work taking place within the office of the Police and Crime Commissioner in response to the Fairness and Belonging agenda. This report is for information and covers the work of the OPCC.

BACKGROUND

2. The Fairness and Belonging strategy is a programme of work to ensure that West Midlands Police is as inclusive, diverse and as fair an organisation as possible. Work has taken place since the launch of the Plan in July 2020 to ensure that it is an overarching one that covers disproportionality across a wide range of areas. It covers the work of WMP, but also the work of the Office of the Police and Crime Commissioner and partners. The Police and Crime Commissioner Simon Foster, has committed to this work and states in his [Police and Crime Plan 2021-2025](#) 'I will build on the Fairness and Belonging Programme, which launched in 2020. It takes a broad, end to end approach to every part of policing which can be an issue, including a review of previous reports and enquiries. The programme needs to become more outward facing, engaging the public and key stakeholders in both promoting and shaping the work that is underway.'
3. At the time of the launch of the Plan, a significant worldwide movement was developing in response to the murder of George Floyd on the 25th May 2020 in Minnesota, USA. This was a stark reminder that racism, discrimination and racial inequality are a reality, both in the UK and abroad. In July 2020, the then Prime Minister Boris Johnson announced his intention in the Sunday Telegraph newspaper to establish a cross-Government commission into racial inequality. This announcement came in the wake of the Black Lives Matter protests following the murder of George Floyd by police, which forced a conversation into the treatment of Black people within the criminal justice system. It was these same events that inspired the development of the Fairness and Belonging Plan between West Midlands Police and the Police and Crime Commissioner.
4. The aims and objectives are to:
 - Build trusted relationships with the Black community and increase their confidence leading to improved perceptions of legitimacy.

- Ensure that police powers are used fairly towards Black people in the West Midlands.
 - Create an environment where Black colleagues feel a sense of belonging and are comfortable to be themselves at work and are able to perform at their best.
 - Ensure that our leaders actively lead inclusion and role model inclusive behaviours.
 - Be more reflective of the Black community we serve by improving the fairness of recruitment, retention and promotion and drive fair representation at all levels.
 - Ensure decisions are driven by reviews, data and analysis.
 - Increase proportionate representation in the Black community.
5. The PCC holds West Midlands Police to account for delivery of the Fairness and Belonging agenda in a number of ways; monthly meetings with the Chief Constable where he receives the up to date position regarding recruitment, retention and progression of police officers, he is also represented by the Deputy Chief Executive, who is the lead for the disproportionality portfolio and attends the Fairness and Belonging Governance Board; staff of the OPCC also attend different boards linked to different areas of work.

THE FAIRNESS AND BELONGING WORK

6. The focus of the Fairness and Belonging programme is to increase trust and confidence within the Black community. It is essential that we listen and respond to the frustrations voiced by Black communities and the work includes many new initiatives, such as involving communities in police training and setting specific recruitment aims for under-represented police officers. We are working in partnership to deliver this work with the outcome of building stronger links with black communities and the police, as well as other statutory partners.
7. The National Police Chiefs' Council [Police Race Action Plan](#) seeks to improve policing for black people, acknowledging a 'collective failure of policing to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racial stereotyping.' The work set out in the Fairness and Belonging Strategy reflects the priorities set out within the Plan.
8. The work is challenging and the next section of the report presents a snapshot of some the highlights of the work we are doing or is being done in partnership.
9. The OPCC's starting point for the work in the Plan was a look back at the previous reports that had been written on the back of moments in time and was the first strand called 'Looking Back at our History'. The intention was to look at the reports and recommendations at key points in time to see what had and had not been done, what the key messages had been and how much progress had been made. The Scarman report was commissioned by the UK Government following the 1981 Brixton riots; the Macpherson report came about more than 4 years after Stephen Lawrence was murdered by a group of white youths, when the then Home Secretary announced the establishment of an inquiry into his death; the Lammy Review is the product of an independent review established to make recommendations for improvements with the ultimate aim of reducing the proportion of under-represented offenders in the criminal justice system; and the Denman Review was a review of race discrimination in the Crown Prosecution Service, commissioned in January 2000.

10. All reports have the same overarching themes, spanning 40 years and key themes include:
 - Race as a key ministerial priority; it is the fundamental issue in all reports and continues to be so today.
 - Recruitment of people from under-represented groups.
 - Training on race for police officers is present in all reports.
 - Scrutiny of policing methods.
 - Emphasis on community policing.
 - HMICFRS scrutiny and oversight in policing (proposed in Macpherson to raise standards in policing; bringing in the wider community to ensure scrutiny and foster trust).
 - Police complaints.
 - Stop and search powers which is endemic in each report and highlights the major issues that impede trust in police.
 - The black experience of the criminal justice system and rehabilitation.

11. The OPCC has completed the learning from the reports mentioned above and set out below are the emerging key themes for discussion across the reports:
 - Greater community oversight and engagement.
 - Better understanding of the mechanisms that exist to hold WMP and the PCC to account.
 - Better use of community members with lived experience.
 - More involvement in scrutiny panels, custody visiting, community stakeholder and community networks which gives us community members working to improve processes across policing.

