

West Midlands Police and Crime Panel**Annual General Meeting****Monday 28 July 2025 at 14:00 hours****Dudley Council Chamber, Council House, Priory Road, Dudley, DY1 1HF**This meeting will be livestreamed at [Council's Youtube Channel](#)More information about the Panel, including meeting papers and reports, can be found on the Panel website www.westmidlandspcp.org.ukContact Officer: Sam Yarnall, Scrutiny Officer email: wmpcp@birmingham.gov.uk Tel: 0121 303 2288**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	ELECTION OF CHAIR OF THE POLICE AND CRIME PANEL 2025/2026 Members to elect a Chair for the period ending with the West Midlands Police and Crime Panel AGM in 2026.	14:05
	4	ELECTION OF VICE CHAIR OF THE POLICE AND CRIME PANEL 2025/2026 Members to elect a Vice Chair for the period ending with the West Midlands Police and Crime Panel AGM in 2026.	14:10

Supporting Document	Item	Topic	Approximate time
	5	DECLARATIONS OF INTEREST (IF ANY) <p>Members are reminded they must declare all relevant pecuniary and other registerable interests arising from any business to be discussed at this meeting.</p> <p>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.</p> <p>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.</p> <p>If it is a 'sensitive interest', Members do not have to disclose the nature of the interest, just that they have an interest.</p> <p>Information on declaring interests at meetings is available on the Local Government Association's Model Councillor Code of Conduct.</p>	

Supporting Document	Item	Topic	Approximate time
	6	<p>POLICE AND CRIME PANEL MEMBERSHIP 2025/2026 Panel is asked to note the membership of the Police and Crime Panel for the 2025/2026 Municipal Year.</p> <p><u>Birmingham City Council (3)</u> Cllr Rashad Mahmood (Cllr Hendrina Quinnen as Substitute) Cllr Jilly Bermingham (Cllr Amar Khan as Substitute) Cllr Izzy Knowles (Cllr Morriam Jan as Substitute)</p> <p><u>City of Wolverhampton (2)</u> Cllr Obaida Ahmed (Cllr Zee Russell as Substitute) Cllr Tersaim Singh (Cllr Bill Gavan MBE (Sandwell) as Substitute)</p> <p><u>Coventry City Council (1)</u> Cllr Abdul S Khan (Cllr Pervez Akhtar as Substitute)</p> <p><u>Dudley Metropolitan Borough Council (1)</u> Cllr Alex Dale (Cllr Stuart Henley as Substitute)</p> <p><u>Sandwell Metropolitan Borough Council (1)</u> Cllr Jackie Taylor (Cllr Maria Crompton as Substitute)</p> <p><u>Solihull Metropolitan Borough Council (2)</u> Cllr Sardul Marwa MBE, JP (Cllr Keith Green as Substitute) Cllr Richard Holt (Cllr David Cole as Substitute)</p> <p><u>Walsall Metropolitan Borough Council (2)</u> Cllr Suky Samra, LLB (TBC Substitute) Cllr Ram K. Mehmi (Cllr Mustaq Hussain (Dudley) as Substitute)</p> <p><u>Independent Panel Members (3)</u> Adele Brown (No Substitute) Ravinderjit Bria (No Substitute) Amy Mullins-Down (No Substitute)</p>	14:15
Attached	7	<p>MINUTES OF THE PREVIOUS MEETING To consider the Minutes of the meetings held on the 24 March 2025</p>	14:20
Attached	8	<p>POLICE AND CRIME PANEL ACTION TRACKER To consider the progress of actions arising from previous Panel meetings.</p>	14:25

Supporting Document	Item	Topic	Approximate time
	9	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	14:30 30 minutes allocated
Attached	10	PANEL ARRANGEMENTS AND RULES OF PROCEDURE Report of the Panel Lead Officer. The Panel is asked to note the Panel Arrangements and Panel Rules of Procedure documents.	15:00 5 minutes allocated
Attached	11	WEST MIDLANDS POLICE AND CRIME PANEL EXPENDITURE 2024-25 AND BUDGET 2025-26 Report of the Panel Lead Officer. The Panel is asked to note the Panel Expenditure for 2024/25 and the Budget of the Panel for 2025/26.	15:05 5 minutes allocated
Attached	12	POLICE AND CRIME COMMISSIONER INTRODUCTION AND PERFORMANCE UPDATE Report of the Police and Crime Commissioner To provide an introduction to the Panel on the Police and Crime Commissioner and provide an update on performance.	15:10 45 minutes allocated
Attached	13	VICTIMS' ADVOCATE Report of the Police and Crime Commissioner and Victims Advocate To provide an introduction and update of the work of the newly appointed Victims Advocate.	15:55 45 minutes allocated
Attached	14	PANEL WORK PROGRAMME The Panel to identify issues for consideration for a work programme for 2025/26 and arrangements to take forward.	16:40 10 minutes allocated

Supporting Document	Item	Topic	Approximate time
	15	MEETING DATES FOR 2025/2026	16:50
		8 September 2025 – Solihull Metropolitan Borough Council, Council Chamber	
		17 November 2025 – City of Wolverhampton Civic Centre, Committee Room 3	
		2 February 2026 – Birmingham City Council, Committee Room 3 & 4	
		16 February 2026 – <i>Provisional meeting date if precept veto</i>	
		16 March 2026 – Coventry City Council, Council Chamber	
	16	URGENT BUSINESS	16:55
		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.	

**MINUTES OF THE MEETING OF THE WEST MIDLANDS POLICE AND CRIME
PANEL HELD ON 24 MARCH 2025 AT 14:00 HOURS –, COUNCIL CHAMBER,
WALSALL,**

PRESENT: -

Members

Cllr Jasbir Jaspal (City of Wolverhampton Council – Chair)

Cllr Rashad Mahmood (Birmingham City Council)

Cllr Gareth Moore (Birmingham City Council)

Cllr Izzy Knowles (Birmingham City Council)

Cllr Abdul S Khan (Coventry City Council)

Cllr Pervez Akhtar (Coventry City Council)

Cllr Alan Feeney (Solihull Metropolitan Council)

Cllr Bill Gavan MBE (Sandwell Metropolitan Borough Council)

Cllr Waheed Rasab (Walsall Metropolitan Borough Council)

Ravinderjit Bria (Independent Panel Member)

ALSO PRESENT: -

Simon Foster – Police and Crime Commissioner

Wasim Ali – Deputy Police and Crime Commissioner

Alethea Fuller – Deputy Chief Executive, Office of the Police and Crime
Commissioner

Jonathan Jardine – Chief Executive, Office of the Police and Crime Commissioner

Tom Senior – Lead Officer (Dudley Metropolitan Borough Council)

Sarah Fradgley – Overview & Scrutiny Manager (Birmingham City Council)

Sam Yarnall – Interim Scrutiny Officer (Birmingham City Council)

874 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.

875 APOLOGIES

There were apologies tendered on behalf of Cllrs Mushtaq Hussain, Jackie Taylor, Ed Lawrence and Independent Panel Members Kristina Murphy and Adele Brown.

876 DECLARATIONS OF INTEREST

Non-pecuniary interests were declared by Cllr G Moore, as a Trustee of the Birmingham LGBT Centre, and Cllr I Knowles, being in receipt of a Police Pension. Cllr A Feeny declared a non-pecuniary interest in item 884 under the discussion on reoffending in relation to his employment.

877 APPOINTMENT OF INDEPENDENT PANEL MEMBERS

The report outlined the work done by the Panel's Recruitment Panel to select two new Independent Panel Members and sought Panel approval to appoint the recommended candidates. The report set out the appointment process including the advertisement, shortlisting and interviewing stages and outlined the proposed terms of service for the two panel members, one to fill the current vacancy, the second to commence on 1 July 2025. Members agreed this and welcomed Ravinderjit Briaah, who was present, to the Panel.

RESOLVED –

- i. That Ravinderjit Briaah be appointed as independent panel member for a period of four years, commencing on 24 March 2025 and ending on 30 June 2029; and
- ii. That Amy Mullins-Downes be appointed as independent panel member for a period of four years, commencing on 1 July 2025 and ending on 30 June 2029.

