

West Midlands Police and Crime Panel**Monday 5 February 2024 at 14:00 hours****Birmingham Council Chamber, Council House, Victoria Square, Birmingham, B1 1BB**

This meeting will be livestreamed by Birmingham City Council and can be viewed from its Webcasting Portal <https://birmingham.public-i.tv/core/portal/home>

More information about the Panel, including meeting papers and reports, can be found on the Panel website www.westmidlandspcp.org.uk

Contact 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 15 January 2024.	14:05

Supporting Document	Item	Topic	Approximate time
Attached	5	POLICE AND CRIME PANEL ACTION TRACKER To consider the progress of actions arising from previous meetings.	14:07
	6	PUBLIC QUESTION TIME To receive questions from members of the public notified to the Panel in advance of the meeting. Any member of the public who lives, works, or studies in the West Midlands (other than police officers and police staff) can ask a question at the meeting about the Panel's role and responsibilities. Questions must be submitted in writing 4 days before the meeting to wmpcp@birmingham.gov.uk	14:10
Attached	7	POLICE AND CRIME COMMISSIONER'S REVENUE BUDGET, CAPITAL PROGRAMME AND POLICING PRECEPT FOR 2024/2025 Review of the Police and Crime Commissioner's proposed precept 7A - Report of the Panel Lead Officer setting out the Panel responsibilities under Schedule 5 of The Police Reform and Social Responsibility Act 2011 to review the Police and Crime Commissioner's proposed precept. 7B - Report of the Police and Crime Commissioner setting out his precept and budget proposals.	14:40
Attached	8	UPDATE ON HMICFRS 2023/25 PEEL INSPECTION OF WEST MIDLANDS POLICE REPORT – AREAS OF CONCERN To discuss with the Police and Crime Commissioner progress addressing the four key areas of concern identified by HMICFRS.	15:25
To Follow	9	POLICE AND CRIME COMMISSIONER UPDATE AND KEY DECISIONS Report of the Police and Crime Commissioner on recent activities. A list of recently published key decisions is appended to the report.	16:10
Attached	10	POLICE AND CRIME PANEL WORK PROGRAMME Report of the Lead Panel Officer.	16:30
	11	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.	16:40

MINUTES OF THE MEETING OF THE WEST MIDLANDS POLICE AND CRIME PANEL HELD ON 15 JANUARY 2024 AT 14:00 HOURS – DUDLEY COUNCIL CHAMBER

PRESENT: -

Members

CLlr Jasbir Jaspal – Chair (City of Wolverhampton)
CLlr Shabina Bano (Birmingham City Council)
Adele Brown (Independent Panel Panel)
CLlr Heather Delaney (Solihull Metropolitan Borough Council)
CLlr Sam Forsyth (Birmingham City Council)
Derek French (Independent Panel Member)
CLlr Samantha Gethen (Solihull Metropolitan Borough Council)
CLlr Abdul Khan (Coventry City Council)
CLlr Ed Lawrence (Dudley Metropolitan Borough Council)
CLlr Gareth Moore (Birmingham City Council)
Kristina Murphy (Independent Panel Member – Vice Chair)
Mohammed Jala Uddin (Sandwell Metropolitan Borough Council)

ALSO PRESENT:-

Simon Foster – Police & Crime Commissioner (PCC)
Jonathan Jardine – Chief Executive, Office of the Police & Crime Commissioner (OPCC)
Jody Clark - Regional Drug Strategy & Commissioning Lead, OPCC
Sarah Fradgley – Overview & Scrutiny Manager, Birmingham City Council (BCC)
Jane Heppel - Chief Finance Officer, OPCC
Chief Superintendent Tom Joyce, West Midlands Police (WMP)
Amanda Simcox – Scrutiny Officer, BCC
Esther Whittock - Policy Officer, OPCC

776 NOTICE OF RECORDING

The Chair announced the meeting would be webcast for live or subsequent broadcast and members of the press/public may record the meeting. The whole of the meeting would be filmed except where there were confidential or exempt items.

777 APOLOGIES

Apologies for non-attendance were received from Cllrs Sabina Ditta (Walsall Metropolitan Borough Council), Alan Feeney (Solihull Metropolitan Borough Council), Syeda Khatun (Sandwell Metropolitan Borough Council), Garry Perry (Walsall Metropolitan Borough Council) Tersaim Singh (City of Wolverhampton) and Mohammed Jala Uddin (Sandwell Metropolitan Borough Council) who arrived after the start of the meeting.

778 DECLARATIONS OF INTEREST

Members were reminded they must declare all relevant pecuniary and other registerable interests arising from any business to be discussed at this meeting and Cllr Moore declared an interest as he was a trustee of Birmingham LGBT which provides domestic abuse services.

779 MINUTES OF LAST MEETING

Minutes of previous meetings held on 13 November 2023 and 18 December 2023 were approved by the Panel.

780 POLICE AND CRIME PANEL ACTION TRACKER

The Chief Executive, OPCC undertook to share with the Panel the information for the two outstanding actions relating to the PCC's oversight of the work to address WMP survey findings relating to culture, morale, and wellbeing.

781 PUBLIC QUESTION TIME

The Chair advised there had been no questions received from the public prior to this meeting.

782 POLICE AND CRIME PLAN COMMITMENT – TACKLING DRUGS

The Chair set the context for the item and the Police and Crime Commissioner gave a brief introduction on actions relating to reducing alcohol and drug related crimes.

The Policy Officer and the Regional Drug Strategy and Commissioning Lead, OPCC gave the presentation and highlighted the police and crime plan commitments, data around drug-related homicides and acquisitive crime, the national drug strategy, details regarding the West Midlands Combatting Drugs and Alcohol Partnership's (WMCDAPs) needs assessment and delivery plan, the review of police officers carrying naloxone, and Operation Mabble.

In response to panel members questions, these were the main responses from the PCC and OPCC officers:

Whether Out of Court Disposals for Low Level Drug Offences were Tough Enough

It was acknowledged the approach did not fit the narrative of being "tough on drugs" but the criminal justice route for preventing drug use did not work. However, the focus about engaging people as early as possible and drug prevention and education was the key. The emerging evidence showed this was having a positive impact.

Offending to Recovery (O2R) Programme

It was queried whether success was limited for the first 60 clients (paragraph 13, page 3) and the Panel was informed that the programme was wider than rehabilitation and was about appropriate pathways. Further information on the O2R Programme including an independent evaluation would be shared with the Panel.

Public Trust and Confidence when Providing Intelligence of Drug Activity from Cars

Responding to concern that public did not get feedback from reporting intelligence and the impact this had on public trust and confidence, the PCC advised there were numerous reasons such as information having been reported anonymously, it could compromise operational policing, or it could be part of a larger investigation.

Why the Latest Prevalence Data was Not Used within the Report

The prevalence data for 2016/17 (page 13) was the data used for the needs assessment.

Exempt Accommodation

Responding to concern of drug use / offences in exempt accommodation, it was acknowledged this was not the only type of residential accommodation it was happening in, and central government was committed to regulating the exempt accommodation sector.

Also, the neighbourhood policing operating model will play a part in relation to anti-social behaviour. However, this was about operating a “no wrong door approach” and people being referred to the right support, and expanding pathways, such as the substance misuse service commissioned by councils.

Education in Schools

It was recognised that nationally not enough has been invested in education regarding drugs, and what was provided varied from school to school. Also, the Advisory Council on the Misuse of Drugs has published a report on how evidence can be shared.

RESOLVED

- i. **The Committee noted the information.**
- ii. **The OPPC to provide further information on the Offending to Recovery (O2R) Programme which will include the independent evaluation report.**

783 UPDATE ON HMICFRS 2023/25 POLICE EFFECTIVENESS, EFFICIENCY AND LEGITIMACY (PEEL) INSPECTION OF WEST MIDLANDS POLICE REPORT

The Chair advised that the HMICFRS Peel inspection report of West Midlands Police was published on 22 December 2023 at the February meeting the PCC will be accompanied by the Chief Constable to provide feedback from the Policing Performance Oversight Group meeting and information on the four Areas of Concern (Multi-Agency Risk Assessment Conference (MARAC), sex offender management, online child abuse, and investigations).

The PCC introduced the report and highlighted he was committed to holding WMP to account. He spoke of the resources available to WMP, and referred to his target date of 31 March 2024 for removal from Engage. He committed to provide the panel with regular updates.

The Chief Superintendent commented on the new police operating model put in place on the arrival of the new Chief Constable, that the inspection was based on data that pre-dated the new operating model, and that WMP were in the process of improving performance, such as answering emergency

calls. Therefore, significant improvements have taken place and the findings would have been different if the inspection had been done now.

In response to panel members questions, these were the main responses from the PCC, OPCC officers and WMP Officer:

Immediate Concerns

Reassurance was given that the immediate concerns identified by HMICFRS have been addressed and this will be on the Panel's agenda for the February meeting whereby the PCC will attend with the Chief Constable and report back on the police oversight meeting taking place on 16 January 2024.

The 31 March 2024 Deadline

It was for His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) to decide whether to remove WMP from Engage status. However, WMP has revised their performance management systems and the new data will show the impact of the progress made. The Panel gave their appreciation for the rapid improvement to the areas highlighted.