SOME HIGHLIGHTS

Stop and Search

12. The West Midlands Office of the Police and Crime Commissioner holds a bi-annual Stop and Search/Use of Force Commission. West Midlands Police (WMP) are heavily engaged on this agenda and consequently the Commission is attended by senior officers who provide data and have really open conversations around how they use their powers. At each Commission we have a stop and search performance update on the agenda, as well as a use of force performance update, both delivered by WMP leads for stop and search and use of force respectively. We also have agenda items based on emerging themes or concerns.

13. Within the stop and search performance update item, we consistently discuss issues including (but not exclusive to): disproportionality, Section 60s, positive outcome rates, body-worn video compliance and strip searches. Not only is it an opportunity for us to have high-level oversight of the use of WMP's powers, but in attendance at the Commission is also our stop and search school trainers, and our scrutiny panel chairs.

Scrutiny panels

14. Across the West Midlands we have 10 scrutiny panels; one for each local authority area, except for Birmingham which has 4. The scrutiny panels are made up of

independent community members and chaired by a panel member voted for by the group. Although they are independently chaired, the OPCC oversees the scrutiny panels as a whole, provides them with strategic direction and support, and each panel is attended by one member of OPCC staff; as well as a WMP officer who provides the data. Each of these panels welcomes any member of the public aged above 14 who lives, or works, in that local authority area to join. Each panel meets every two months.

15. The scrutiny panels' remit is to provide feedback on WMP's use of stop and search, as well as use of force, through scrutinising both the records and corresponding body-worn video footage. Panel members give their feedback on whether or not they thought the action was reasonable, fair and proportionate. The panels also look at local statistics for the previous two months regarding the age, ethnicity, and gender of the people stopped and searched; the positive outcome and find rates; and the number of people stopped and searched more than once.
16. We also have a custody scrutiny panel whose remit is to scrutinise the use of force and the use of strip search in custody. The panel have recently conducted a deep dive on juvenile strip searches with a focus on appropriate adult presence. We also have a youth scrutiny panel. A series of youth scrutiny panels in the Black Country have been piloted, to offer a space for young people to come together at a neutral location, with their peers to scrutinise use of stop and search.
17. The OPCC convenes a bi-annual Chairs meeting for each of the scrutiny panel Chairs to come together to share best practice, share learnings and raise any challenges or concerns they are experiencing with their panel. This forum is designed to empower the Chairs to ensure that their panels are providing the police with robust and effective scrutiny. We also use this as an opportunity to have a deep dive into Section 60 use, as it is a power that can cause significant public concern and monitoring of its use is a commitment in the Police and Crime Plan.
18. We also convene working groups and briefing sessions with scrutiny chairs to ensure that community oversight and feedback is consistently recorded. Within the last 6 months for example we have held a briefing session for all scrutiny panel chairs to attend with one of WMP's taser managers to be briefed on the updated taser Strategic Threat and Risk Assessment and we have held the first Serious Violence Reduction Order working group.

Attendance at Fairness and Effective Use of Police Powers (FEUPP) and Silver Command

19. PCC representatives attend both WMP's quarterly FEUPP board meeting and a bi-monthly Silver stop and search/use of force meeting, which are two of WMP's internal oversight boards. Representation at this level is key as it provides an opportunity to challenge and influence policy and procedure as they are being developed, to ensure the commitments and priorities of the Police and Crime Plan are honoured. For example, when the Home Office announced on the 16th May 2021 that all Section 60 restrictions were to be relaxed, WMP were having discussions about how they would respond to this. It was at one of the FEUPP boards that it was suggested it would be appropriate to reduce the authorisation seniority down from Assistant Chief Constable (ACC). It was flagged by the OPCC in that meeting that this would be in direct

opposition to the commitments in the Police and Crime Plan and would be a huge cause for concern. Without this being raised, and subsequent conversations that followed as a result, we may have seen a decrease in authorisation levels. In the West Midlands ACC authorisation is still required for a Section 60.

20. The OPCC has also influenced Silver meetings by ensuring Police and Crime Plan priorities are being reported routinely to ensure our oversight. For example, now at the Silver meeting the stop and search inspectors from each Neighbourhood Policing Unit report back on their number of repeat stop and searches; juvenile strip searches; and the proportion of searches that have happened in impact areas. Due to participation in these meetings and raising concerns about juvenile strip searches that occur as a result of a stop and search, WMP policy has been changed so that now the authorisation of a Chief Inspector will be needed before a juvenile strip search is carried out.
21. A Regional Disproportionality Committee has been set up working across the West Midlands including our regional OPCC partners West Mercia, Staffordshire and Warwickshire. The Committee is currently chaired by the DCEX of the OPCC and there are a number of key areas of work taking place including:
 - A deep dive into disparity in the youth justice system across the West Midlands.
 - Anti-racist practice training across the criminal justice agencies on the Committee.
 - Development of a lived experience panel that can be used across the agencies on the Committee.
 - Deep dives into stop and search, out of court disposals, reoffending and enforcement.
 - Looking at representation in the Criminal Justice System and what agencies are doing to respond to this issue.
22. We are also part of the West Midlands Combined Authority Race Equalities Taskforce, leading on the criminal justice's strand. It has a vision to ensure that in the West Midlands, ethnic background is an asset not an obstacle in having a fair start, a decent job and a flourishing life. The focus is on improving equality of opportunity, looking at the extent to which different ethnic groups experience different social and economic outcomes. The Taskforce is developing policy solutions in areas which the WMCA has roles and responsibilities in delivering, enabling and influencing, including jobs and the economy; education and skills; transport and connectivity; housing and homelessness; health and wellbeing; and is directly linking into the existing work in progress within the Criminal Justice System under the leadership of the Police and Crime Commissioner.
23. The PCC is responsible for ensuring there is an Independent Custody Visiting (ICV) scheme in place across the West Midlands, through which volunteer members of the public attend police custody centres unannounced, to inspect conditions, ensure that detainees are being treated in accordance with their right, observe, comment and report on the treatment and welfare of people held in police custody. This monitoring must focus on discriminatory practices, and where found, hold police forces to account effectively to ensure those practices are stopped. It was originally introduced in response to one of Lord Scarman's recommendations. We will work with custody