879 MINUTES OF THE PREVIOUS MEETING.

RESOLVED – that the minutes of the previous meetings held on 20 January 2025 and 3 February 2025, be agreed and signed by the Chair.

880 ACTION TRACKER

The Chair outlined that there were still actions on the action tracker for the Panel. The actions that were marked as discharged were discussed. Members agreed no further follow-up to actions 867. Members commented on Action 858 which related to investigation of historic cases of Child Sexual Exploitation. Members commented on a need for further information and the PCC invited the Panel to write to them to request the information.

RESOLVED: -

That the actions detailed in the action tracker were noted.

881 PUBLIC QUESTION TIME

The Chair informed Members that there were no public questions presented prior to the meeting to be heard.

882 POLICE AND CRIME COMMISSIONER'S OVERSIGHT OF THE CHIEF CONSTABLE ON TACKLING DISCRIMINATION AND MISOGYNY IN THE POLICE

The Chair informed the Panel that the report was requested to provide insight into the PCC's oversight of the Chief Constable in tackling discrimination and misogyny within the police force. The PCC emphasized that addressing violence against women and girls was a priority under the new Police and Crime Plan, which also applied to police conduct. The PCC assured the meeting that discriminatory behaviour among officers and staff was not tolerated, and he highlighted strengthened vetting procedures and improved complaints processes to protect whistleblowers and enforce accountability as well as enhanced training provision to uphold professional standards and efforts to expedite disciplinary hearings. Since 2021, 35 officers had been dismissed for misconduct. Members noted the PCC's oversight of the implementation of the HMICFRS national inquiry recommendations and out of the 43 recommendations only two recommendations were outstanding and were being progressed.

Regular oversight meetings between the PCC and the Chief Constable, as well as quarterly meetings with the Independent Police Conduct Officer, ensured accountability. Recruitment efforts aimed at improving diversity and representation within the force, and collaboration with staff associations and unions also sought to address concerns.

The PCC also led initiatives to combat violence against women and girls, appointing a victims advocate and investing in safer public spaces. A campaign to end abuse was launched, including partnerships with public transport networks. The overarching goal was to eliminate discrimination and misogyny within the police force and the community. Following this, Members raised the following comments and questions:

- The Chair asked about the staff survey and the Chief Executive for the Office of Police and Crime Commissioner (OPCC) said that survey outcomes could be presented to the Panel once available.

Members asked about the metrics and key performance indicators (KPIs) to assess the effectiveness of work and track the changes in culture. The PCC explained that information was derived from the staff survey and the regular meetings with the staff associations and unions, as well as monitoring training compliance data. In addition, he highlighted the oversight of implementing the HMICFRS national inspection of vetting, misconduct, and misogyny in the police service and that the joint internal

audit team was soon to report on the effectiveness Operation Alma to combat issues identified in the Firearms Unit. The OPCC's Chief Executive acknowledged the difficulty of measuring cultural change but noted that proxy measures of the cultural health of the organisation included tracking recorded conduct issue, increased use of dismissals as well as data from WMP Conversations where individuals were identified as needing additional training.

- Members noted that the issue of discrimination and misogyny was one of notable concern and asked on the links between the PCC and the Crown Prosecution Service to address poor Crime Outcomes for sexual assault and abuse. The PCC assured the Panel of his commitments to improve compliance with victims code, improve outcomes and access to justice and encourage the use of evidence-based prosecutions.

Following the update and subsequent questions from Members, the Panel agreed the recommendation.

RESOLVED: - That the contents of the report, be noted.

883 POLICE AND CRIME COMMISSIONER UPDATE REPORT ON RECENT ACTIVITIES AND PUBLISHED KEY DECISIONS

Members received a report on the PCC's recent activities and key decisions, available on the Commissioner's website. The PCC highlighted that the Community Fund had reopened with £330,000 in funding, the bids received for grants up to £5,000 were currently being assessed.

The PCC welcomed additional funding under the Neighbourhood Policing Guarantee of £12.2 million to rebuild policing, he was awaiting confirmation of the bid to Home Office of an additional 150 officers. The PCC has allocated Victim Support Fund totalling £150,000 to support victims, including those affected by invisible forms of abuse like Female Genital Mutilation. Victims remained a top priority under the Police and Crime Plan, with additional support for those impacted by forced marriages and abuse.

Efforts to recover stolen vehicles and bring offenders to justice resulted in a 10% reduction in vehicle crime, with recovered assets totalling £1.8 million. Further road safety updates could be provided upon request.

Following the update from the PCC, Members asked the following:

- Members asked about the neighbourhood policing guarantee and use of funding to support policing in local centres including maintaining the work following the conclusion of Operation Fearless in Erdington. The PCC explained that policing town centres was a priority in the Home Office bid. In addition, he was considering possible allocation of

community funding to contribute to work in Erdington and in Walsall town centre.

- The PCC confirmed that as part of the Neighbourhood Policing Guarantee there was a pledge for a named officer for each area.
- Members welcomed the detail on road safety but argued that there should be additional resources on dual carriageways and residential roads. The PCC advised that the use of mobile speed cameras was an operational policing decision informed by Killed and Seriously Injured data which it had identified 140 hotspot locations in the West Midlands. Speed Watch devices secured through the Safer Streets funding were also available to neighbourhood teams.
- Members were also informed of an uplift of funding within the road safety unit to support enforcement and closer partnership collaboration with local authorities. Additional resources had been allocated to the Operation SNAP scheme that were processing 15,000 submissions a month with an 84% positive outcome rate from the submissions received. Joint working agreement on Average Speed Camera regime for West Midlands was sent to relevant stakeholders for sign up by 1 April 2025.
- Members thanked partners for their continued work in the region to tackle crime and for changing behaviours, Coventry Council was used as an example with their implementation of speed cameras. The Commissioner further added that Coventry was said to be leading the way in the implementation of average speed cameras. Solihull Council was also said to be investing in average speed cameras. This was said to be reflective of the priorities around road safety in the Police and Crime Plan. The Chief Executive of the OPCC highlighted that as of February 2025 Coventry had the most reduction in Killed and Serious Injured rates at a 24.5% reduction.
- Members asked what more could be done to build up trust between the public and the police and confidence in reporting to the police. The PCC responded that the Neighbourhood Policing Guarantee would be fundamental in rebuilding trust and confidence. The Commissioner also explained that the transformation of the 999 and 101 service, which was said to be one of the best services in the country to date, had supported rebuilding trust and confidence. In January 999 calls had been answered on average in 1 second and 101 calls in 12 seconds.
- There were concerns raised on the increased gang violence and drug related offences in areas like Walsall. Members were informed that the Commissioner was committed to addressing concerns and working to give assurances to the public. He highlighted the Home Office bid for neighbourhood police officers and the ongoing discussions about possible additional community funding which he would be able to

update the Panel on in due course. As well as a policing response there was work by partners through the local Community safety partnership the Violence Reduction Partnership. The Commissioner added that he was due to speak at Walsall's Oversight and Scrutiny Committee to discuss concerns in the Walsall area.

Following the comments and questions from Members, the recommendation to note the contents of the report was agreed.

RESOLVED – That the contents of the report, be noted.

884 DEPUTY POLICE AND CRIME COMMISSIONER UPDATE REPORT ON RECENT ACTIVITIES

The Deputy Police and Crime Commissioner updated Members on recent activities and key portfolio responsibilities.

The Deputy PCC highlighted his work with the region's MPs, and his focus on their community work, including overseeing the PCC's My Community Fund, He outlined how he had contributed to the Governance and Accountability Board, the development of the Police and Crime Plan, engagement events and assisted with the advisory panel recruitment.