The Decline Since the PEEL 2021/22 Inspection Report (published in November 2021)

The PCC was asked to reflect on the decline in HMICFRS inspection findings since the 2021/22 PEEL report. He stated the situation had been building over a period of 13 years due to funding cuts and loss of police officers/staff, which has impacted on investigations and increased caseloads that led to deadlines being missed, and additional stress and sickness levels.

He assured the Panel that he would hold the Chief Constable and WMP to account to drive the improvements and these were reported back at the December Panel meeting and will be further reported in February 2024. PEEL was a standing agenda item on his Strategic Policing and Crime Board, and the OPCC represented at the appropriate boards.

RESOLVED:-

- i. The Panel noted the findings in the HMICFRS PEEL Inspection report and information provided by the Police and Crime Commissioner.**
- ii. To fulfil its role in scrutinising and supporting the Police and Crime Commissioner further issues identified in the HMICFRS Peel Inspection report will be discussed at the February 2024 meeting.**

784 POLICE AND CRIME COMMISSIONER UPDATE AND KEY DECISIONS

The PCC drew the Panel's attention to the update report which included the provisional funding settlement and budget consultation, uplift in police officers available for funding in 2024/25, annual business summit, transition of PCC powers, end to modern slavery, youth commissioners, youth assembly, youth violence and knife crime, VR headsets project, helping communities fund, and the ASB hotspot pilot.

During the discussion, the PCC was questioned on the funding of a possible judicial review in relation to the transition of PCC powers. The PCC referred to his report and his view that the democratic process that needed to be adhered to and a possible judicial review was a part of this.

It was queried whether street watch was eligible for the Helping Community Fund and whether elected members were banned from Street Watch. The PCC undertook to check if Street Watch was eligible for Helping Communities Funding and Cllr Ed Lawrence undertook to share further information regarding elected members being banned from Street Watch with the PCC outside the meeting.

RESOLVED:-

- I. That the summary of the activities engaged in since the previous meeting of the Police and Crime Panel on 13 November 2023 were noted.**
- II. The PCC to check whether Street Watch was eligible for Helping Communities Funding.**
- III. Cllr Ed Lawrence to share further information regarding elected members being banned from street watch with the PCC outside the meeting.**

785 POLICE AND CRIME PANEL WORK PROGRAMME

The Panel considered work programme items for its February and March 2024 meetings.

RESOLVED: -

That

- i. that information set out in Work Programme Appendix 1 be noted; and**
- ii. that subject to further input from the Chair and Deputy Chair, the following items were agreed:**
 - a. 5 February 2024:**
 - PCC Proposed Policing Precept for 2024/25 and PCC Budget.**
 - PCC Update Report and Recent Key Decisions (standing item).**
 - HMICFRS PEEL Inspection: Update on actions to address the four Areas of Concern and other HMICFRS recommendations.**
 - b. 18 March 2024:**
 - Complaints received by the Panel.**
 - Panel Budget and Expenditure.**
 - PCC Update Report and Recent Key Decisions (standing item)**
 - The Chair to ascertain what areas have not been covered in the Police and Crime Plan and whether these should be discussed at the March meeting.**

786 URGENT BUSINESS

There was no urgent business.

The meeting ended at 16.27 hours.

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CHAIR

West Midlands Police and Crime Panel – Action Tracker – February 2024

1. Outstanding Actions

Minute/ Action No.	Meeting Date	Action	Update/ Notes
693 ii 751ii	Jan 2023 Sept 2023	The Police and Crime Commissioner report back actions to address the findings from the recent WMP Employee Survey relating to police officer, PCSO and staff morale, engagement, and culture.	Completed: Information circulated to WMPCP members.
774iii	Dec 2023	That the Police and Crime Panel and the Police and Crime Commissioner have further discussions on improving the processes for sharing information.	PCC Update included as standing item on WMPCP agenda.
782ii	Jan 2024	OPCC to provide members with a copy of the evaluation report into the Birmingham Offending to Recovery (O2R) Programme pilot.	Completed: Circulated to members January 2024

2. Completed Actions

Minute/ Action No.	Meeting Date	Action	Update/ Notes
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, Feeny, 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>
620	Nov 2021	<i>The OPCC to feedback on communications and publicity plans in relation to the Fairness and Belonging Plan and WMP recruitment.</i>	<i>Reported to November 2023</i>
698iii	Jan 2023	<i>The OPCC to report back on the community engagement by local CSPs, and Violence Reduction Boards structure.</i>	<i>Reported to November 2023</i>
751ii	Sept 2023	<i>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).</i>	<i>Annual Report presented in November 2023</i>
764	Nov 2023	<i>Panel review report of PCC Annual Report and the Police and Crime Commissioner’s response be published on the Panel’s website.</i>	<i>PCC Response circulated to members and published on www.westmidlandspcp.org.uk</i>



Report to the West Midlands Police and Crime Panel

Review of the Police and Crime Commissioner's Proposed Policing Precept for 2024/2025, Revenue Budget and Capital Programme

Date: 5 February 2024

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

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

Email: sarah.fradgley@birmingham.gov.uk

Phone: 07927 665 829

1 Purpose

- 1.1 Under [Schedule 5 of The Police Reform and Social Responsibility Act 2011](#) the Panel must review the Police and Crime Commissioner's proposed policing precept. This report sets out the legal basis and process for reviewing the precept, including the requirements and steps if the Panel exercises its power of veto.
- 1.2 The Police and Crime Commissioner's report setting out his precept proposal and revenue budget for 2024/2025 and capital programme is attached as Appendix A.

2 Recommendations

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

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

3 Timetable for reviewing the precept

- 3.1 The Panel's meeting schedule reflects the statutory timetable for the Police and Crime Commissioner's formal notification of the proposed precept and the review by the Police and Crime Panel.

- 3.2 Following this Panel meeting, the Panel must report back to the Commissioner by 8 February 2024.
- 3.3 A provisional meeting date is also held for 19 February 2024, should the Panel use its power of veto requiring the Commissioner to present a revised precept to the Panel.

4 Responsibilities of the Panel

- 4.1 Having considered the Commissioner's precept proposals, the Panel must either:
- Support the precept without qualification or comment
 - Support the precept and make recommendations
 - Veto the proposed precept (This requires a majority of at least two thirds of the membership of the panel at that time)
- 4.2 The Panel must then submit a formal report to the Commissioner.
- 4.3 The Panel will publish a copy of the report on its website.
www.westmidlandspcp.co.uk
- 4.4 The Commissioner must have regard to the Panel's report (including any recommendations) and provide a formal response to the Panel and publish this response. The Panel will publish the Commissioner's response on its website.

5 Exercising a Veto

- 5.1 The Panel has the power of veto of the proposed precept. A minimum of two-thirds of the total panel membership is required to veto the proposed precept. In the West Midlands this is 10 members.
- 5.2 If the veto is used, the Panel report made to the Commissioner must provide details of the reason for the veto.
- 5.3 The Commissioner is required to consider the Panel's report and issue a response, including a revised precept. Where the Panel has vetoed the proposal because the precept was too high, the revised precept shall be lower than the original proposal. Where the Panel has vetoed because the precept was too low, the revised precept shall be higher than the original proposed.
- 5.4 The Panel would then meet again on 19 February 2024 to consider the Commissioner's revised precept and make a second report indicating whether the Panel accepts or rejects the revised precept, together with any recommendations made.
- 5.5 Rejection of the revised precept proposal does not prevent the Commissioner from issuing this as the precept for the financial year. The Commissioner shall have regard to the Panel's second report and any recommendations and provide and publish a response.

6 Finance Implications

- 6.1 A Police Precept is issued annually by the Police and Crime Commissioner under [Section 40 of the Local Government Finance Act 1992](#). The Precept forms part of the Council Tax bills issued by the constituent authorities within the Police Force area. [Schedule 5 of the Police Reform and Social Responsibility Act 2011](#) specifies that the Commissioner may not issue a precept until the scrutiny process by the Police and Crime Panel has concluded.

7 Legal Implications

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

8 Equalities Implications

- 8.1 The Panel has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:
- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
 - advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- 8.2 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.
- 8.3 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.
- 8.4 The Panel should ensure that any recommendations which contribute towards reducing inequality, are based on evidence.

9 Appendices

- 9.1 Appendix A – Report of Police and Crime Commissioner: Precept proposal and revenue budget for 2024/2025 and capital programme.

10 Background Papers

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

10.2 [Police and Crime Panels \(Precepts and Chief Constable Appointments\) Regulations 2012](#)

10.3 [Section 40 of the Local Government Finance Act 1992](#)

Report to the West Midlands Police and Crime Panel - Revenue Budget and Capital Programme Proposals 2024/25

Date: 5 February 2024

Report of: Jane Heppel, PCC Chief Finance Officer

Report author: Jane Heppel, PCC Chief Finance Officer

1 Purpose

- 1.1 To set out the Police and Crime Commissioner's proposals for the 2024/25 Revenue Budget, the Precept and the Capital Programme for 2024/25 to 2027/28.