visitors to increase their role within the process, however there is still work to do to ensure that ICV's better represent the demographics of the people detained in police custody. It is important that custody visiting practices are inclusive and can be responsive to the diverse needs of detainees who come from many different racial backgrounds. We are currently in the process of recruiting a Safer Detention Officer whose responsibility it will be to ensure that the ICV service that we provide in the West Midlands is fit for purpose.

24. ICV's have the ability to influence change; the most noted example is that the Police and Criminal Evidence Act 1984 codes of practice now includes an entitlement for women and girls in police custody to be proactively offered menstrual products. This was a result of repeated concerns from custody visitors about the lack of menstrual products for detainees who have periods. This led to the ICV Association running a national campaign on detainees' access to menstrual care, which resulted in a change in practice. Another example is investigations into the growing number of strip-searches of Black children in police custody; women having access to female staff; and detainees with family overseas being able to make international calls. This is a process to look at further. We need to ensure consistency across the scheme and ensure that ICV's feel able to identify, challenge and raise issues of concern.
25. We recognise that engagement is key to the success of the work taking place, with the recognition of the importance of delivering public services in a way that is responsive to the needs of communities. The PCC has a statutory duty to engage; the role of the PCC is to work with other services to ensure the safety of the community and deliver effective criminal justice. This involves listening to people and taking their views on the issues that affect them in their community, as well as hearing the good practice and ideas for improvement. Engaging the black community, and securing their involvement and understanding of the developing work, is critical. The OPCC is therefore working on the Fairness and Belonging Engagement Plan, to be delivered in partnership with West Midlands Police.
26. This programme is not about asking what the problem is, that question has been asked many times; this is about solutions. We are working with communities to understand how we make change to challenge behaviours and increase trust and confidence. We are keen to engage, challenge and find solutions. A well-informed community is much more likely to have increased trust and confidence in the police and to be supportive of measures and initiatives which seek to reduce crime and anti-social behaviour. Equally, by giving the public and stakeholders a genuine opportunity to shape and influence policing and community safety priorities, service delivery can only improve.

PCC Engagement Strategy

27. Our Engagement strategy is underpinned by the following principles:

1. The OPCC will work in partnership with WMP, identifying areas for targeted engagement

2. We have employed a range of consultation methods to include face to face meetings, workshops, an online information and feedback site on the PCC website to ensure written contributions can be made; focus groups and other ways to be identified.
 3. The OPCC will also work in partnership with local authority colleagues such as the Heads of Community Safety, recognising that they too have consultation responsibilities and structures and forums that we may be able to utilise.
 4. This programme will lead to a plan of activity, working with communities to deliver solutions.
28. Areas up for discussion included; better use of police powers, protecting young people, working together to make our communities feel safer, improving our community engagement structures, a police service that better represents and understands it's communities, increasing the number of police officer recruits from under-represented communities, ensuring communities are a part of police learning and development, and holding the police to account for what they do, and supporting community scrutiny of local policing – among others. We will use this engagement mechanism to build ongoing scrutiny process by feeding back to the community at an event in October 2023, and quarterly meetings with the community on an on-going basis to update on progress.

WHAT HAVE WE DONE?

29. [The Baroness Casey Review](#) came out in March 2023 and concluded that the Metropolitan Police Service is institutionally racist, misogynistic, homophobic and corrupt. The main findings were:
- **Predatory and unacceptable behaviour has been allowed to flourish;** *'time and time again, those complaining are not believed or supported. They are treated badly, or face counter-claims from those they have accused'*.
 - **The Met has a culture of denial;** *'There is a strong tendency to look for a positive spin, seeking to put problems in the past and blame individual bad apples rather than pausing for genuine reflection on systemic issues'. It also states that the Met takes a 'tick box approach' to critical findings. 'Deep seated cultures need to be tackled in order for change to be sustained'. The force has a 'we know best attitude', dismissing criticism, and does not "own" its failures, believing no-one outside the Met can understand the "special nature and unique demands" of its work. 'This hubris has become a serious weakness,'*
 - **There are 'systemic and fundamental problems' in how the Met is run;** *the force has 'inadequate management', and recruitment and vetting are 'poor and fail to guard against those who seek power in order to abuse it'. There is "no central record of training, which means that officers 'may well be in roles which they are not trained for'. The Met's processes 'do not effectively root out bad officers, help to tackle mediocre officers, or truly support and develop good officers'.*