Following the update, the Panel asked the following questions:

- Members asked if the Deputy PCC would be able to speak to local Councils and Cabinet Members on their portfolio. The Deputy PCC agreed that this was something they could do.
- Members also commented that there could be more done to support prison leavers in reducing reoffending rates and asked for further information from the Deputy PCC. He explained that he had held initial discussions with the Chamber of Commerce and welcomed the suggestion to liaise with Reducing Reoffending Teams within the local prison network to progress this work
- Members asked about what work that the Deputy PCC was doing to ensure that the police force was diverse and representative of the community that it served. The Deputy PCC acknowledged that the police force still had improvements it needed to make and not where it needed to be in terms of diversity. One of the ways in which they were working to address this was with direct communication with the communities.
- Members asked about the stop and search panels and if there were any public complaints regarding stop and search if they were part of the process. The Deputy PCC explained that the panel was there to examine stop and search from officers and that the public were allowed access to the footage and then could take it further if they wished to.
- Members asked about diversity training The Deputy PCC explained

that they were collaborating with the Deputy Chief Executive of the OPCC about this. This would relate to the work of the force to be more diverse as well as becoming more aware of cultural differences.

- The Chair asked about the impact of the Community Fund and who had benefited. The Deputy PCC explained that 50 different awards given. Applicants ranged from s youth streaming and podcast groups to victim support groups, sport and youth clubs to community groups.

Following the discussion it was.

RESOLVED – that the contents of the report, be noted.

885 ANNUAL REPORT ON COMPLAINTS RECEIVED BY THE PANEL

The Overview and Scrutiny Manager presented the annual report on the complaints against the PCC and Deputy PCC dealt with by the Monitoring Officer on behalf of the Panel under the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012. The report gave the headline summary of the complaints received and the actions; there had been seven potential complaints and three recorded as non-criminal complaints that had been progressed to informal resolution. Before agreeing the recommendation, Members asked if there were trends in the nature of the complaints made about the PCC and the Police and if there would be further information in future reports. The Officer undertook to take this point back to the Monitoring Officer to consider for future reports.

RESOLVED – that the annual update on the administration of the West Midlands Police and Crime Panel complaints procedure be noted

886 PANEL WORK PROGRAMME

The Overview and Scrutiny Manager presented the report that provided an update on the work programme. This reflected the past year that included two confirmation hearings: one for the Deputy PCC in July and the other for the Chief Constable in December 2024. The panel had supported the development of the Police and Crime Plan and sought assurances on public and partner consultation and conducted a deep dive into the KPI metrics. In February 2024, the Panel reviewed the policing precept and the budget setting as part of their work programme. Members had visited the C3 Contact Centre and Firearms Unit and recruited two Independent Panel Members in the past year. The report also highlighted the work of the Use of Information Sub-Group. Members had no further comments and agreed the recommendations.

RESOLVED – that the,

1. The work the Police and Crime Panel undertaken during 2024/2025, be noted;
2. Members advise the Panel Secretariat of any suggested themes/topic areas for the 2025/2026 Police and Crime Panel work programme
3. ; and
4. The planned work of the Use of Information Sub-Group to examine and report back its recommendations on how Panel could use the information to shape its work programme, be noted.

887 NEXT MEETING DATE

The Chair informed Members that this was the last meeting of the municipal year. The next meeting was to be held on the 28th July 2025, this was provisional and would be earmarked for the Panel's AGM. The venue was still to be confirmed at the time of the meeting.

888 URGENT BUSINESS

None.

Meeting Closed: 16.33 hours.

CHAIR

**West Midlands Police and Crime Panel – Action Tracker –Outstanding
Actions**

Minute/ Action No.	Meeting Date	Action	Update/ Notes
873	3/2/25	Finance Scrutiny Support for the Panel Officers of the panel would raise this matter with the MET leaders to seek ongoing finance scrutiny support.	ONGOING Report to be presented to Met Leaders in June 2025
883	24/3/25	Further update on Neighbourhood Policing	ONGOING Proposed an item in September 2025 to be themed on Neighbourhood Policing



Report to the West Midlands Police and Crime Panel

Panel Arrangements and Rules of Procedure

Date: 28 July 2025

Report of: Tom Senior, Interim Lead for Law & Governance & Deputy Monitoring Officer, Dudley MBC, 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: 0121 303 1727

1 Purpose

- 1.1 This report sets out the Panel Arrangements and Rules of Procedure for the West Midlands Police and Crime Panel. The Panel is asked to review and endorse these documents on an annual basis. There are no recommended amendments to these documents.

2 Recommendations

2.1 That the Panel

- a. Review and endorse the West Midlands Police and Crime Panel Arrangements for 2025/2026.
- b. Review and endorse the West Midlands Police and Crime Panel Rules of Procedures for 2025/2026.

3 Background

- 3.1 Following the introduction of the Police Reform and Social Responsibility Act 2011 and the creation of the West Midlands Police and Crime Panel in 2012, Panel Arrangements and Rules of Procedure were prepared and agreed by the seven Local Authorities comprising the West Midlands.
- 3.2 Whilst it is not a legal requirement to approve the documents annually, it is best practice to review their content annually or as needed to ensure they remain fit for purpose. Any changes to either of these two documents must be agreed by the seven Local Authorities.
- 3.3 In June 2025, the government published its [response to the consultation on remote attendance and proxy voting in local authorities](#), supporting the idea that

local authorities should be able to develop their own remote and hybrid attendance policies, including proxy voting. Whilst Police and Crime Panels were not explicitly named in the consultation, as they are hosted by local authorities they are likely to benefit from or adopt these flexibilities. The Government indicated that it would work collaboratively with local government to develop guidance in relation to both remote attendance and proxy voting policies. The Panel secretariat will keep the Panel members updated of any developments and implications for the Panel Rules of Procedures.

- 3.4 There are currently no recommended changes to these documents.
- 3.5 The Panel Arrangements outlines the functions and membership of the Panel; arrangements for budget and costs; the secretariat support; members expenses; promotion of the panel, and the validity of the proceedings.
- 3.6 The Rules of Procedures covers the election of the chair and vice chair; panel meetings, quorum and voting arrangements; work programme; panel agenda; sub committees; panel reports; scrutiny and review, and special functions.
- 3.7 Both documents also have regard to the [Policing Protocol Order 2023](#) issued by the Home Secretary, which sets out the ways in which the Home Secretary, the PCC, the Chief Constable and the Panel should exercise, or refrain from exercising, functions to encourage, maintain or improve working relationships (including co-operative working), and limit or prevent the overlapping or conflicting exercise of functions.

4 Finance Implications

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

5 Legal Implications

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

6 Equalities Implications

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

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

7 Background Papers

- 7.1 [Police Reform and Social Responsibility Act 2011](#)
- 7.2 [Policing Protocol Order 2023](#)

8 Appendices

- 8.1 Appendix A - West Midlands Police and Crime Panel Arrangements
- 8.2 Appendix B - West Midlands Police and Crime Panel Rules of Procedure

West Midlands Police and Crime Panel - Panel Arrangements

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

The Agreement is made between the following:

Birmingham City Council

Coventry City Council

Dudley Metropolitan Borough Council

Sandwell Metropolitan Borough Council

Solihull Metropolitan Borough Council

Walsall Metropolitan Borough Council

Wolverhampton City Council

1. Background

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

2. Functions of the Police and Crime Panel

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

questions necessary for the Panel to undertake its functions, provided that such questions shall not:

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

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

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

2.15 The Panel may appoint an Acting PCC if necessary.

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

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

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

3. Membership

3.1 Authority Members

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

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

appointed by the West Midlands Metropolitan Leaders.

- d) One further Member to be jointly nominated by Coventry City Council and Solihull Metropolitan Borough Council and appointed by the West Midlands Metropolitan Leaders Committee. (Solihull MBC to nominate in 2025).

3.3 Appointments of Authority Members shall be made with a view to ensuring that the balanced appointment objective is met so far as is reasonably practicable. The Host Authority shall take steps to coordinate the Authorities with a view to ensuring that the balanced appointment objective is achieved. The balanced appointment objective requires that the Members of the Panel should:

- a) represent all parts of the police force area;
- b) represent the political make-up of the Authorities; and
- c) taken together have the skills, knowledge, and experience necessary for the Panel to discharge its functions effectively.