2 Background

- 2.1 The Government is expected to announce the police funding settlement for 2024/25 by 31st January 2024 and for it to match the draft settlement published on 14th December 2023.
- 2.2 There is a statutory requirement for the Police and Crime Commissioner (PCC) to set the precept by 1 March, however, the Commissioner seeks to set the annual budget and precept by mid-February to assist Billing Authorities with early dispatch of Council Tax Bills.
- 2.3 Regulations require the PCC to notify the Panel of the proposed precept by 1 February, to enable the Panel to review the precept by 8 February 2024.
- 2.4 The Panel does have the power to veto the proposed level and if the veto is exercised the Commissioner would need to consider the Panel's views and respond by 15 February for review by the Panel by 22 February. The Panel must respond by 22 February, but rejection cannot prevent the Commissioner from issuing the precept.
- 2.5 The Panel's schedule of meetings in February accommodates this timetable should it be needed.

3 2024/25 Police Funding Settlement

3.1 The total grant settlement for the West Midlands in 2024/25 is £629.2m, an increase of £39.3m on the 2023/24 Settlement. This is consistent with the Commissioner's medium-term financial planning assumptions. This increase is largely due to the Police Uplift Grant, and an increased Police Pension Grant reflecting an increase employer contribution and a Pay Award Grant for the 2023/24 Pay Award for Officers.

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

- The settlement continued to honour the commitment to policing made in the Spending Review 2021 (£150m increase nationally in final year for policing).
- Baselined in-year funding for the September 2023 Police and Staff Pay Award (£515m nationally).
- The opportunity for PCCs to raise their precept by up to £13 per year per Band D property in 2024/25. This is an increase of £3 on the £10 announced as part of the three-year Spending Review in 2021.
- Continuation of the existing police pension grant, plus an additional £259m to mitigate the impact of increased police officer pension contributions because of the triennial actuarial assessment.
- Furthermore, a one-off top-up payment of £26.8m for implementation costs relating to police pensions remedy.
- Uplift grant of £425m (nationally) to maintain 20,000 officers. This includes £67.2m funding for some force areas who had agreed to recruit additional officers above their original uplift target. For West Midlands Police this equates to a total of £30.7m, which is conditional on WMP maintaining a headcount of 8,009.
- There will be a further opportunity to bid into and secure funding for a share of a further 625 officers, the same tranche that were distributed in 2023/24.
- The Government expects Policing to continue to build on the progress made in improving efficiency and productivity. The recent publication of the Police and Productivity Review has demonstrated the scale of benefits that could be realised within Policing. £11m nationally will be provided to support ongoing work into innovative technology as recommended by the Productivity Review.
- £200m investment in government flagship crime programmes to help keep out streets safe. This includes:
 - £92.8m to support activity designed to combat anti-social behaviour and serious violence (£3.7m for WMP).
 - £15m on Safer Streets Round 5, to supplement the funding already provided for 2023/24 (a reduction to £350k for WMP).
 - £46m to continue the County Lines Programme.

- £47m to continue to support the work of Violence Reduction Units (£4.3m for WMP).

4 Responding to the Provisional Settlement

4.1 The Commissioner made the following observations on the provisional settlement:

- It is disappointing that the data underpinning the formula is now 11 years out of date, and the funding formula review is still not at consultation stage.
- The stalled implementation of the old formula and continued grant damping arrangements mean that the original intent behind the formula have not been met which penalises West Midlands Police by around £40 million per annum.
- For areas with historically low precepts, the lack of a commitment to fully implementing the original funding formula by retaining “damping” means that consideration could be given to allowing higher increases to catch up to other areas.

5 Council Tax

5.1 The ability to raise the council tax police precept by £13 per Band D property per annum will generate approximately £11.7m additional income. This along with the police grant still does not address the inflationary / cost pressures, therefore savings programmes have been identified to meeting the resulting budget gap.

5.2 With the £13 increase, the West Midlands precept will still be significantly less than neighbouring police forces – see **Appendix 2** which details Police Precept Band D rates in 2024/25 if precepts are increased by £13.

6 Consultation on Budget and Precept Proposals

6.1 The Commissioner has been undertaking a consultation on precept increases for 2024/25. This consultation runs until 2 February 2024. An update will be provided at the meeting on the outcome of this consultation.

6.2 The Commissioner also held a consultation meeting with representatives of Business Ratepayers where no objections were raised on a £13 increase per Band D property in 2024/25.

7 Proposed Revenue Budget 2024/25

7.1 The Commissioner is proposing a Revenue Budget for 2024/25 based on the following:

- The priorities in the Police and Crime Plan.
- Existing budget commitments and inflationary pressures.
- The continued recruitment of Police Officers to maintain the Police Uplift headcount as detailed in Section 7.

- The provision of improved equipment and technology to frontline officers to support capability, safety and welfare.
- The opportunity to have a workforce more representative of the public we serve by recruitment more police officers, police staff and PCSO's from underrepresented groups.
- The continuation to support apprenticeships and the drive to increase and develop the police cadets' scheme, volunteers and specials across the West Midlands.
- Maintaining the Community Safety Funding and External Commissioning to support prevention and crime reduction activity at 2023/24 levels.
- Savings required to support the revenue budget in 2024/25 of £10m.
- Continued work on efficiencies and productivity to redirect resources to frontline policing as a priority.
- Continued support for the Estates strategy, and implementation of Continuous Improvement methodology and Priority Based Budgeting, to deliver savings and efficiencies in the short to medium term. These will help the Force to continually challenge the way services are provided, maximise innovation and drive efficiency and productivity.
- The need to invest to support the Chief Constable to focus on areas highlighted by HMICFRS, which placed the Force into Engage status in December 2023.

7.2 The 2024/25 (MTFP) outline base budget includes all 2023 pay awards, provisions for the 2024 pay awards for all officers and staff at 2.5%, inflationary pressures on non-pay, and attrition and recruitment in line with the Force's workforce plan.

7.3 The £10m savings target has been achieved through a mix of non-pay, PCSO vacancies and other staff savings offset by higher than inflation increases and operational growth, detailed in the table in paragraph 7.5.

7.4 The additional £3 precept flexibility has been targeted at areas of concern in the recent HMICFRS inspection:

- 15 additional staff into Criminal Justice working on casefile preparation, ensuring that officers can spend their time investigating and increasing the quality of file preparation and engagement with CPS by dedicating staff to this key process.
- 10 additional officers into PPU – in addition to the 12 officers already being recruited into SOMS, there will be a further investment into PPU to ensure that caseloads fall in this critical area and that staff wellbeing is increased, as specifically referenced in the HMICFRS report.

- 20 additional officers into NPUs – putting further resourcing into investigations to drive up quality and ensure that as many crimes as possible are investigated.
- Cost of living increases to victims and witnesses' services and IDVAs and ISVAs, to ensure that we do not lose valuable and skilled resource in this area, recognising the ability of partners to subsume these additional costs is now at a maximum after two years of high pay inflation.

7.5 The table below analyses the changes between the proposed 2024/25 Revenue Budget compared to the 2023/24 budget. The subjective analysis of the proposed 2024/25 budget is shown in **Appendix 1**, along with the base budget from 2023/24.

Revenue Budget Movements	£m
2023/24 Base Revenue Budget	709.1
September 2023 7% Pay Award (funded via additional grant)	20.1
2023/24 Revised Budget	729.2
Pressures	
Pay and overtime Inflation & Increments	30.7
Non-Pay Inflation	9.0
Increase in officers' employers' pension (35.3% from 31.0%)	13.1
One Off Costs relating to system costs and McCloud remedy	1.3
Permanent Budget for 175 Additional Officers	8.0
Increase in Borrowing Costs	1.7
Remove One off borrowing to fund capital programme	7.0
Increase in Capital Financing (removing short term savings in fleet vehicles)	1.1
Estates Strategy One Off Building Work	1.5
Taser Replacement Contract	0.6
Other Changes	
Increase in Ring Fenced PUP Grant	(9.2)
Increase in Pension Grant	(14.1)
Increase in Interest Receivable	(1.0)
Public Holiday reduction (10 days to 7 days)	(2.3)
Additional Income (i.e. CTU and NaBIS to cover 7% pay award)	(7.9)
Removed one off Force Wide Replacement of Body Armour – funded via reserves in 2023/24	(3.6)
Precept Increase and PEEL Response	2.2
Budget Setting Savings Plans	(10.0)
2024/25 Provisional Revenue Budget	757.4

8 Forecast Staffing

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

Workforce Breakdown	Target @ 31/03/24	Target @ 31/03/25	Current Strength @ 31/12/23
Officer Headcount	8,084	8,114	7,937
Police Officers Establishment (FTE)	7,974	8,004	7,798
Police Staff Establishment (FTE)*	4,299	4,329	3,841
PCSO Establishment (FTE)	464	300	299
Total Establishment (FTE)	12,737	12,618	11,938

* The Police Staff FTE is subject to change following the outcomes a number of ongoing reviews.