- **Londoners have ‘been put last’ with women and children left behind;** The capital *‘no longer has a functioning neighbourhood policing service’* and the *‘de-prioritisation and de-specialisation of public protection has put women and children at greater risk than necessary’*. This has left an ‘overworked, inexperienced workforce’ investigating child protection, rape and serious sexual offences cases. The force’s violence against women and girls’ strategy *‘rings hollow’* and those investigating domestic abuse have ‘unmanageable caseloads’ and there is poor support for victims. The child protection service continues to have ‘major inadequacies’
 - Structural changes reducing 32 borough-based commands to 12 units covering up to four boroughs has weakened links between officers and the community and the review team *‘witnessed clear signs of high stress and pressure among officers’*. Sergeants and inspectors are *‘expected to manage very large numbers of constables and junior staff ... without the time and the tools to do so’*.
 - There is a lack of diversity in the Met; since the Macpherson report was published in 1999, the Met has *‘remained largely white and largely male’*. Baroness Casey’s report added: *‘If recruitment continues on its current trajectory, it will take at least another 30 years, until 2053, to reach gender balance.’*
30. The PCC made a [statement](#) in response to the Casey review of the Met. and held a Public Accountability Forum on the 13th June at the Legacy Centre in Birmingham. This gave the public the opportunity to come and hear what the Midlands response is to the issues raised.
31. 80 members of the public attended that meeting and a number of key considerations set out as part of the debate were:
- We have the youngest and one of the most diverse populations in the country.
 - Policing this level of diversity brings complexity, challenges and opportunities.
 - We want to have a force where everyone can service regardless of their race, sexual orientation, disability, faith, age or gender.
 - Our people are our most important asset.
 - A diverse workforce will build public confidence, legitimacy and credibility.
 - We need to work with our communities on every step of this journey.
32. Some of the key messages were:
- We have long standing issues that remain relevant today. The ‘Look Back at our History Report’ shows that we are still experiencing the same issues and getting the same recommendations. We went right back to Scarman, written as a result of the Brixton riots; MacPherson, written as a result of the murder of Stephen Lawrence and the David Lammy report, which called for the Criminal Justice System to have more scrutiny in their data on ethnicity and religion, in order to move towards fairer treatment.
 - In order to Increase trust and confidence in communities police forces should be representative of the communities that they serve.

- There needs to be Police training on diversity, equality and racism.
 - We need to ensure that community scrutiny and oversight takes place to increase trust and confidence.
 - Disproportionality in the use of force powers is evident.
 - Increased meaningful community engagement is necessary.
33. One of concerns raised is that change is not taking place quickly enough for communities to feel a difference. However, it is clear that improvements are taking place and this was acknowledged.
34. The commitment from senior leadership is clear, and there has been significant improvements made towards equality and diversity. There has been a significant push to recruit more officers from our under-represented communities, as well as more women.
35. The PAF was the first stage of a number of activities that included an online survey on policing perceptions that ran for 6 weeks over the summer; a series of roundtable discussions (both virtual and face to face), that took place during September and October, and our Fairness and Belonging Conference that took place on the 27th October, towards the end of Black History Month. There was also a young peoples' strand that ran alongside.
36. We are in the process of writing up the feedback and responses that we received, and will share the report and action plan when it has been finalised.
37. The following page displays photos from the Fairness and Belonging Conference that took place on the 27th October 2023:







38. The PCC is committed to leading by example by making the OPCC an anti-racist organisation. The Equality Act 2010 and the public sector equality duty are also fundamental to the work of the PCC.
39. We have introduced wider use of Equality Impact Assessments within the OPCC and West Midlands Police to inform decision-making and project development.
40. Our own recruitment processes within the OPCC including the appointment of Board members, recruitment of volunteers and other contractors are designed to attract and appoint a diverse range of people reflecting the West Midlands. 33% of staff within the OPCC are from ethnic minority backgrounds.
41. We are also continuing an organisation wide anti-racist training programme that addresses how to deal with issues relating to racism and how to develop and promote anti-racist practice. In addition to that, all staff within the OPCC have undergone training around trauma informed practice and becoming a trauma informed organisation. This is part of an ongoing core training offer that also includes safeguarding, ending male violence and we also offer a coaching and mentoring offer to all staff.
42. In December 2021, the OPCC received the [Karl George Race Code](#) accreditation. This accreditation is significant in that it evidences the work that we have been doing to create transformational, sustainable and lasting change, in order to achieve a competitive and truly diverse board and organisational senior leadership team. This involved external scrutiny of our structures, governance and accountability processes, and outcomes and we continue to scrutinise our policies on an ongoing basis.
43. The work above highlights a snapshot of the work taking place across the OPCC and WMP in relation to Fairness and Belonging.

**Report to the West Midlands Police and Crime Panel -
West Midlands Violence Reduction Partnership**

Date: 13 November 2023

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

Panel Contact Officer: Overview and Scrutiny Manager (Birmingham City
Council): Sarah Fradgley (0121 303 1727)

1 Purpose

- 1.1 To update on Local Violence Reduction Boards and Groups since commencement of the Serious Violence Duty in response to outstanding minute 698iii.
- 1.2 In January 2023, the Police and Crime Panel examined how the Police and Crime Commissioner was providing oversight to West Midlands Police to reduce serious violence. It received presentations from West Midlands Police and the Violence Reduction Board on activities.
- 1.3 Members asked for more information about the establishment on local violence reduction boards and the arrangements for community engagement with the new local violence reduction board structure and local community safety partnerships.
- 1.4 The report of the Police and Crime Commissioner is attached at **Appendix A**.