3.4 If an Authority does not appoint a Member or Members in accordance with these requirements, the Secretary of State must appoint a Member to the Panel from the defaulting authority in accordance with the provisions in the Act.

3.5 Appointments of Members to serve on the Panel shall be made by the Authorities on an annual basis. A Member shall continue to serve on the Panel unless they cease to be an elected Member, resigns from the Panel, or is removed by their Authority at any time.

3.6 Members may be re-appointed to the Panel by the Authorities on an annual basis, without restrictions on the maximum term of office, provided that the balanced appointment objective is met by the re-appointment(s).

3.7 Co-opted Members

3.8 The Panel shall also co-opt three Independent Members.

3.9 In June 2023, the Minister of State for Crime, Policing and Fire approved the Panel's application to increase the number of co-opted Independent Members from two to the maximum of three posts.

3.10 In co-opting Members who are not elected members of any of the Authorities the Panel must secure, so far as is reasonably practicable, that the appointed and co-opted Members of the Panel have the skills, knowledge, and experience necessary for the Panel to discharge its functions effectively.

3.11 Substitute Members

3.12 In making appointments of Members to serve on the Panel, the Authorities shall also appoint nominated substitutes to serve in the absence, or inability to act, of the appointed Members. The appointment of substitutes does not apply to co-opted Members.

3.13 A substitute member shall only be appointed if he/she is otherwise eligible to serve on the Panel. The appointment of a substitute to serve for any meeting should be notified to the Host Authority prior to the commencement of the meeting concerned. A substitute member shall serve only for the duration of the meeting to which they are appointed as a substitute unless a meeting is adjourned and it is essential the substitute member attends a subsequent meeting to comply with a statutory obligation or the rules of natural justice.

3.14 Removal or Resignation of Members

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

3.19 Appointment, Removal or Resignation of Co-opted Members

- 3.20 The following may not be co-opted Members of the Panel:
- a) the PCC for the Police Area.
 - b) a member of staff of the PCC for the area.
 - c) a member of the civilian staff of the Police Force for the area.
 - d) a Member of Parliament.
 - e) a Member of the National Assembly for Wales.
 - f) a Member of the Scottish Parliament.
 - g) a Member of the European Parliament.
- 3.21 An elected member of any of the Authorities may not be a co-opted Member of the Panel.
- 3.22 The co-opted Members appointed in 2012 shall serve for a term expiring on 30 April 2016. Thereafter, co-opted Members shall be appointed to the Panel for terms of four years.
- 3.23 The Panel shall put in place arrangements to ensure that appointments of co-opted Members are undertaken following public advertisement in accordance with the following principles:
- a) The appointment will be made on merit of candidates whose skills, experience and qualities are considered best to ensure the effective functioning of the Panel;
 - b) The selection process must be fair, objective, impartial and consistently applied to all candidates who will be assessed against the same predetermined criteria; and,
 - c) The selection process will be conducted transparently with information about the requirements for the appointment and the process being publicly advertised and made available with a view to attracting a strong and diverse field of suitable candidates.
- 3.24 A co-opted Member of the Panel may resign from the Panel by giving written notice to the Host Authority at any time.
- 3.25 The Panel may decide to terminate the appointment of a co-opted Member of the Panel if at least two-thirds of the persons who are Members of the Panel at the time when the decision is made vote in favour of making that decision for the reasons set out below and in doing so shall give written notice to the co-opted Member:

- a) if the co-opted Member has been absent from the Panel for more than three months without the consent of the Panel;
- b) if the co-opted Member has been convicted of a criminal offence but not automatically disqualified; or
- c) if the co-opted Member is deemed to be incapacitated by illness or is otherwise unable or unfit to discharge his or her functions as a co-opted Member of the Panel.

3.26 If a vacancy arises for a co-opted Member, for any reason, the Panel shall make arrangements to fill the vacancy in accordance with the principles set out in paragraph 3.23.

3.27 Co-opted Members appointed to the Panel are eligible for re-appointment for further terms of four years.

4. Budget and Costs of the Panel

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

5. Lead Officer and Host Authority

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

6. Rules of Procedure

- 6.1 The Panel shall determine its Rules of Procedure which shall include arrangements in relation to:
 - a) the election and removal of the Chair and Vice-Chair;
 - b) the formation of sub-committees;
 - c) the making of decisions;
 - d) the arrangements for convening meetings; and
 - e) the circulation of information.

7. Members' Expenses

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

7.3 The Host Authority shall administer the payment of expenses and allowances.

8. Promotion of the Panel

8.1 The Panel arrangements shall be promoted by:

- a) the establishment and maintenance of a website including information about the role and work of the Panel, membership, all non- confidential Panel and sub-committee meeting papers, press releases and other publications; and
- c) the Authorities will each include information about the Panel on their websites and will also include a link to the Panel website.

8.2 Additional support, advice and guidance shall be provided to executive and non-executive elected members and officers in relation to the functions of the Panel as the Authorities may deem necessary, taking account of the Act and any Regulations made under the Act.

9. Validity of Proceedings

9.1 The validity of the proceedings of the Panel shall not be affected by a vacancy in the Membership of the Panel or any defect in appointment.

9.2 The conduct of the Panel and the content of these arrangements shall be subject to the legislative provisions in the Police Reform and Social Responsibility Act 2011, and any Regulations made in accordance with that Act. In the event of any conflict between the Act, Regulations and these arrangements, the requirements of the legislation will prevail.

Agreement agreed by Authorities 2012

Last updated and endorsed by Authorities: September 2023

West Midlands Police and Crime Panel Rules of Procedure

1. General

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

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

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

3. Panel Meetings

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

4. Quorum

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

5. Voting

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

6. Work Programme

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

7. Panel Agenda

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

8. Sub-Committees

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

9. Panel Reports - General

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

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

10. Scrutiny and Review

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

11. Special Functions

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

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

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

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

12. Police and Crime Plan

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

12.2 The Panel must:

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

13. Annual Report

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

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

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

14. Proposed Precept

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

14.2 Having considered the precept, the Panel must:

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

- c) veto the proposed precept (by the required majority of at least two thirds of the persons who are members of the Panel at the time when the decision is made).
- 14.3 If the Panel vetoes the proposed precept, the report to the PCC must include a statement that the Panel has vetoed the proposed precept and give reasons for that decision. The Panel will require a response to the report and any such recommendations. The Police and Crime Panels (precepts and Chief Constable Appointments) Regulations 2012 set out the procedures in the case of a veto and timescales that must be adhered to.

15.Appointment of the Chief Constable

- 15.1 The Panel must review the proposed appointment by the PCC of the Chief Constable.
- 15.2 The Panel will receive notification of the proposed appointment from the PCC, which will include:
- a) the name of the candidate;
 - b) the criteria used to assess suitability of the candidate;
 - c) why the candidate satisfies the criteria; and
 - d) the terms and conditions proposed for the appointment.
- 15.3 Within three weeks of the receipt of notification, the Panel must consider and review the proposed appointment, and report to the PCC with a recommendation as to whether the candidate should be appointed.
- 15.4 Before reporting and recommending under paragraph 15.3 above, the Panel must convene a meeting in public ('confirmation hearing') of the Panel where the candidate must attend and answer questions relating to the appointment.
- 15.5 The Panel must publish the report on its web site and by sending copies to each of the Authorities, and by any other means the Panel or Host Authority considers appropriate.
- 15.6 The PCC may accept or reject the Panel's recommendation and must notify the Panel accordingly.
- 15.7 In relation to the appointment of a candidate for the position of Chief Constable, the Panel also has the power to veto the appointment by the required majority of at least two thirds of the persons who are members of the Panel at the time when the decision is made.
- 15.8 A confirmation hearing as in paragraph 15.4 above must be held before an appointment is vetoed.
- 15.9 If the Panel vetoes the appointment under paragraph 15.7, the report referred to at paragraph 15.3 above must include a statement to that effect.
- 15.10 If the Panel vetoes an appointment the PCC must not appoint that candidate as Chief Constable. The Police and Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012 set out the procedures in the case of a veto.