- 8.2 Police Uplift Funding for a headcount of 8,009 has been confirmed for 2024/25, with financial penalties in place if the force falls short of these numbers in the form of loss of the ringfenced uplift grant. The 2024/25 budget has been built with the plan to retain the additional 75 head count up to the 8,084, currently funding this via Reserves whilst we bid in for a share of the 625 additional officers. In addition to that, the precept flexibility will allow a further investment of 30 officers in areas of key importance for focusing on the areas for improvement highlighted in the HMICFRS PEEL report.
- 8.3 Significant recruitment is on-going during the final quarter of 2023/24 to bring our strength up to the target headcount of 8,084 for March 2024.
- 8.4 The Police and Crime Plan was written before the police uplift programme began to return an element of resilience to WMP officer numbers. The target of 464 FTE PCSOs reflected an operating model at that point in time in 2021. Despite the funding for officers retaining an element of conditionality, there is more assurance today of that funding being ongoing than we had in 2021 and we have successfully bid in for even higher uplift figures than we were promised in 2021.
- 8.5 This additional financial reassurance, combined with the new operating model which pushes additional resource out into neighbourhoods, means that we will set the 2024/25 budget for a PCSO establishment of 300 FTE.
- 8.6 Over the period of the MTFP we retain the ambition for the PCSO establishment to be increased if and when funds become available.
- 8.7 Staff recruited strength is currently significantly below our target establishment. This is due to a number of reviews ongoing and holding vacancies to generate headroom during 2023/24 to support the funding gap identified for 2024/25 however recruitment to operationally critical roles has continued

9 Estates Strategy

- 9.1 The Estates Strategy was refreshed in October 2023 and now delivers even more savings than in 2021, by further rationalising the use of space across the Force area.
- 9.2 Policing is not withdrawing from neighbourhoods, but relocating with partners in order to ensure that police officers and staff spend as much time as possible engaging with either their partners or with the public.
- 9.3 No teams will be relocated until alternative suitable accommodation as close as possible to the point of need, is provided and ready for them to use.
- 9.4 **Appendix 3** provides further information on the estate's strategy.

10 Police and Crime Commissioner

- 10.1 The proposed budget for the Police and Crime Commissioner's office for 2024/25 compared to the budget for 2023/24 is shown in the table below. The 2024/25 budget includes provisions for the impact of the pay awards and staff increments.
- 10.2 The Office supports the functions of the PCC, including commissioned services, statutory external audit, supporting victims, engaging with the public, joint internal audit, running grants schemes, custody visiting, managing complaints appeals and responsibility for overseeing, scrutinising and leading the police force.
- 10.3 The Office is responsible for victim services in the region, including supporting victims of domestic abuse and sexual assault. For many of these grant funded schemes the Office absorbs the overhead ensuring the maximum amount of money is allocated to the recipients of these services. The Office continues to support projects such as the Regional Criminal Justice Forum on behalf of the four-regional force / OPCC areas.

Office of the Police and Crime Commissioner Breakdown	Budget 2023/24 £,000	Proposed Budget 2024/25 £,000
Governance	309	329
Staff and Office Support costs	2,234	2,431
Consultation, ICT and Supplies and Services	42	63
Police Misconduct Hearings including Legally Qualified Chairs	35	35
Subscriptions	40	55
Bank Charges and External Audit Fees	85	177
Custody Visiting	10	10
Professional Services	66	66
Total Budget	2,821	3,166

11 Community Safety Funding

11.1 The Commissioner has made a commitment to maintain the levels of Community Safety Funding in 2024/25 at 2023/24 levels at £3,863,308.

12 Capital Programme

12.1 The table below details the capital programme for 2024/25 to 2028/29. The Capital Programme will be financed by a combination of revenue contributions, capital receipts, borrowing and short-term internal borrowing, as required. The exact combination of funding sources will depend upon the extent to which reserves will be required to support total revenue spending over the medium term.

Capital Programme	2024/25	2025/26	2026/27	2027/28	2028/29	Total
£m						
Fleet	5.7	6.0	6.3	6.6	6.9	31.5
Body Worn Video	1.0	0.4	1.0	1.3	1.3	5.0
Taser	0.6	1.4	1.4	1.4	1.4	6.2
Mobility Devices	0.0	0.0	0.0	0.0	3.4	3.4
Laptops / Desktops	2.9	5.0	2.7	1.8	10.9	23.3
IT Infrastructure including CCTV	2.7	3.3	3.5	3.6	3.8	16.9
Data Centre Relocation	0.0	0.0	2.0	0.0	0.0	2.0
Firearms Vehicles	0.6	0.6	0.6	0.6	0.7	3.1
Total Business as Usual Capital	13.4	16.6	17.5	15.4	28.3	91.4
Estates Strategy	33.0	5.2	0.0	0.0	0.0	38.2
Total Capital Programme	46.4	21.9	17.5	15.4	28.3	129.6
Funded by:						
Revenue Contributions	13.4	16.6	17.5	15.4	28.3	91.4
Borrowing	0.0	0.0	0.0	0.0	0.0	0.0
Capital Receipts	30.3	5.2	0.0	0.0	0.0	35.5
Short Term Borrowing (from reserves)	2.7	0.0	0.0	0.0	0.0	2.7
Total Funding	46.4	21.9	17.5	15.4	28.3	129.6

13 Precept Proposals

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

Authority	2023/24 Tax Base	2024/25 Provisional Tax Base	% Change	2023/24 Provisional Surplus / (Deficit) on Collection Fund
Birmingham	263,262.00	267,940.00	1.8%	(522,154)
Coventry	86,075.20	87,734.00	1.9%	356,509
Dudley	93,834.60	94,490.09	0.7%	86,000
Sandwell	76,764.73	78,217.27	1.9%	(61,211)
Solihull	79,168.00	79,642.00	0.6%	116,630
Walsall	72,608.66	72,932.78	0.4%	32,634
Wolverhampton	65,994.12	66,645.60	1.0%	51,000
Total	737,707.31	747,591.74	1.3%	59,408

- 13.2 The above table shows an increase of 1.3% in the tax base from 2023/24 along with a net provisional **surplus** of £59.4k.
- 13.3 Subject to final approval by Local Authorities of their tax bases and surplus / deficits on collections funds for 2023/24, the Commissioner will be proposing the following Budget for 2024/25. Along with a precept increase of £13 per Band D property and subsequent increases across all other bandings as set out in the following tables.

Summary Precept Calculation	2023/24 £m	2024/25 £m
Total Revenue Budget	709.2	757.4
Contribution to / from Reserves	(10.8)	(14.0)
Net Budget Requirement	698.4	743.4
Police Grant including DCLG	(527.0)	(563.2)
Council Tax Support Grant	(19.0)	(19.0)
Surplus / Deficit on Collection Fund	(3.0)	(0.1)
Precept Requirement	149.4	161.1
Total Tax Base	737,707.31	747,591.74
Band D Precept	202.55	215.55

13.4 This would produce a charge for each property band for 2024/25 as follows:

Band	Statutory Proportion	2023/24 Precept £: p	2024/25 Proposed Precept £: p	Change Annual £: p	Change Weekly £: p
Band A	6/9	135.03	143.70	8.67	0.17
Band B	7/9	157.54	167.65	10.11	0.19
Band C	8/9	180.04	191.60	11.56	0.22
Band D	9/9	202.55	215.55	13.00	0.25
Band E	11/9	247.56	263.45	15.89	0.31
Band F	13/9	292.57	311.35	18.78	0.36
Band G	15/9	337.58	359.25	21.67	0.42
Band H	18/9	405.10	431.10	26.00	0.50

13.5 For Band D Council tax payers in the West Midlands this increase will be £1.08 per month and the Police precept in the West Midlands will still be the second lowest in the country (as shown in **Appendix 2**). It is also important to note most properties in the West Midlands are lower banded properties.

14 Reserves

14.1 The prudent use of reserves to support spending continues to be a key factor in the Medium-Term Financial Strategy. The following table details the anticipated level of reserves on 31 March 2024 and the estimated level of reserves by 31 March 2025, as per the plans outlined within this budget report.

14.2 These reserves are sufficient to meet any short to medium term costs of local government reorganisation, with a view to restocking those from any savings achieved, to return the value back to Policing.

Reserves (Forecast position) £m	Balance @ 31 st March 2024	2024/25 Planned Movement in Reserves	Balance @ 31 st March 2025
Operational Reserves			
Regional / National Teams Reserve	4.0	(0.1)	3.9
Budget Reserve	28.0	(6.5)	21.5
Estates Strategy Reserve	14.3	(6.4)	7.9
Change Programme	2.6	0.0	2.6
Other Reserves			
Uniform and Equipment Reserve	11.2	(0.6)	10.6
Drug Squad / PPA Reserve / POCA	2.6	(0.4)	2.2
National Contingency Reserve	1.4	0.0	1.4
Total Earmarked Reserves	64.1	(14.0)	50.1
General Fund Reserve	12.0	0.0	12.0
Total Reserves	76.1	(14.0)	62.1

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

- **Regional / National Teams Reserves** – ROCU plan to utilise £131.8k to support their budget for 2024/25.
- **Budget Reserve** – The budget reserve is held to reduce the impact of financial pressures on service delivery. Due to the scale of the savings required to balance the 2024/25 budget, the Force has continued to drive savings in 2023/24 from increased income opportunities and reviewing staff vacancies. This will be transferred to the budget reserve and drawn down to help balance the 2024/25 budget, allowing time to generate further long-term sustainable solutions. The current plan is to utilise £3.1m of this reserve to balance the budget along with £3.2m to support the continuation of the additional 75 officers whilst we bid into the Home Office for funding and a further £180k for the PCC's office to support Safer Street 5 proposals which would otherwise have had to be scaled back following the provisional settlement announcement.