2 Recommendations

That the Panel considers the information presented in the report.

3 Finance Implications

- 3.1 There are no financial implications arising from the recommendation in this report.

4 Legal Implications

- 4.1 There are no legal implications arising from the recommendations in this report. The powers and responsibilities of panels are set out in Police Reform and Social Responsibility Act 2011 which give panels the authority to scrutinise all decisions or actions in connection with the discharge of the PCC's functions.

5 Equalities Implications

- 5.1 The Panel has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- I eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- II advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- III foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

5.2 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.

5.3 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.

5.4 The Panel should ensure that any recommendations which contribute towards reducing inequality, are based on evidence.

6 Appendices

6.1 West Midlands Violence Reduction Partnership Report for the West Midlands Police and Crime Panel

7 Background Papers

7.1 [Tackling Serious Violence PCC Report to the West Midlands Police and Crime Panel 9 January 2023](#)



Police and Crime Panel
13 November 2023

West Midlands Violence Reduction Partnership Report for the West Midlands Police and Crime Panel

Update on Local Violence Reduction Boards and Groups since
commencement of the Serious Violence Duty

BACKGROUND

1. Violence Reduction Partnership (VRP) has been supporting the development and delivery of local violence reduction boards across the region since 2020. The boards aim to enhance local collaboration between partners and stakeholders to reduce, prevent violence and provide the right conditions to satisfy the requirements within the Serious Violence Duty. Each local board is structured slightly differently in order to respond to local issues and structures effectively. VRP still attend every Board, provide regular updates on regional and national activity, best practice and evidence and also provide an allocation of funding to each local Board to contribute to violence prevention and reduction initiatives, and the objectives outlined in local strategies. Some boards have additional funding from the local partnership, but this is not the case for all.
2. All local Violence Prevention Groups have, since the Serious Violence Duty commenced in January 2023, worked together as specified authorities (Police, Justice, Health, Local Authorities and Fire and Rescue) and required authorities (Education and Prisons) to produce a local strategic needs assessment and develop a plan to meet the themes and priorities emerging from it which will feed into the West Midlands Response Strategy which VRP have commissioned Safer Together to produce. Currently the strategy is in draft form and has been circulated for feedback across the partnership (until 31.10.2023). The seven strategic needs assessments demonstrate inconsistent levels of community engagement in their development, but the Response Strategy has been co-produced alongside partners, stakeholders (including the voluntary sector), communities and young people.

LOCAL VIOLENCE REDUCTION BOARDS AND GROUPS

Coventry

3. The Youth Violence Prevention Board has evolved into the Serious Violence Duty Strategic Board. This Board reports into the Police and Crime Board (Community Safety Partnership). The Board consists of Directors and Heads of Service from the specified authorities (under the Act) as well as other key stakeholders, such as, education, Community Safety, Public Health and Police, along with VRP, have funded a Youth Violence Prevention Programme Manager post since 2019 to drive the 10-

year serious violence strategy. The partnership has also funded local interventions and specific projects when funding has been available.

Sandwell

4. PoVE (Prevention of Violence and Exploitation) and RRSOC (Reducing offending, Reoffending and Serious Organised Crime) are both sub groups of the Safer Sandwell Partnership and Police and Crime Board (SSPPCB) and regularly report into the CSP. Annual reports to SSP and a community safety strategy and action plan that guides the work are in place, as well as an annual scrutiny board. The Prevention of Violence and Exploitation Sub Group is a strategic sub group of the Safer Sandwell Partnership Police and Crime Board. It is responsible for co-ordination of the work of partners to ensure that the Safer Sandwell Partnership Community Safety Strategy and Action Plan for Prevention of Violence and Exploitation (PoVE) is effectively delivered in close co-operation with Sandwell's Health and Wellbeing and Adult Safeguarding Boards and Sandwell Children's Safeguarding Partnership.
5. The partnership group is responsible for directing activities and resources aimed at prevention and early help to address violence and exploitation and overseeing performance against a series of objectives, targets and performance indicators laid out in the Prevention and Violence and Exploitation Action Plan. This work will be driven by the Strategic Assessment and group members will bring resources together to assess, understand, and to address, resolve or mitigate the current and anticipated threats, risks, harms and vulnerabilities that may impact on Sandwell residents through the many different forms of violence and exploitation in current times.

Walsall

6. The Violence and Harm Prevention Strategy Group operates under the governance of the Safer Walsall Partnership. It has membership from across the local partnership, is currently chaired by WMP and reports quarterly into SWP. The Group aims:
 - a. To provide leadership and governance in delivering the vision set out in the Walsall Violence and Harm Prevention strategy.
 - b. To prevent violence and reduce significant harm caused to families and the impact on the wider community.
 - c. To put victims and the community at the heart of everything they do by delivering a strategy that is community led and independently scrutinised.

Birmingham

7. The Violence Reduction Board (VRB) is convened under the governance of the Birmingham Community Safety Partnership (BCSP) and is directly accountable to the BCSP. The VRB is responsible for the following:
 - Co-ordinating the multi-agency public health response to the Serious Violence Duty including develop and oversee the corresponding Birmingham Reducing Serious Violence Strategy.
 - Supporting the work on the Offensive Weapon Homicide Review.
 - Working in partnership to reduce knife crime.
 - Working in partnership to develop strategies to reduce county lines activities
 - Modern Slavery – identify partnership delivering disruption activities.
 - Serious Youth Violence - partnership response to reducing youth violence – what is being delivered.
 - Serious Organised Crime (SOC) Action Plan from SOC review as aligned to Violence.