16.Senior Appointments

- 16.1 The Panel must review the proposed appointments by the PCC of the PCC's Chief Executive, Chief Finance Officer and Deputy PCC.
- 16.2 The Panel shall receive notification of the proposed appointments from the PCC including:
- a) the name of the candidate;
 - b) the criteria used to assess suitability of the candidate;

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

17. Appointment of an Acting Police and Crime Commissioner

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

18. Complaints

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

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

19. Suspension of the Police and Crime Commissioner

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

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

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

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

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

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

20. Suspension and Removal of the Chief Constable

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

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

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

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

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

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

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

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

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

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

Approved by West Midlands Police and Crime Panel – 20 July 2012

Last endorsed by the West Midlands Police and Crime Panel - 22 July 2024



Report to the West Midlands Police and Crime Panel - West Midlands Police and Crime Panel Expenditure 2024-25 and Budget 2025-26

Date: 28 July 2025

Report of: Tom Senior, Acting Lead for Law and Governance and Deputy Monitoring Officer, Dudley MBC, Lead Officer of the West Midlands Police and Crime Panel

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1 Purpose

- 1.1 The Home Office provides a grant to maintain the Police and Crime Panel. This annual report sets out the expenditure of the West Midlands Police and Crime Panel for the financial year 2024–25 and presents the forecast budget for 2025–26.

2 Recommendation

- 2.1 **The Panel is asked to note the expenditure for 2024-25 associated with the administration of the Panel and provide any comment regarding the forecast for 2025-26.**

3 Background

- 3.1 In establishing Police and Crime Panels, the Home Office agreed that a limited grant would be provided to each Local Authority acting as the Host Authority to provide administrative and management support in maintaining the Police and Crime Panel. In the West Midlands, Birmingham City Council is the host authority.

- 3.2 The Panel's Arrangements, agreed with the Home Office in July 2013, state that:

The annual costs associated with the operation, organisation and administration of the Panel shall be offset by the Home Office grant to be managed by the Host Authority. All of the relevant costs incurred by the Host Authority in connection with the work of the Panel shall be met from the funding allocated by the Home Office unless the Authorities

agree otherwise. The Host Authority shall monitor all expenditure incurred and make provision for an annual report.

4 Home Office Grant and Expenditure 2024-25

- 4.1 The maximum amount which can be claimed from the Home Office in the financial year 2024-25 is £67,100.
- 4.2 Appendix 1 provides a breakdown of the total expenditure of £66,952.44 for the year 2024-25. Birmingham City Council has submitted mid-year and end of year claims for this expenditure in line with the Grant Agreement for this Home Office funding stream.

5 Home Office Grant and Proposed Expenditure 2025-26

- 5.1 The Home Office grant for 2025–26 has not yet been confirmed but is expected to be consistent with previous years.
- 5.2 Appendix 2 outlines the proposed forecast expenditure for 2025–26.

6 Transparency

- 6.1 Under the Home Office grant agreement, Police and Crime Panel's must publish expenditure details on their website. This information [is published on the Panel website](#)

7 Ongoing Home Office Funding

- 7.1 No commitment has been made for future years at this stage.

8 Finance Implications

- 8.1 The administration and activities the West Midlands Police and Crime Panel is funded solely through the Home Office Grant.
- 8.2 This grant is renewed on an annual basis and managed in accordance with the terms of the grant agreement.
- 8.3 Member-related expenses (travel and carer claims) are managed in line with [Birmingham City Council's Member Expenses Scheme](#)

9 Legal Implications

- 9.1 A Police and Crime Panel must be maintained to carry out scrutiny functions and responsibilities as set out in the [Police Reform and Social Responsibility Act 2011](#).
- 9.2 A Grant Agreement between Birmingham City Council (Host Authority) and the Secretary of State for the Home Department sets out the legally binding terms and conditions which apply to providing the grant and its use to maintain a Police and Crime Panel.

10 Equalities Implications

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

10.1.1 eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;

10.1.2 advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

10.1.3 foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

10.2 There are no specific equalities implications arising from this report

11 Appendices

11.1 Appendix 1 – Home Office Grant and Expenditure 2024-25

11.2 Appendix 2 – Police and Crime Panel Forecast Expenditure 2025-26

12 Background Information

- Police Reform and Social Responsibility Act 2011
- Grant agreement between Secretary of State for the Home Department and Birmingham City Council for the Police and Crime Panel Grant for the 2024-25 financial year.

WMPCP Home Office Grant Claim and Expenditure 2024-25

Budget Category	Spend (£)
Panel administration (1)	63,091.76
Member Expenses (2)	00.00
Panel Meeting Expenses (3)	1237.53
Allowances (4)	2623.15
Total Home Office Claim	£66,952.44

Notes on expenditure 2024-25:

- (1) Panel Administration - Costs for panel administration include officer time and website maintenance. Some Panels have appointed a full-time officer to support the Panel; within Birmingham a number of officers have some involvement in the Panel, but none work on it full time.
Support costs associated with the WMPCP website (westmidlandspcp.org.uk) is also supported by the grant.
- (2) Member Expenses - Members of the Panel can claim expenses in line with [Birmingham City Council's member expenses scheme](#), for travel and carers expenses
- (3) Panel Meeting Expenses - The grant covers the cost of meeting rooms and refreshments, including recruitment panel meetings.
- (4) Allowances - In January 2013 the Panel agreed that Members would not use the Home Office grant to draw allowances for members of the Panel.
On 20 March 2023 the Panel agreed to change this arrangement and pay an annual discretionary allowance of £920 per annum to the co-opted independent panel members.

WMPCP Forecast Spend 2025-26

Budget Category	Forecast spend (£)
Panel administration (1)	£61,840
Member Expenses (2)	£1,000
Panel Meeting Expenses (3)	£1,500
Allowances (4)	£2,760
Total	£67,100

Notes on proposed expenditure 2025-26

- (1) Panel administration - Costs for panel administration include officer time and website maintenance. Some Panels have appointed a full-time officer to support the Panel; within Birmingham a number of officers have some involvement in the Panel, but none work on it full time. Support costs associated with the WMPCP website (westmidlandspcp.org.uk) and training and development is also supported by the grant.
- (2) Member Expenses - Members of the Panel can claim expenses in line with [Birmingham City Council's member expenses scheme](#), for travel, and carer expenses.
- (3) Panel Meeting Expenses - The grant also covers the cost of meeting rooms and refreshments.
- (4) Allowances - In January 2013 the Panel agreed that Members would not use the Home Office grant to draw allowances for members of the Panel. On 20 March 2023 the Panel agreed to change this arrangement and pay an annual discretionary allowance of £920 to the co-opted independent panel members.

Police and Crime Commissioner Update: Monday 28th July 2025

Cover Report:

Police and Crime Commissioner Introduction and Performance Update

A) The Police and Crime Commissioner, Simon Foster, will provide a verbal introduction

B) The Police and Crime Commissioner, Simon Foster, will deliver his Police and Crime Panel Update

Appendix 1: Police and Crime Plan Delivery Update – produced by Simon Down, Head of Policy.

Appendix 2: Police and Crime Plan Performance Brief – produced by Arron Cullen, Strategic Performance Manager.

1. Purpose

The update set out below, is only a selection of the action taken by the Commissioner, since the previous Police and Crime Panel on 24 March 2025.

For a more detailed round up of action the Commissioner has been taking, since the previous Police and Crime Panel on 24 March 2025, members of the Panel are encouraged and recommended to consult the News Section on the Police and Crime Commissioner's website.

A link is available here:

[News - West Midlands Police & Crime Commissioner \(westmidlands-pcc.gov.uk\)](https://www.westmidlands-pcc.gov.uk/news)

2. Recommendation

That the West Midlands Police and Crime Panel:

The Panel notes the recent activity by the Police and Crime Commissioner; and

The Panel notes the Police and Crime Commissioner update on how he holds the West Midlands Police Force to account for the delivery of the Police and Crime Plan objectives.