- **Estates Strategy Reserve** – This utilises the estate strategy reserve to fund the in-year revenue costs of the estate’s strategy.
- **Uniform and Equipment Reserve** – There is a plan to use £632k to fund the initial year of the new Taser contract in 2024/25.
- **Drug Squad / PPA Reserve** – This contribution is used to partially fund the Commissioner’s Helping Communities Fund (HCF) which supports projects across the West Midlands.
- **POCA Reserve** – The Proceeds of Crime Act (POCA) allows some of the value of seized criminal assets to be returned to Forces over time as criminal prosecutions come to court. Any amount over that relied upon in-year to support economic crime and other teams targeting seizures is returned to this reserve to smooth the time delay between workload, seizure of goods and the return of money through the POCA mechanism.

14.4 As in previous years a refresh of the financial reserves strategy will take place during early part of 2024/25.

15 Medium Term Financial Plan

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

Expenditure Type	Planning Assumptions 2025/26 onwards	1% Movement £m (+/-)
Salaries	2.0%	7.2
Supplies & Services	3.0%	0.7
Premises including utilities	5.0%	0.3
Income	1.0%	0.4
Fuel	5.0%	0.1
Other Transport	3.0%	0.1
Third Party Payments	3.0%	0.3
Police Grant	1.6%	5.6
Tax Base	1.2%	1.6
Precept (£)	£10	0.7

15.2 The medium-term financial plan reflecting the assumptions outlined above is shown in the table below. Assuming a £10 precept increase through the medium term the forecast funding gap is currently £9.5m in 2025/26 growing to £29.5m over the medium term.

Revenue Budget £m	Current Budget 2024/25	MTFP 2025/26	MTFP 2026/27	MTFP 2027/28	MTFP 2028/29
Police Force Net Expenditure	747.4	764.3	785.2	810.8	836.0
Police & Crime Commissioner	10.0	10.2	10.4	10.6	10.8
Total Expenditure	757.4	774.5	795.6	821.4	849.8
Police Grants	(582.2)	(591.2)	(600.3)	(609.6)	(619.1)
Precept	(161.2)	(171.0)	(180.7)	(190.6)	(200.8)
Planned Contributions (to) / from Reserves	(14.0)	(2.8)	(0.4)	(0.4)	(0.4)
Potential Savings Required	0.0	9.5	14.2	20.8	29.5

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

- The impact if pay awards are higher than the 2.0% from 2025/26 onwards assumptions.
- Higher than anticipated non-pay inflation.
- Revenue consequences of nationally led ICT schemes such as the Emergency Services Mobile Communications Programme (ESMCP) and the NLED Programme which will replace legacy data systems, such as Police National Computer & Police National Database, with the Law Enforcement Data Service (LEDS).
- Savings from adopting proposals in the Police Productivity Review

16 Recommendations

16.1 The Police and Crime Panel is invited to consider the following proposals from the West Midlands Police and Crime Commissioner in respect of the 2024/25 Revenue Budget and Precept and the 2024/25 – 2027/28 Capital Budget and Programme:

- Subject to confirmation of the tax bases and surplus and deficits on collection funds that the total Revenue Budget for 2024/25 be set at **£743.4m**.
- Community Safety Funding will be maintained at 2023/24 levels.
- The Band D precept for 2024/25 should be set at **£215.55** an increase of £13 compared to 2023/24.
- The Capital Budget for 2024/25 and Capital Programme for 2024/25 – 2028/29 be as set out in **Section 12** above.

17 Finance Implications

17.1 This report solely deals with financial issues.

18 Legal Implications

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

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

19 Equalities Implications

19.1 This report solely deals with financial issues.

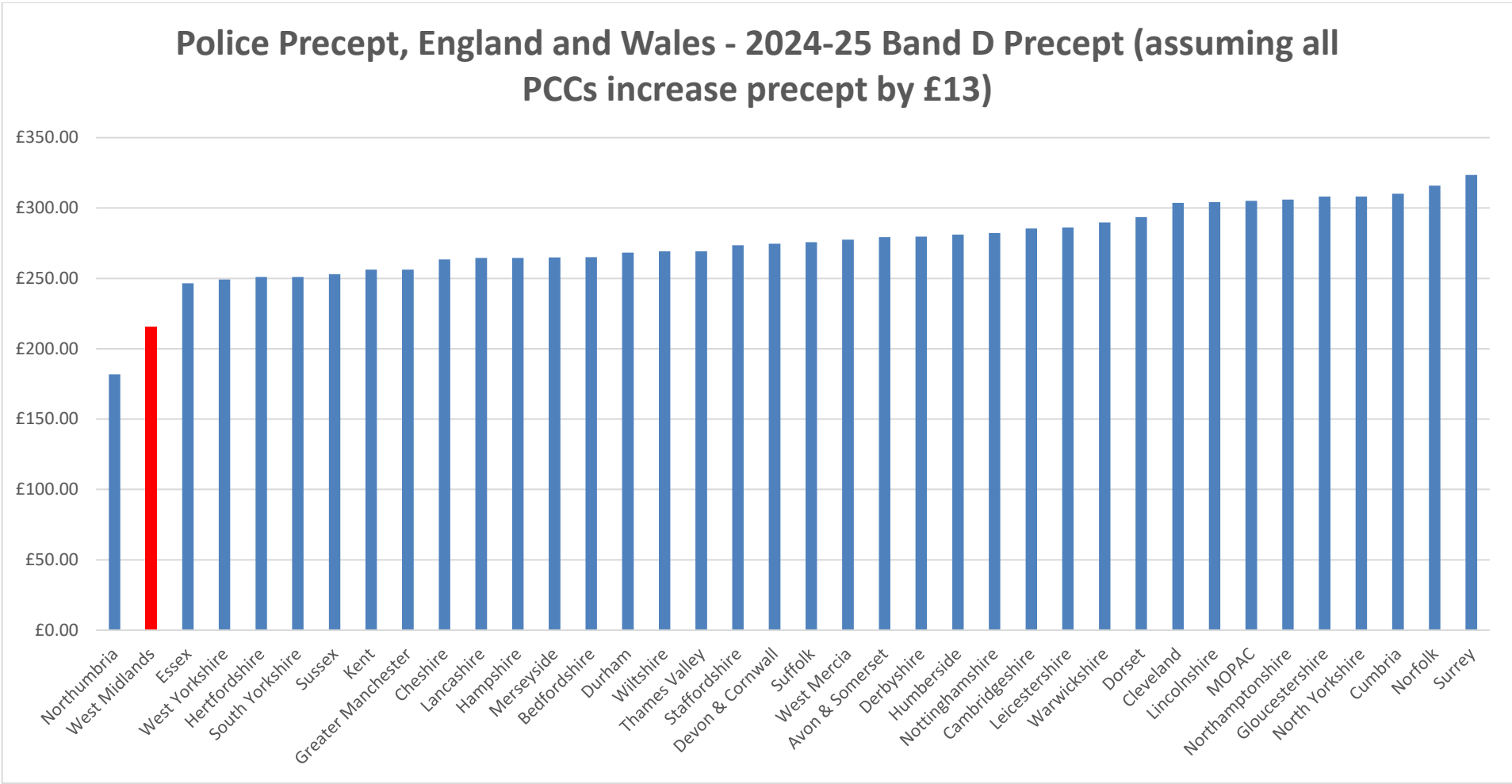
Appendix One – Summary of Revenue Budgets for 2023/24 and 2024/25

Income and Expenditure Breakdown	2023/24 Budget £,000	2024/25 Proposed Budget £,000
Police Pay	461,154	517,238
Police Community Support Officers	14,728	11,347
Police Staff Pay	183,531	198,522
Other Employee Expenses	15,961	17,628
Sub Total	675,374	744,735
Premises	34,565	35,422
Transport	11,192	12,592
Supplies and Services	67,335	70,822
Third Party Payments	21,518	23,639
Capital Financing	8,169	17,903
External Income	(106,555)	(120,294)
Ring-Fenced Uplift Grant	(16,790)	(25,948)
Police Pension Grant	(6,965)	(21,095)
Change Programme including Estates Strategy	12,509	9,596
Police Force	700,352	747,372
Office of Police and Crime Commissioner	2,821	3,166
Community Safety Funding	3,863	3,863
Helping Communities Fund	400	400
External Commissioning	1,689	1,969
Victim Services Expenditure	6,191	6,500
Victim Services Income	(6,191)	(6,191)
Violence Reduction Unit Expenditure	4,388	4,887
Violence Reduction Unit Income	(4,388)	(4,597)
Total Office of the PCC	8,773	9,997
Total Revenue Budget	709,125	757,369
Government Grants	(545,993)	(582,183)
Council Tax including Surplus on Collection Fund *	(152,379)	(161,203)
Net Use of Reserves	10,753	13,983

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

Appendix Two

Police Precept, England and Wales – 2024/25 Band D Precept (assuming all PCC’s increase precept by £13)



Appendix Three – Estates Strategy Summary of Costs and Benefits

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

Buildings Planned to Retain	Capital Costs (One Off) £m	Revenue Costs (One Off) – Including Co Location £m
Total Cost of Estates Strategy	46	13

Buildings Planned for Disposal	Capital Receipts (One Off) £m	Benefits (Annual) £m
Total Benefits of Estates Strategy	65	6

Report to the West Midlands Police and Crime Panel – HMICFRS Engage

Date:

Report of: Police and Crime Commissioner

Report author: Office of the Police and Crime Commissioner

1 Purpose

- 1.1 To provide an update on the work of the Police and Crime Commissioner with regard to the decision of HMICFRS to move West Midlands Police (WMP) to engaged status of enhanced monitoring.
- 1.2 On the 24th November 2023, HMICFRS wrote to the Chief Constable and the Police and Crime Commissioner to advise that due to a number of Causes of Concern identified during the inspection, WMP was being placed into 'enhanced monitoring' otherwise known as 'Engage'.
- 1.3 Since that time, the Commissioner has worked extensively to hold West Midlands Police to account and working with the Chief Constable, HMIC and other relevant partners, to address and resolve the areas of concern as a matter of urgency, so as to ensure that the people of the West Midlands receive the service from West Midlands Police that they are entitled to.
- 1.4 The attached report was submitted to Strategic Policing and Crime Board on 23 January, and provides a summary of the position on Engage.