- Facilitate the sharing of intelligence on a regular basis to develop a common understanding of concerns, emerging themes and issues affecting all critical areas of business.
 - Commission products to support the VRB's work.
 - Secure assurance for cross boards engagement around shared priorities. Boards and groups to include but not restricted to the BCSP thematic groups Protecting People from Harm; West Midlands Violence Reduction Partnership (WMVRP); Contextual Safeguarding Board; Birmingham Children's Partnership, Youth Offending Partnership Board, MARAC, IOM Programme, Early Help Services.
 - The BCSP will develop a communication plan in consultation with partners, the VRB must define its communication response for inclusion within this plan.
 - Develop national recommendations and emerging initiatives on behalf of the CSP and provide assurance to the CSP on these areas:
 - Develop multi agency reducing violence performance framework.
 - Hold and respond to multi agency reducing violence risk register.
 - Ensure the development of partnership 4 P plans to address all categories of city-wide violence.
8. The chair of the Violence Reduction Board has been nominated by the Birmingham Community Safety Partnership (BCSP) Board and is currently WMP. Membership is open to representatives of all organisations and law enforcement agencies subscribing to the Terms of Reference, and who are able to actively assist in the work to reduce violence.

Wolverhampton

9. The Wolverhampton Violence Reduction sub-group is responsible for driving the delivery of Wolverhampton's Serious Violence and Exploitation Strategy and activity aligned to the Serious Violence Duty. It reports to Safer Wolverhampton Partnership and provides updates on a quarterly basis at a minimum. It also provides regular updates to Wolverhampton Safeguarding Together (WST) and YOT Management Board. It is responsible for:
- The production of a comprehensive violence needs assessment and problem profile to be refreshed annually.
 - Refreshing the current Serious Violence and Exploitation Strategy to ensure that it is current and reflects local need.
 - The production and implementation of an action plan to drive delivery of the strategy.
 - Reporting progress to Safer Wolverhampton Partnership (SWP) Delivery Group and SWP Board as required.
 - Analysing local data and trends to ensure that activity of member organisations is aligned, targeted and effective in addressing issues.
 - Ensuring the voices of the "experts by experience" are always taken into consideration.
 - Reviewing and ensuring the implementation of any appropriate best practice and new developments to addressing violence.
 - Linking with the VRP and OPCC to ensure regional and local activity aligns
 - Horizon scanning and networking to identify opportunities.

Dudley

10. The Dudley Violence Prevention Strategic Group (DVPSG) is accountable to Safe and Sound (Dudley's Community Safety Partnership) Strategic Board. The Chair was a

Consultant from Public Health but has recently left her post in Dudley MBC and therefore the group has been paused whilst governance is agreed. VRP have offered to temporarily chair the Group to prevent any disruption which Safe and Sound will consider. The Group operated at a senior level and members had strategic roles, which permits them to comment, feedback, initiate action, and answer on behalf of their organisation/department, in relation to their response to violence. The Group aims to, through a Public Health approach, provide strategic direction and leadership for preventing and reducing violence within the Borough and develop the Serious Violence Strategic Needs Assessment and Strategy to fulfil the requirements of the Serious Violence Reduction Duty. The group is responsible for:

- Driving and coordinating a multi-agency approach to violence prevention and reduction.
- Developing and supporting strategic documentation including a needs assessment, strategy and action plan.
- Overseeing the implementation of the strategy and action plan.
- Promoting use of evidence-based practice when “commissioning” interventions.
- Acting as part of the governance arrangements for projects and interventions.
- Directing task and finish groups or sub-groups as required to fulfil the strategy
- Being cognisant of statutory guidance and legislation.
- Linking into Regional arrangements via the Violence Reduction Partnership and Office of the Police and Crime Commissioner.

Solihull

11. The Solihull Violence Reduction Group is accountable in terms of strategic governance and oversight to Safer Solihull Partnership. Following the production of the local strategic needs’ assessment in response to the Serious Violence Duty, the Board is currently paused whilst Solihull consider ongoing governance around violence prevention and reduction. The Safer Solihull Partnership has made reducing youth violence across the borough of Solihull a priority and currently the VRP are feeding into the Safer Board with regular updates whilst the Violence Reduction group is paused. They have adopted a public health approach and there is a strong emphasis in their approach on intervention and prevention, maximising data and utilising evidence-based practice. The voice of young people and victims informs their strategy and they are focused on developing a clear offer to support and divert young people from becoming victims or perpetrators of violence.

COMMUNITY LED APPROACHES TO TACKLE VIOLENCE

12. VRP are supporting local boards and groups to enhance community and youth co-production through the following regional initiatives and local pilots.