3. Tally Ho Training Centre

I am pleased that in March, West Midlands Police officially opened its all-new tactical training centre in Birmingham. The facility is where officers will be trained in policing riots, responding to chemical attacks, using Tasers and much more.

The new centre means, West Midlands Police will be well prepared for any emergency and ready to support other forces if needed.

As part of the development, two new Taser firing ranges have been created, a new petrol bomb zone, a road network developed for practising crowd control, and a large, disused building turned into a secure space for practising extracting violent people from rooms and cars.

This new, state-of-the-art training facility represents a significant investment in maintaining and improving the capabilities of West Midlands Police. Officers will receive the highest quality training, enabling them to effectively respond to the complex challenges they face in keeping our communities safe.

Bringing this vital training in-house will not only improve efficiency and effectiveness, but also provides a more controlled and accessible environment for officers. It will ensure value for money, a facility that is fit for 21st century policing and a centre of excellence.

This will ensure that West Midlands Police are even better equipped to prevent and tackle crime and keep people, families, businesses and local communities safe and secure.

4. Retention of Fixed Penalty Road Safety Fines

In the 2024 calendar year £2,053,430 has, so far, been passed on to the Treasury by West Midlands Police, after collecting fixed penalty fines issued for motoring offences in the region. This included fixed penalty fines issued for speeding and non-speeding offences.

This year a similar story is already emerging.

West Midlands Police has already had to send £287,950 to the Treasury in fixed penalty notices issued in our region. £252,600 related to fines collected from speeding drivers and £35,350 was collected for non-speed related motoring offences.

This money should not be going to central government. I will continue with my campaign for retention of this revenue in the West Midlands. I will continue to reiterate this point to the government.

It is essential that revenue generated from road related penalty fines, is retained within the region that the offence was committed. It can then be invested in preventing and tackling crime and anti-social behaviour and reducing the number of people killed and seriously injured on our roads, due to people driving at unlawful, excessive, careless, dangerous and reckless speeds.

This money could pay for the expansion of the average speed camera network and additional enforcement, buying more mobile police speed camera vans or even new speed enforcement devices.

In the West Midlands, we have committed to halving the number of people killed and seriously injured on our roads by 2030 and we aim to eliminate all deaths and serious injuries by 2040.

We need the government to step up and back our commitment. The government can do that by allowing us to retain fines for all road related offences locally, which would better enable us to reduce the number of people tragically and avoidably killed and seriously injured on our roads and keep the roads of the West Midlands safe.

5. Police and Crime Plan

On the 26 March, I launched my new Police and Crime Plan for the West Midlands at a launch event in Sandwell, that brought together key partners and stakeholders, community leaders, and members of the public. This comprehensive Plan represents my vision for justice, safety and security in the West Midlands.

It includes my commitments to continue to re-build community policing, to prevent and tackle violence against women and girls, youth violence and knife crime, improve

investigations, bring more offenders to justice, prioritise the rights and welfare of victims and to reduce the number of people killed and seriously injured on our roads.

I am committed to constant and unrelenting action to prevent and tackle crime, promote community safety and keep the people, families, businesses and local communities of the West Midlands safe and secure.

6. Car Theft Index

Car thieves in the West Midlands stole more Fords than any other car brand in the last year. Almost 3,000 were stolen in the West Midlands in 2024, shown in figures I published at the beginning of April – which is a slight reduction on the number stolen last year.

Instead, thieves are increasingly turning their attention to Toyota, BMW, Jaguar and Nissan, all of which have seen an increase in the numbers stolen in the last year.

Land Rovers remain one of the most significant targets for thieves, with 32 per 1,000 registered vehicles stolen – but there has also been a 31% decline in thefts. Lexus and Mercedes also remain high-risk brands.

I release this police data annually, to highlight the issue and to ensure vehicle manufacturers go further and faster, to improve vehicle security. I also want to inform drivers about which cars are less likely to be stolen, so the information can inform their consumer decision when buying a car.

Many thieves are known to be able to get around the onboard car security features in a matter of seconds, allowing them to drive off with the vehicle, while the owner sleeps at night. This can involve copying digital keys or boosting a car fob signal, to trick the car into opening its doors and allowing its engine to start.

Manufacturers must continue to enhance anti-theft technologies and work closely with police forces to prevent and tackle vehicle theft, while consumers should be informed about vehicle security best practices and be encouraged to adopt additional protective measures, such as steering wheel locks and faraday pouches.

CAR MAKE	TOTAL STOLEN 2023	STOLEN PER 1,000 REGISTERED	TOTAL STOLEN 2024	STOLEN PER 1,000 REGISTERED	% DIFFERENCE BETWEEN TOTAL STOLEN
FORD	2980	18	2948	18	-1%
TOYOTA	585	8	1,021	13	75%
MERCEDES	1123	17	893	13	-20%
BMW	688	9	883	11	28%
NISSAN	540	9	856	13	59%
LAND ROVER	1119	43	774	32	-31%
AUDI	480	7	595	8	24%
VAUXHALL	575	5	538	4	-6%
VOLKSWAGEN	508	5	533	5	5%
JAGUAR	174	12	295	21	70%
PEUGEOT	374	7	292	5	-22%
HYUNDAI	236	6	290	7	23%
KIA	210	7	270	8	29%
FIAT	288	13	217	10	-25%
CITROEN	214	6	194	6	-9%
HONDA	126	3	168	5	33%
SEAT	145	5	161	5	11%
RENAULT	197	5	144	4	-27%
LEXUS	132	20	129	19	-2%
MITSUBISHI	108	18	89	15	-18%

Source: West Midlands Police Crime Database and Registered Cars from Department for Transport 2023.

7. West Midland's Victims' Advocate Appointment

On 3 April, I was pleased to announce my appointment of Natalie Queiroz MBE, as the region's new Victims' Advocate.

The rights and welfare of victims and survivors must always be at the forefront of policing and the wider criminal justice system. Natalie's determination, resilience and strength, in the face of unimaginable adversity and trauma, is truly inspiring.

Her lived experience will be invaluable in ensuring that the voices of victims and survivors are not only heard, but are acted upon and that their needs are prioritised within policing and the wider criminal justice system.

I am confident that Natalie will be a powerful champion for victims and survivors across the West Midlands and I am looking forward to working with her, to prioritise the rights and welfare of victims and survivors.

8. Neighbourhood Policing

On 10 April, we secured an additional 150 neighbourhood police officers for the West Midlands, following a bid that was jointly submitted to the Home Office, by the Chief Constable and myself as Police and Crime Commissioner.

The application was part of the government's Neighbourhood Policing Guarantee, a pledge to deliver extra officers out on the streets, across the country, to prevent and tackle crime and anti-social behaviour.

In addition, 139 existing serving police officers will be redeployed into neighbourhood policing roles, whilst there will also be an additional 20 new PCSOs.

My top priority since being elected, has been to rebuild community policing across the West Midlands and these additional officers, will contribute to achieving that aim.

We applied to the Government for these 150 police officers through the Neighbourhood Policing Guarantee and I am delighted to see that 150 police officers will be delivered.

Increasing neighbourhood police numbers is particularly important in the West Midlands, because the force still has about 700 fewer police officers and 500 fewer PCSOs than we did back in 2010.

This is despite many other forces having more police officers than they have ever had in their force history – something which is deeply unfair. This is a contribution towards righting that inexcusable and inexplicable wrong.

We need an accessible, reassuring and visible presence out on the streets to prevent and tackle crime, promote community safety and keep the people, families, businesses and communities of the West Midlands safe and secure.

9. Joint Working Agreement

More action on speeding drivers will be taken thanks to a major new agreement signed by West Midlands Police and myself, with our region's seven local authorities and West Midlands Combined Authority.

The 'Joint Working Agreement' will make it easier to install new cameras and catch more speeding drivers, while bringing a consistent approach to speed enforcement across the region.

The aim is to save lives as we work with authorities and other partners to halve the number of deaths and serious injuries on our roads by 2030.