2 Recommendations

- 2.1 It is recommended that the report be noted.

3 Equalities Implications

- 3.1 Detail provided in attached report.

4 Appendices

- 4.1 Report to Strategic Policing and Crime Board 23 January 2024



Police and Crime Plan Priority: where appropriate

Title: HMICFRS Engage

Presented by: DCC Green

Purpose of paper

1. To provide an update on the decision of HMICFRS to move West Midlands Police (WMP) to engaged status of enhanced monitoring.

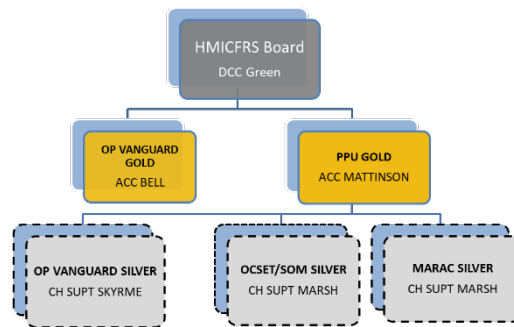
Background

2. HMICFRS issued notice on 23rd January 2023 that WMP would be subject of a PEEL inspection.
3. At the point that HMICFRS give notice, any other inspection work that takes place in force during the inspection period (inspection period is the point from when HMICFRS give notice, until the conclusion of the reality testing in force) can be used as evidence to support PEEL findings.
4. The inspection for OCSET and SOM's took place at the beginning of June: specialist inspection teams are used by HMICFRS given the nature of the subject.
5. During the 'hot' de-brief for the OCSET and SOM's inspection, WMP were advised that there were some areas of concern and were instructed to implement a rapid improvement plan by HMICFRS. This plan was submitted to HMICFRS on the 31st July 2023 within the required 28 days.
6. The improvement plan was presented to HMICFRS and updates have been provided to HMICFRS approximately every 6 weeks as requested by HMICFRS.
7. The feedback received during these update meetings with HMICFRS have always indicated that good progress is being made against the issues identified.

8. The Victim Service Assessment was conducted in May 2023 and sampled cases from January, February and March 2023.
9. The Victim Service Assessment is a review of 100 crime files; tracking the victims journey through every stage, from the initial point of contact, through to the outcome stage.
10. 10 files are reviewed each of serious assaults, other assaults, stalking and harassment, rape, other sexual offences, burglary, other neighbourhood crime, domestic abused related offences. The remaining 20 files are selected based on a focus on particular outcomes decided by HMICFRS.
11. Following the findings from this case file review, HMICFRS instructed that WMP should implement a rapid improvement plan to address the findings.
12. It is important to note however, that within the PEEL 2023-25 report, WMP has been highlighted in regard to promising practise in improving how the police respond to and investigate rape and other serious sexual offences.
13. In September 2023, HMICFRS concluded their PEEL inspection with two weeks of field testing in force.
14. Following the conclusion of the reality testing, in October 2023, a debrief took place with the regional HMI, Chief Constable and wider Force Executive Team. The concerns around MARAC were raised as part of this debrief.
15. Following the debrief, there were various written exchanges between the Chief Constable and the HMI discussing the data that was being relied upon as part of the inspection findings. WMP evidenced through further data submissions improvements in performance that had already been achieved since the new operating model was introduced in April 2023. All data used by HMICFRS was prior to April 2023.
16. On the 24th November 2023, HMICFRS wrote to the Chief Constable and the Police and Crime Commissioner to advise that due to a number of Causes of Concern identified during the inspection, WMP was being placed into 'enhanced monitoring' otherwise known as 'Engage'.

Governance and Performance Monitoring

17. There are a number of gold and silver groups that have been set up in order to address the Cause of Concern raised by HMICFRS. These groups ultimately feed in to the HMICFRS Board which is a monthly meeting, chaired by the DCC. The Causes of Concern are also a standing agenda item at the Force Performance Board which is a full day meeting held monthly, again chaired by the DCC. The governance arrangements are shown here:



18. Since publication of the report, the recommendations are being reviewed to ensure that the activity ongoing in force addresses the Causes of Concern and that we have the appropriate tracking in place.
19. Although quantitative data will be used to track progress, this will be used alongside qualitative data to ensure that as well as improving compliance, quality is not being impacted and is also improving.

Causes of Concern

20. As a result of the PEEL inspection work, HMICFRS identified 4 Causes of Concern. The detail of these Causes of Concern, and the activity taking place to address these areas are detailed in the rest of this paper.
21. Each cause of concern will come with several recommendations to address.

Investigating Crime

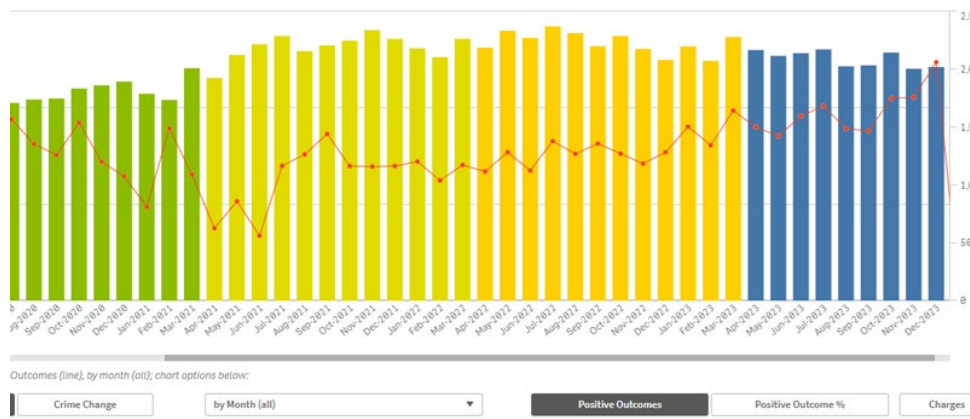
22. This Cause of Concern states ‘The force needs to make sure it carries out effective investigations which lead to satisfactory results for victims.
23. HMICFRS have made five recommendations in relation to this Cause of Concern.
 - a. Make sure staff and officers have sufficient skills and capabilities to carry out high quality investigations
 - b. Make sure it carries out proportionate, thorough and timely investigations into reported crimes, which are supervised effectively
 - c. Make sure investigation plans are created where applicable and that all investigative opportunities are taken
 - d. Make sure it consistently achieves appropriate outcomes for victims
 - e. Make sure it is using outcomes appropriately, in a way that complies with force and national policies, leading to satisfactory results for victims
24. A significant amount of work has already taken place to address this Cause of Concern as a result of the Rapid Improvement Plan that was implemented by WMP in August that is being run under Operation Vanguard.
25. The activity is detailed in a delivery plan and associated project plan and is tracked through an established gold and silver command structure.

26. Visits have taken place with forces who are considered by HMICFRS to be good at investigating crime. Best practise from these visits have been implemented where appropriate.
27. An example of best practise that has been introduced to WMP is the Quality Assessment Thematic Tool (QATT). The QATT is an in-depth assessment that covers all areas of an investigation including victim focus, suspect management, investigation standard and supervisor review.
28. Each Inspector and Chief Inspector with investigative responsibility, completes ten QATT assessments a month. Seven of these are for their own areas of responsibility, and three are for another area to ensure transparency.
29. Over 1500 assessments have been completed to date. The findings from the QATT are discussed at both the silver and gold meetings, as well as being available for use by LPA's and departments as part of their performance meetings as the data allows performance to be broken down to LPA, team and individual.
30. The QATT results so far have been used to establish a baseline, ensuring that the question set is correct and the score that is generated highlights where there needs to be a focus. Overview of the findings will be presented in this paper moving forward.
31. Masterclasses have been running since September for all sergeants and inspectors across the force. Over 75% of those eligible have already attended; with masterclasses running until February.
32. These masterclasses set out the standards expected in terms of quality of investigative plans, supervisor reviews and so on, as well as where and how information should be recorded.
33. There are a number of performance measures that have been identified to track improvements to investigations. These include, but are not limited to, volume of open crime, unallocated crime, investigations awaiting a supervisor review and outcomes.
34. The percentage of open crime currently sits at around 31,000. This is less than 10% of the total recorded crime in a year. This figure is comparable with other forces within our MSG.
35. The volume of unallocated crime at any one time continues to reduce, with the number consistently almost half where it was in September. The timeliness of allocation is anticipated to reduce further through the ongoing work of Op Vanguard.
36. The number of investigations waiting for a supervisor review have reduced by almost a third since September. A supervisor review is needed every 28 days, and as a result, the Connect system has been set up with various alerts. Due to the way those alerts are configured, alerts are triggered on day 28 of an

investigation. It is recognised that shift patterns will ensure that many alerts occur when supervisors are on leave and so the force will inevitably have a proportion of overdue reviews.