Youth Assembly

13. VRP are working with Positive Youth Foundation to develop a regional Youth Assembly that provides young people with the opportunity to become part of social action to tackle violence. The Youth Assembly will recruit young people from across the region to become part of a project that will develop a robust counter-narrative to serious youth violence, and from the counter-narrative deliver a range of campaigns throughout the year, led by young people for young people. Currently there are 30 members of the Youth Assembly and following a regional workshop on 11.10.2023 each local area has committed to becoming a part of a task and finish group to consolidate local and regional youth voice and co-production activity in order to ensure that the Youth Assembly is a meaningful experience for young people who can be part of something that they can see the impact of. For more information on the format of the counter-narrative project, please see #OurHillfields (which was a hyper-local version of the project focused on Hillfields, Coventry).

Placed-Based Co-Production Pilots

14. WM VRP facilitate stakeholder networks all over the West Midlands in hyper-local areas to bring together organisations, stakeholders and community members to address issues of violence in their communities. Within these networks, members share resources and best practice, look at problem solving together and aim to minimise duplication in order that they can maximise resources available in their localities. Currently we have over 500 members of stakeholder networks, not all are able to attend regular meetings, but do all receive regular information from VRP.
15. WM VRP are also working closely with a range of partners across the region delivering co-production and engagement pilots that will undergo robust evaluation and provide important evidence of what works with both communities and young people, including (but not limited to):

Youth Endowment Fund - Neighbourhood Fund Project

16. The Neighbourhood Fund is a key strand of YEF funding. The overall objective is to understand whether co-designing approaches with local communities to address specific challenges in relation to serious violence can work to reduce the number of children and young people becoming involved in violence. Round 1 of The Neighbourhood Fund launched in early 2021. Local Authority areas with high levels of youth crime were identified through analysis of available Youth Justice Board data using a combination of rates and absolute numbers of Youth Violent Offences. Based on this analysis and a drive to test and learn across a variety of different geographies, demographics and contexts, five Local Authority areas were selected – including Birmingham. YEF is commissioning a community engagement specialist organisation for each area to lead on identifying a hyper-local area for the place-based programme to take place – in partnership with local strategic partners and YEF – followed by an extensive period of community research and codesign with people who live and work in the area, resulting in a Local Action Plan. YEF will then invest approximately £1 million into the implementation of the Local Action Plan for up to five years and will

lever in additional resource to match this investment. YEF recognises that for the programme to be given the greatest opportunity for success and sustainability, it should be recognised and supported by the local youth crime prevention strategic partnership. In turn, programme development and delivery should take account of local youth crime prevention strategic plans and initiatives, aiming to embed the programme into wider local strategies. WM VRP and Birmingham CSP are acting as single points of contact for the project as it enters the next phase which Aston Villa Foundation have been commissioned to deliver.

Peer Action Collective – Bringing Hope

17. The Peer Action Collective is a £12.7 million programme, which aims to give young people the chance to make their communities safer, fairer places to live. It is funded by the Youth Endowment Fund, the #iwill Fund (a joint investment between The National Lottery Community Fund and the Department for Culture, Media and Sport) and the Co-op group. In the West Midlands, Bringing Hope (currently commissioned by VRP to deliver programmes to young adults in the criminal justice system) will deliver the PAC programme.

Parents and Carers Community Project – Birmingham Children’s Trust

18. VRP fund a community-based initiative working with parents and carers delivering culturally competent and trauma informed support. Ongoing Parents and Carers work includes bi-weekly evening meetings delivered in the community, attended by 40 parent/carers many of whom have had children seriously injured or murdered by serious youth violence. Other parents are very concerned their children are being targeted for grooming and/or being caught up in complex causes of violence linked to family, post code, children’s rivalries and County Lines operated by local Organised Crime Groups (OCG’s).
19. Parents will also be assisted to plan and then lead monthly walkabouts themselves with professionals from a range of agencies and organisations in the impacted areas in Newtown and Lozells and potentially other hotspot areas. Inspiring a new place-based co-produced approach and response.

Faith Alliance

20. In the West Midlands, the Faith Alliance is a multi-faith and community-led regional network, currently facilitated and supported by the West Midlands Violence Reduction Partnership (WMVRP), itself hosted and overseen by the West Midlands Police and Crime Commissioner. The mission of the Faith Alliance is to equip, enable and empower communities of all faiths and none to better understand and prevent serious violence. Faith communities have at their disposal, valuable assets and protective factors which can help tackle the root causes of violence. Proactive engagement with faith communities results in improved outcomes for the statutory and voluntary sector, and most importantly for communities themselves.
21. To date, the Faith Alliance has grown to over 400 members, has published a pioneering and well-received *Toolkit for Faith Communities*, published an online Connect Directory of its members’ services, and has piloted trauma-informed training

bespoke to different faith groups. In November 2023 the Faith Alliance will publish a three-year strategy, co-produced with faith communities through a series of workshops, surveys and conversations. This strategy will contain four strategic pillars (Listen, Connect, Act, Share), under which will sit key objectives and metrics that will measure tangible impact on the ground. To support the development of the strategy a series of intra-faith workshops will take place in October to explore the work ongoing, as well as the challenges and barriers faith settings face in addressing violence in communities. There will also be youth focus groups in multi-faith settings to understand more about the experiences of young people.