Speeding is the biggest contributor towards people being killed and seriously injured on our roads and Chief Constable, Craig Guildford, has been co-ordinating efforts by police and local authorities since September, resulting in the agreement announced today.

I chair the West Midlands Road Safety Strategic Group and it has been a key aim of the Group to finalise and implement the joint working agreement across the West Midlands.

The new agreement will enable:

- New cameras to be installed in the places where the risk of death or serious injury on our roads is greatest.
- Cameras to be better maintained.
- Better use of existing cameras.
- Other types of camera enforcement, such as 'spot cameras' that use the latest technology to more easily capture images of speeding cars and red-light cameras.
- More fines to be issued which leads to more drivers going on speed awareness courses, to encourage more people to stay within the speed limit.

In the West Midlands, we have set the goal to reduce road deaths and serious injury by 50% by 2030 and to zero by 2040. All agencies are supporting and providing road safety programmes and speed enforcement measures.

Our partnership sees us work with local councils, charities, the West Midlands Combined Authority and others to achieve safer roads for everyone.

10. Operation Fearless Expansion

On 29 April, I welcomed the launch of the next phase of our drive to prevent and tackle crime and improve the quality of life for communities in the West Midlands – with Birmingham city centre now benefitting from the focus of Operation Fearless. This is the next chapter in the Operation Fearless story.

I have funded Operation Fearless to the sum of almost £1 million using money seized from criminals. A team of 20 Fearless officers have commenced work in the Southside area of the city centre, including The Arcadian, the Chinese Quarter, The Gay Village and the area surrounding Grand Central.

Operation Fearless sees the force work with partners including Birmingham City Council, Transport for West Midlands, immigration officials, business improvement districts and others, to drive down crime and improve the quality of life.

The Fearless team is based at Digbeth and will work side by side with the existing city centre team and partners including Southside BID, retailers, British Transport Police and others.

Over the coming months, people living, working and visiting Southside will see an accessible, reassuring and visible police presence.

Operation Fearless will be identifying people involved in drugs, retail crime, robbery, criminal exploitation, money laundering and proactively making arrests, whilst working with partners, to ensure vulnerable people receive the support they need.

It is pleasing to see the positive difference, my investment in policing is making to areas like Erdington and Southside. My top priority is preventing and tackling crime and anti-social behaviour, promoting community safety and driving real change.

The action taking place, as a consequence of Fearless, is keeping people, families, businesses and communities safe and secure. This latest expansion is good news and I am looking forward to seeing an impact, that will improve the quality of life for people living, working and visiting the Southside area of the city centre.

11. Operation Snap: Third Party Reporting

I am pleased to announce that members of the public are now forwarding more than 2,000 video clips of careless, dangerous and reckless driving to West Midlands Police every month.

Much of the footage, gathered by the Op Snap team, is filmed using dash cams or mobile phones.

This has led to 6,181 potential motoring offences being reported to police over the first 3 months of the year and in 84% of cases, positive action is taken against the offender, that can include a warning letter, a fixed penalty fine, penalty points, prosecution, conviction and even a driving ban.

I recently invested a further £165,000 in Op Snap, so the team could recruit more police officers to process the all too often shocking footage, that they receive from the public.

This is yet further evidence, of how seriously I am taking the need to prevent and tackle crime and anti-social behaviour and reduce the number of people tragically and avoidably killed and seriously injured on our roads.

12. Canley Police Base

In May, I joined officers at the brand-new police base in Canley following their relocation earlier this year.

The three local neighbourhood teams and 24/7 emergency response officers moved to their impressive new hub on Bow Court back in March, with the former, 60-year-old station building off Sir Henry Parkes Road – which has now been sold – deemed no longer fit for purpose.

The new site has been fitted with all the latest technology and equipment to ensure officers have everything they need to serve the people of Canley, Coventry and surrounding areas.

Following this, I also joined officers for Operation Regroup in Canley, the force's monthly day of high-intensity neighbourhood policing focusing on a different area of the city, working with partners in the community addressing local needs and issues.

13. Weapons Surrender Bins

I have announced my intention to double the number of weapon surrender bins in our region from 32 to 64, reaffirming my longstanding commitment to prevent and tackle

violence and knife crime. The metal containers provide a safe location for the public to dispose of knives and weapons.

Between January and March 2025, there were 1,705 weapons surrendered by the public and later destroyed. That equates to 142 weapon deposits a week or over 20 per day. The recent haul included hundreds of flick knives, zombie knives, kitchen knives, knuckle dusters, machetes and even firearms.

I have witnessed the bins being cleared and the range of weapons that have been deposited and then later destroyed is truly staggering. These bins are ensuring there are fewer dangerous weapons out on the streets of the West Midlands.

Preventing and tackling serious violence and knife crime is an absolute top priority for me as Police and Crime Commissioner, and that's why, during Knife Crime Awareness Week, I was pleased to announce this further investment to double the number of weapon surrender bins from 32 to 64.

Weapon surrender bins are continuing to have a significant impact, because they play an important part in keeping people, families, businesses and communities safe here in the West Midlands.

14. Birmingham Pride 2025

I was pleased to attend and support Birmingham Pride 2025 at the weekend. I am committed to preventing and tackling all forms of hate crime, eliminating any and all unlawful discrimination and delivering an equal and fair West Midlands, as set out in my new Police and Crime Plan.

Hate crime is abhorrent and it will not be tolerated in the West Midlands. Being a victim of hate crime is deeply distressing and it is a matter of serious concern to me. I encourage anyone, who is a victim of hate crime, to report it direct to the police or to a third-party reporting centre.

I expect West Midlands Police to take reports of hate crime seriously, investigate and take appropriate action, so that perpetrators are held to account and face the consequences of their criminal activity, via the criminal justice system.

I invest £150,000 a year in the first West Midlands wide dedicated service to support victims of hate crime, offering emotional, personal and practical support, to people who have been subjected to hate crime. I have also put funding in place, to provide additional support for LGBTQ+ victims of domestic abuse and sexual violence.

The investment I have made, ensures that victims of hate crime and witnesses, will have access to dedicated hate crime victim support services, whether they have reported the matter to the police or not.

15. Victims Code

I have launched, what will be a major campaign, to ensure compliance with the Victims Code within West Midlands Police and the wider criminal justice system.

Being a victim of crime can be a traumatic experience. That's why there is a Victims Code. It sets out 12 vital rights for every victim of crime. These rights exist to ensure that victims are able to access justice - and to be heard, respected and supported.

Victims have the right to be provided with information when reporting a crime - information about the investigation and prosecution - and to be referred to appropriate support services. There is also the right to make a victim impact statement before sentencing.

Every one of the 12 rights are designed to ensure victims are empowered and supported through what can be a very difficult time. By knowing your rights under the Victims Code, you can be involved in the justice process every step of the way and access the support you are entitled to.

People are encouraged to check out their rights under the Victim's Code and visit my website for more details and resources to ensure they are able to access their rights and get the help and support they are entitled to.

We will be developing the campaign over the weeks and months to come – so watch this space.

16. CCTV Registry

West Midlands Police has a dedicated CCTV database, that members of the public and businesses can register their details on.

The database contains a list of people, who have agreed to supply their own CCTV footage to the police, if they happen to record evidence, that might be helpful to solve a crime in their area.

I am pleased to announce, that so far 25,802 people and businesses in our region, have registered their CCTV and doorbell cameras with West Midlands Police. The organisation that maintains the registry tells us that this is the largest CCTV database in the world!

That is a tribute to our communities, who are clearly doing all they can to keep their area safe and bring offenders to justice.

I would urge members of the public and businesses, who have CCTV to register with the database too.

17. Offending 2 Recovery Expansion

The award-winning Offending 2 Recovery programme, a pioneering initiative that has transformed lives and reduced crime in Birmingham since 2018, has now officially expanded into Coventry, Dudley, Walsall and Wolverhampton.