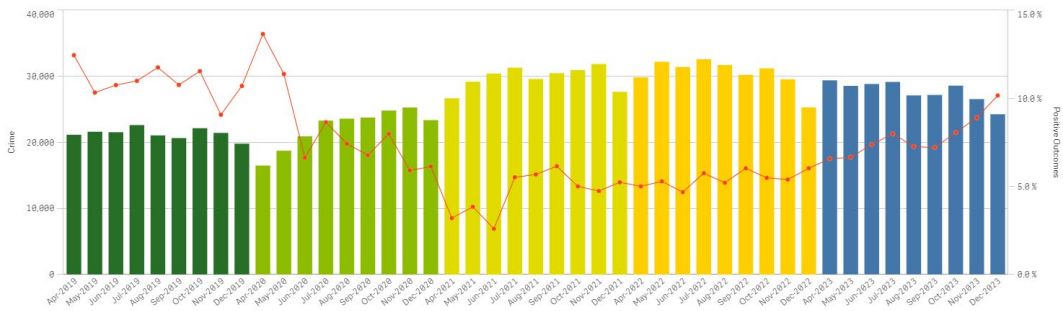
- 37. In light of this, a new dashboard has been created on Qlik to allow supervisors to see when an investigation is approaching 28 days, to support in managing their workloads and ensuring timely reviews are completed.
- 38. The quality of these reviews will also be assessed through the QATT, as described above.
- 39. Feedback has been sought from staff through an initiative called '30 ideas in 30 days' which ran throughout November 2023. Over 150 ideas have been submitted, and over 120 are being progressed and prioritised for implementation.
- 40. As a result of the ideas submitted, several changes are being made to Connect. One example is the introduction of an investigation tab, where a template will be completed to ensure consistency; and allow for completion of plans to be tracked.
- 41. The data that HMICFRS refer to in their report shows a positive outcome rate of 3.6% for victim-based crime, for the year ending 31st March 2023. Year to date (YTD) for the 23/24 performance year, this figure is already at 6.1%.

Crime 12 '23/24 YTD Crime 227,397 '23/24 YTD % Change -6.89% '23/24 YTD Positive Outcomes 14,817 '23/24 YTD Crime 227,397 '23/24 YTD Outcome Rate 6.52%



- 42. YTD the total recorded crime outcome rate for 23/24 is 7.75% with December seeing an outcome rate of 10.2%, the highest in over 3 years.

^{22/23} YTD Crime: 274,023
 ^{23/24} YTD Crime: 249,638
 ^{23/24} YTD % Change: -8.90%
 ^{23/24} YTD Positive Outcomes: 19,350
 ^{23/24} YTD Crime: 249,638
 ^{23/24} YTD Outcome Rate: 7.75%
 ^{23/24} YTD Charge Rate: 5.15%



43. An Outcome Review Team (ORT) has been set up, to review any outcomes outside of those submitted as OC1 – OC9 + OC22. Where missed opportunities to bring offenders to justice are identified, the ORT are feeding back learning as well as ensuring that the relevant action is taken.
44. All positive outcomes are processed by the Crime Service Team to ensure that they are applied inline with policy.
45. In addition to this, a schedule is being developed using Audit & Compliance and VSA team to provide additional assurance that outcome codes are being correctly applied.

Protecting Vulnerable People – MARAC

46. This cause of concern states ‘The force needs to make sure that its multi-agency risk assessment conferences work effectively to keep vulnerable people safe’
47. HMICFRS made four recommendations in relation to this cause of concern.
 - a. Review the backlog of cases waiting to be discussed at multi-agency risk assessment conferences and make sure that high-risk victims and families receive the safeguarding support that they need
 - b. Prepare a plan for how it will reduce the backlog of multi-agency risk assessment conference cases

Within six months West Midlands Police should

- c. Introduce a multi-agency risk assessment conference structure that can manage current and future demand effectively
 - d. Make sure that multi-agency risk assessment conferences have the right strategic and operational governance arrangements to reduce the likelihood of harm to high-risk victims and their families
48. It is important to note that the MARAC process is an additional partnership safeguarding response that is delivered to high-risk cases. Even without MARAC, those cases still receive the basic safeguarding that all DA cases are treated to.

49. At the time that HMICFRS were in force they identified that in some areas there was a backlog of six to eight weeks until cases were being discussed at a MARAC.
50. Operation Willowbay was introduced in response to the issues raised, and has already made significant progress, including:
 - a. Scoping activity to identify best practice across the country, with over 22 forces engaged with;
 - b. Developed interim guidance that adopts said best practice in relation to the threshold for accepting high-risk referrals into MARAC (reducing throughput by 21%);
 - c. Agreed 'in-principle' funding with OPCC for further investment in the MARAC;
 - d. Consultation with partners to 'future-proof' MARAC arrangements;
 - e. Development of tolerance measures with trigger plans
51. Using the best practice as set out in the interim guidance document, each LPA is within a three week wait time for a MARAC. This is within the tolerances as set out in SafeLives guidance.

LPA	Number of cases awaiting MARAC 08/12/23	Number of cases awaiting MARAC 04/01/24	Maximum number of weeks for a MARAC 04/01/24
Birmingham	183	95	2
Coventry	138	20	3
Solihull	9	9	2
Sandwell	119	33	2
Dudley	71	4	2
Walsall	41	6	2
Wolverhampton	30	11	2

52. A business analyst has been assigned to work with the MARAC team to support in developing the structure and service level offer for approval by the OPCC.
53. There are existing partnership meetings in place on each LPA (DA Strategic Group) where MARAC is a standing agenda item.

54. In early 2024, there will be an additional two boards set up to support the governance around MARAC. These are:
 - a. MARAC Strategic Governance Board (chaired by the OPCC)
 - b. Regional MARAC Operational Group (chaired by the regional MARAC lead)

Managing Offenders and Suspects – Sex Offender Managers

55. This cause of concern states 'The force does not manage the risk posed to the public by Registered Sex Offenders effectively
56. HMICFRS made six recommendations in relation to this cause of concern
 - a. Ensure the operating model supports the robust management of registered sex offenders by trained staff to minimise the risk to children
 - b. Ensure WMP implements an effective framework so that it can make fully informed decisions about the current and future capability and capacity it needs to protect children from registered sex offenders
 - c. Ensure it uses information about its performance to accurately assess and respond to the demand faced by sex offender managers, including data on active risk management system assessments (ARMS), risk management plans (RMP's), visits and the number of cases per officer
 - d. Supervisors review cases at appropriate intervals in line with expected standards
 - e. It supports sex offender managers wellbeing
 - f. Sex offender managers use digital tools effectively to identify offending
57. Operation Rosaria has been set up to address the required improvements within sex offender management.
58. As part of the changes to the force operating model in 2023, SOMs moved LPA ownership to Public Protection.
59. An uplift of 2 Sgts and 12 officers has been agreed for the management of registered sex offenders and recruit to fill these posts is currently ongoing.
60. To manage the numbers while this recruitment is occurring, overtime is being used.
61. Over the last four weeks, until 8th January 2024, there has been a significant reduction across all areas:
 - a. ARMS – 22 (down from 219)
 - b. RMP's - 20 (down from 178)
 - c. Visits – 56 (down from 236)

62. Now that the numbers have been reduced, planning is in place to ensure that work is proactively managed to prevent visits becoming overdue at the same time.
63. Laptops have now been issued to all Sex Offender Managers to allow access to the dedicated system to record updates at any local station rather than always having to return to only a few locations.
64. A dashboard has been developed that is updated on a weekly basis to provide managerial oversight of performance, as well as better coordination of future demand in terms of visits and ARMS completions.
65. Psychological screening has taken place for all sex offender managers and where necessary, referrals have gone in for further support to be offered.
66. A digital forensics strategy is being developed between SOMS and digital forensics to enhance the opportunities available.