Report to the West Midlands Police and Crime Panel

Police and Crime Commissioner Key Decisions: September 2023 – November 2023

Date: 13 November 2023

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

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

Email: wmpcp@birmingham.gov.uk

1 Purpose

- 1.1 The Panel is responsible for scrutinising the actions and decisions of the Police and Crime Commissioner.
- 1.2 The list of key decisions posted by the Police and Crime Commissioner since the last Panel meeting are attached at Appendix A with links to decision reports where available. This information is also available on the Commissioner’s website [Police and Crime Commissioner Decisions](#)

2 Recommendation

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

3 Finance Implications

- 3.1 There are no financial implications relating to the recommendation in this report.
- 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 recommendation in this report.
- 4.2 The powers and responsibilities of panels are set out in Police Reform and Social Responsibility Act 2011 which give panels the authority to scrutinise all decisions or actions in connection with the discharge of the PCC’s functions.
- 4.3 The legal implications of the key decisions made by the Police and Crime Commissioner are outlined in the individual decision reports published by the Commissioner.

5 Equalities Implications

- 5.1 There are no equalities implications relating to the recommendation in 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: September 2023 – November 2023

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

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

[6 October 2023 PCC Decision – 026-2023 Fees and Charges 2324](#) – revision to the decision published on 5 April 2023 to reflect the agreed pay award for police staff and officers.

[22 September 2023 PCC Decision 025-2023 Qlik Replicate](#) This is a confidential decision.

[15 September 2023 PCC Decision: 024-2023 Lease of the car park on the West Side of Park Road Aston Birmingham East End Food car park](#) This is a confidential decision.

[7 September 2023 PCC Decision 022-23 Victims' Services 2023/24](#) Approval of spending for commissioning victim services from the Victim Fund. Details of individual projects are set out in the decision report.

[1 September 2023 PCC Decision 23-2023 – Financial assistance to a retired police officer](#) This is a confidential decision.

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

Date: 13 November 2023

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

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

Email: wmpcp@birmingham.gov.uk

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.
- 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
 - i. Notes the information set out in Appendix 1 and identifies if any further topics need to be added to the menu of topics for the Panel to explore over the coming year.
 - ii. Agrees, subject to further input from the Chair and Deputy Chair, the issues that the Panel will consider during January 2024 – March 2024 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 (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 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.

3.6 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.

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 November 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	Road Safety	<p>To Understand how the PCC is providing oversight of WMP and holding the Chief Constable to account to improve road safety across the West Midlands and action undertaken by WMP is delivering on the Police and Crime Plan where it relates to road safety.</p> <ul style="list-style-type: none"> - WMP's approach towards improving road safety for all road users including an outline of its current enforcement strategy and partnership work with Local Authorities. - Current data and trends for road casualties (including fatalities). - Performance information demonstrating the impact of the s222 injunctions and other measures to address street cruising. - The challenges and barriers to delivering improved road safety across the West Midlands. - Recognising the role of the Panel to challenge and support the Commissioner, the Panel would like to understand if there are ways it could consider support to overcome identified barriers. 	Item requested at the July 2023 meeting
22 September 2023 Member Visit	Drugs Strategy	Information briefing	OPCC officers provided a briefing to members
22 September 2023 Member Visit	Neighbourhood Policing New Policing Operational Model	Information briefing	Chief Constable outlined his proposals for the new operating model and responded to questions from members.
9 November 2023 Conference	National Police (Fire) and Crime Panel Conference 2023	<p>Conference Theme: Collaboration and Challenge - Making it Work</p> <p>Panel representatives : Councillor Alan Feeney, Independent Member Kristina Murphy and Councillor Tersaim Singh</p>	

Meeting Date	Item/Topic	Aims and Objectives	Additional Information and Outcome*
13 November 2023	Annual Report of the Police and Crime Commissioner on progress made on the Police and Crime Plan objectives during 2022-23	Review the draft Annual Report for 2022-23 Agree recommendations for PCC to consider in final Annual Report To include specific reference to progress fulfilling PCSO target.	This is a statutory duty. Latest Annual Report, 2021-22 is available here .
13 November 2023	Fairness and Belonging Strategy – the work of the Police and Crime Commissioner	Understand how the PCC is providing oversight to deliver the objectives within the Fairness and Belonging Plan. Consider the outcome of communications and publicity plans in relation to the Fairness and Belonging Plan and WMP recruitment. Consider the impact of the plan to date. Outline actions to address the findings from the recent WMP Employee Survey relating to staff morale, engagement, and culture. (To also include any relevant information relating to PCSO survey findings and action).	Report 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. The Police and Crime Panel Public Confidence in Policing Scrutiny Inquiry recommended the PCC present an annual report on the Fairness and Belonging Strategy
13 November 2023	Tackling Serious Violence	The OPCC to provide further information about the establishment of local Violence Reduction Boards to that Members can understand the structure and arrangements for community engagement with the boards and local Community Safety Partnerships.	Item requested as part of the WMPCP tackling serious violence item in January 2023 to understand the local governance and operational structures.
13 November 2023	Budget Subgroup	The Panel to consider establishing a Budget Sub-Group to examine the Police and Crime Commissioner’s budget and precept proposals and develop robust lines of enquiry to inform the Police and Crime Panel review of the Commissioner’s precept proposals in February 2024.	Terms of reference and suggestions for the membership of the subgroup to be considered by the panel.
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.

Meeting Date	Item/Topic	Aims and Objectives	Additional Information and Outcome*
			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.
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 a second veto.</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 Panel is invited to identify 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.

Item/ Topic	Proposed Aims and Objectives	Additional Information