Managing Offenders and suspects – OCSET

67. This cause of concern states 'The force doesn't manage the risk posed by online child abuse offenders effectively'.
68. HMICFRS made eight recommendations in relation to this cause of concern.
 - a. Implement an effective management framework so it can make fully informed decisions about the current and future capability and capacity it needs to protect children from online child abuse offenders
 - b. To address the backlog of cases awaiting assessment by the online child sexual exploitation team, in particular any cases that are overdue, ensuring that intelligence is reviewed regularly to help risks to be assessed.
 - c. Ensure the speed and nature of the enforcement action it takes reflects risks and reduces the likelihood that evidence will be lost, and that warrants and arrests are prioritised
 - d. That safeguarding measures are used for potential victims and suspects, and referrals to social services are made as soon as a suspect is identified as having access to a child
 - e. To assess the demand faced by the digital forensics units and mitigates the effect of any delays caused by evidence not yet being available
 - f. It uses performance information to accurately assess and respond to the demands faced by the online child sexual exploitation team
69. Around 70% of work into OCSET comes from the NCA, with the remainder being through partners, referrals into Force Contact or through CEPISS to take proactive action.

70. An uplift of one sergeant and seven officers has been agreed for OCSET. Recruitment is currently ongoing.
71. HMICFRS also identified when coming into force that WMP was not using Child Abuse Image Database (CAID) enough. WMP now have the 4th highest number of submissions.
72. Performance measures have been developed and are tracked regularly through the silver and gold structures in place. This includes a monitoring tool for any unallocated cases.
73. The number of cases awaiting enforcement action now stands at 13. This is well within the figures collated as part of benchmarking with other forces.
74. All cases are given one of four gradings, standard, medium, high risk, very high risk. They all have an SLA for enforcement which is tracked with appropriate escalation points for any packages outside of the SLA.
75. The length of time a package is at the intelligence development phase is also tracked to ensure that there are no unnecessary delays. Due to the nature of the work required in this area, there can be delays that are out of the control of WMP.
76. Two new intelligence analysts have been recruited to the team to ensure that there is not an excess of packages awaiting intelligence development and intelligence refresh on existing packages is not impacted. These staff are due to start in January.
77. Over the last 12 months, the numbers of unallocated cases within digital forensics have reduced from over 400 to 100. This is despite the number of cases received remaining consistent with previous months.
78. Referrals are now being made to MASH at the earliest opportunity rather than waiting for enforcement to happen.
79. A single guidance document has been created, that takes into the new Hydrant guidance.
80. WMP are seeking support from the Hydrant Programme for a peer review in 2024.

Next Steps

81. The Chief Constable will be attending the Police Performance Oversight Group (PPOG) on the 16th January.
82. The PPOG provides a forum where other interested parties such as College of Policing, the NPCC, APCC and the Home Office are all present.
83. As per the HMICFRS document 'Inspection of the performance of Home Office police forces' following the PPOG process, the regional HMI will set the criteria for WMP to be disengaged.

Author(s): Scott Green

Job Title: Deputy Chief Constable – West Midlands Police

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

Date: 5 February 2024

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.
- 1.3 The Panel has a provisional meeting scheduled for Monday 19th February 2024 in the event of a Panel veto of the proposed policing precept. The decision at agenda item 7 will determine whether that meeting is now required.

2 Recommendations

- 2.1 That the Panel
 - i. Confirms its next meeting date of Monday 19 February 2024 in the event of a Panel veto of the policing precept earlier on this agenda, or Monday 18th March 2024
 - ii. 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.
 - iii. Agrees, subject to further input from the Chair and Deputy Chair, the issues that the Panel will consider during in 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.
- 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. 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 February 2024

West Midlands Police and Crime Panel Work Programme 2023/24 – February 2024

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>	
13 November 2023	Annual Report of the Police and Crime Commissioner on progress made on the Police	<p>Review the draft Annual Report for 2022-23</p> <p>Agree recommendations for PCC to consider in final Annual Report</p>	This is a statutory duty.

Meeting Date	Item/Topic	Aims and Objectives	Additional Information and Outcome*
	and Crime Plan objectives during 2022-23	To include specific reference to progress fulfilling PCSO target.	Latest Annual Report, 2021-22 is available here .
13 November 2023	Fairness and Belonging Strategy – the work of the Police and Crime Commissioner	<p>Understand how the PCC is providing oversight to deliver the objectives within the Fairness and Belonging Plan.</p> <p>Consider the outcome of communications and publicity plans in relation to the Fairness and Belonging Plan and WMP recruitment.</p> <p>Consider the impact of the plan to date.</p> <p>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).</p>	<p>Report provided to Strategic Police and Crime Board in September 2022.</p> <p>The Fairness and Belonging Plan was launched by West Midlands Police and the PCC in July 2020.</p> <p>The Police and Crime Panel Public Confidence in Policing Scrutiny Inquiry recommended the PCC present an annual report on the Fairness and Belonging Strategy</p>
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	Establishment of 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.
Budget Sub Group 12:30pm 15 January 2024 Room TBC Dudley Council House <u>Members:</u>	Understanding police finance, the proposed policing precept and the PCC budget	<ul style="list-style-type: none"> To provide members with an introduction/ refresher on police finance. Examine the PCC draft budget and precept proposal for 2024, budget pressures and mitigations. 	The full police and crime panel on 5 February will conduct the statutory review of the proposed policing precept 2024 and make a recommendation to the Police and Crime Commissioner.

Meeting Date	Item/Topic	Aims and Objectives	Additional Information and Outcome*
Cllr Heather Delaney Cllr Sam Forsyth Kristina Murphy – independent Member All members are invited to the session.		<ul style="list-style-type: none"> Identify recommendations and points of clarification to inform the Police and Crime Panel review of the proposed policing precept 2024 on 5 February 2024 	
15 January 2024 Dudley Council Chamber	Tackling Drugs: including data on impact and the link with acquisitive crime levels	To examine how the PCC is addressing the concern raised in his Annual Report 2022/23 that: “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” The session will cover: <ul style="list-style-type: none"> Police and Crime Plan commitments and progress against these commitments National Drugs Strategy West Midlands Combatting Drugs and Alcohol Partnership (WMCDAP) The latest position on Naloxone in the West Midlands Operation Mabble 	
15 January 2024	HMICFRS PEEL Inspection 2024	To discuss with the Police and Crime Commissioner the findings of the 2023-25 HMICFRS PEEL Inspection of West Midlands Police.	The HMICFRS PEEL Inspection report was published on 22 December 2023. The 2021 HMICFRS PEEL inspection report can be downloaded
15 January 2024	PCC Update Report and Recent Key Decisions (Standing Item)	The PCC to provide the Panel with an overview of activity undertaken since November 2023.	Action arising from the extraordinary meeting on 18 December included a

Meeting Date	Item/Topic	Aims and Objectives	Additional Information and Outcome*
			<p>review of the parameters and format of information sharing.</p> <p>This paper has been compiled to provide headline information of recent activity by the PCC ahead of this review.</p> <p>Key decisions are published on the PCC website</p>
5 February 2024	PCC Proposed Policing Precept for 2024/25 and PCC budget	Formally review the proposed policing precept 2024 and make a recommendation to the PCC.	<p>This is a statutory duty of the Panel.</p> <p>The Panel has the power to veto the proposed policing precept. If this happens, this is revisited at a further meeting of the Panel on 19 February 2024.</p>
5 February 2024	PCC Update Report and Recent Key Decisions (Standing Item)	The PCC to provide the Panel with an overview of activity undertaken since January 2024.	This paper has been compiled to provide headline information of recent activity by the PCC ahead of a review into information sharing.
5 February 2024	HMICFRS PEEL Inspection : Update on actions to address the four Areas of Concern and other HMICFRS recommendations	<p>To receive an update from the Commissioner on his oversight of the performance of the Constabulary, to include:</p> <ul style="list-style-type: none"> - The Chief Constable's actions to address the 4 areas of concern identified by HMICFRS - OPCC actions, metrics and work with partners 	<p>Actions to be taken by the PCC and WMP were reported to Panel on 18 December 2023: and include</p> <ul style="list-style-type: none"> - The Chief Constable to report to HMICFRS Policing Performance Oversight Group on 16 January 2024 - The OPCC participation in WMP HMIC Board and Risk Board - OPCC Performance analyst to agree metrics and reporting

Meeting Date	Item/Topic	Aims and Objectives	Additional Information and Outcome*
			- OPCC and WMP to working with partners to address issues.
19 February 2024	PCC Proposed Policing Precept for 2024/25	Formally review the proposed and revised precept	Provisional meeting date – if the proposed precept was vetoed on 5 February 2024. The Panel does not have a second veto.
18 March 2024	Complaints received by the Panel	Consider the process and outcomes from the handling of complaints to the Panel	Annual Report of the Lead Panel Officer
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 of the Lead Panel Officer.
18 March 2024	PCC Update Report and Recent Key Decisions (Standing Item)	The PCC to provide the Panel with an overview of activity undertaken since February 2024.	This paper has been compiled to provide headline information of recent activity by the PCC ahead of a review of information sharing.

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
Developing an Information Sharing Protocol	Action arising from the extraordinary meeting on 18 December included working with the Police and Crime Commissioner on improving the processes for sharing information The aim is to: - build understanding of what information is available - identify information requirements to support effective scrutiny - clarify expectations on scope and format of information to be provided	

Item/ Topic	Proposed Aims and Objectives	Additional Information
Tackling serious violence.	To examine how the PCC is progressing his objectives relating to tacklin serious violence. (Aims and objective to be developed further)	This item was suggested in November 2023
Proposed Transfer of Police and Crime Functions	To receive an update on the proposed transfer of police and crime functions and consider any implications for the remit of the Police and Crime Panel.	