Launched by West Midlands Police in Erdington, O2R was developed in response to research, revealing that chronic addiction to drugs drives as much as 50% of all

acquisitive crime. In addition, it is estimated that 70% of shop theft is committed by individuals struggling with addiction to heroin and crack cocaine.

The programme offers a free, tailored support service, that helps people break the cycle of addiction and crime, giving them a fresh start in life.

Funded by local authorities, businesses, and myself – investing £100,000 annually – the programme has already helped many people, struggling with addiction, to turn their lives around.

The O2R team includes addiction-trained police officers and specialist staff from local drug and alcohol services. They work closely with retailers, probation services, charities, housing associations, healthcare providers, colleges and other support agencies, to deliver personalised, localised care at a pace suited to each individual.

The programme's impact is not only personal but economic. Data suggests if O2R successfully rehabilitates just 20 offenders a year, it could prevent up to £1.14 million worth of goods being stolen from shops in the first year alone – and up to £2.2 million in the second year.

One such success story is Phil Brown, 33, who became addicted to heroin and crack cocaine two years ago. Homeless and stealing up to £300 worth of goods daily to feed his Class A habit, Phil was sleeping rough behind a Lidl store in Coventry. Today, thanks to O2R, he is nearly three months clean, living in a safe home, and participating in therapy and fitness programmes.

Keeley Knowles, once one of Birmingham's most prolific shoplifters having stolen millions of pounds worth of goods, is now 18 months clean after a 29-year heroin addiction. Keeley, who first injected at the age of 13, credits O2R with helping her reconnect with her family and rebuild her life.

Given its proven success in the West Midlands, the O2R model has now also been adopted by Nottinghamshire Police, marking a significant step forward in tackling addiction-driven crime across the UK.

18. Comprehensive Spending Review

After a decade of underinvestment in policing and our wider criminal justice system, that saw WMP lose 25% of its police officers and still have about 700 fewer police officers than in 2010, despite many other forces now having more police officers than in their force histories, the spending review, announced on 11 June, is a significantly challenging outcome for policing.

The 1.7% real terms average annual increase for policing, over the spending review period 2025/26 to 2028/29 is welcome, but it will place yet further pressure on our budget, particularly if we are to deliver on the government's Neighbourhood Policing Guarantee and its missions, to halve violence against women and girls and youth violence and knife crime.

I welcome the £12.2 million investment that we have already received, enabling us to recruit 150 additional neighbourhood police officers and the further investment in our wider criminal justice system, including in counter-terrorism policing, our courts and our probation and prison services.

We will be considering the detail set out in the Spending Review, carefully reviewing our existing financial plans and awaiting the announcement of force level allocations of funding, that will not be available until December 2025.

I am committed to working with the Chief Constable, West Midlands Police and government, to ensure we are able to build on the progress that has been made and deliver on my Police and Crime Plan and in particular, my commitments to prevent and tackle crime, rebuild community policing, prevent and tackle violence, improve road safety and keep the people, families, businesses and communities of the West Midlands safe and secure. I will also continue to call for the return of our nearly 700 fewer police officers and fair funding for West Midlands Police.

19. My Community Fund

Transforming lives, increasing confidence and providing new opportunities – the Police and Crime Commissioner’s My Community Fund continues to have a huge impact amongst local groups and youth clubs across the West Midlands.

Over the past six months, I have injected £330,000 of cash seized from criminal activity into helping more than 50 organisations intent on strengthening communities and giving people – young and old – an opportunity to develop a variety of skills and friendships.

The My Community Fund has helped thousands in the West Midlands, with groups benefiting from grants of up to £5,000 at a time to help them make a positive difference and to prevent crime and promote community safety in their local communities.

Jim Sweeney, who runs 4-a-side football sessions for 11 to 19-year-olds at Longford Park in Coventry, spoke about the difference the My Community Fund has made to youngsters locally.

Another group to benefit from this term’s My Community Fund is West Bromwich-based Black Country Basketball Club, who received £5,000 to implement a valuable mentorship programme for teenagers alongside their regular basketball sessions.

The My Community Fund has also supported Sandwell Asian Development Association, who help keep young people away from a life of crime, enabling them to put on non-contact boxing classes for youngsters aged between 11 and 18.

It’s not just sports clubs that benefit from this funding, women’s and girl’s specific groups continue to thrive as a result of the My Community Fund. Birmingham-based Serenity for Girls were awarded £3,700 to help empower girls through art-based interventions and activities, equipping them with the tools to embrace their identity and develop resilience.

I will make £330,000 available again for groups wanting to make a positive impact in the West Midlands. The next round of funding for the My Community Fund is expected to re-open in September, with relevant details on how to apply to be shared in advance.

20. Child Sexual Abuse and Exploitation

I welcome the announcement by Government, of the National Crime Agency led national operation and the statutory public inquiry, into abhorrent non-recent group-based Child Sexual Abuse and Exploitation (CSAE). Both West Midlands Police (WMP) and I, will cooperate with and support the national operation and inquiry, in any way we can.

That includes compliance with all relevant recommendations, set out in the National Audit. WMP is also working with Operation Hydrant, the policing operation that co-ordinates non-recent CSAE cases around the country, in order to identify any and all cases, that require further action.

There have been deeply concerning and deplorable past institutional failings, on the part of local councils, policing, professionals, our criminal justice system, elected representatives and government, to effectively safeguard and promote the rights and welfare of vulnerable girls and to bring offenders to justice. These failings have even extended to victims themselves, being criminalised, instead of protected. It is essential, that children are seen as children.

The proposed national operation and inquiry, provide an opportunity to build on the recommendations of previous investigations and inquiries, including the 7 years long, Independent Inquiry into Child Sexual Abuse, published in October 2022 and importantly, to deliver justice for victims and survivors.

To prevent and tackle CSAE, we need joined up work, across all public, private and voluntary sector agencies and mandatory training, so everyone working with children can identify the signs of abuse and exploitation, step in and whenever possible, prevent CSAE from happening in the first place. That must include, better data sharing, far greater professional curiosity and strengthened laws, to protect children from dangers on line.

In order to deal with non-recent and recent cases, we need effective detection, investigation, disruption and enforcement. We must ensure that victims are listened to, believed, safeguarded and protected. Their concerns and what they report, must be acted upon. In addition, victims and survivors must have access to high quality victim support services, so that they are able to access the essential help and support they need, to cope and recover.

It is important to remind ourselves that a National Police Chiefs Council Analysis, published in January 2024, found that Group Based CSAE accounted for 5%, of all identified and reported CSAE. We must ensure, that our collective response has regard to all victims of CSAE, whether that is Group Based or otherwise. If we do not do that, then we will be at risk of continuing to fail victims of CSAE.

West Midlands Police, partners and the wider criminal justice system need sufficient resources to address the threat posed by CSAE. I welcome the government's acceptance of the National Audit recommendation, that it should commit to fully resourcing the implementation of the Audit's recommendations over multiple years.

As set out in my Police and Crime Plan 2025-29, I expect WMP to focus on bringing offenders to justice, while safeguarding and supporting victims of CSAE. I expect West Midlands Police to play its part, in continuing to address the national threat posed by child sexual abuse, as set out in the Strategic Policing Requirement

I am committed to holding West Midlands Police to account and working with the Chief Constable, to ensure the force uses all the powers available to them, to prevent and tackle all CSAE, safeguard and promote the rights and welfare of victims and survivors and ensure that offenders – whoever they are - are held to account, face the consequences of their abhorrent crimes and are brought to justice. That commitment is absolute, unconditional and non-negotiable.

I encourage victims and survivors, of all Child Sexual Abuse and Exploitation, including Group Based Child Sexual Abuse and Exploitation, to come forward, if they have not already done so.

There are 3 aims, that must guide and inform, all further action.

Firstly, the rights and welfare of victims and survivors, must be the top priority at all times, throughout this process – they must be listened to, believed, safeguarded and protected – if that had happened, as it should have done in the first place, we would not be where we are now.

Secondly, any and all offenders, whoever they are, must be held to account, face the consequences of their abhorrent crimes and be brought to justice.

Thirdly, public bodies, organisations, professionals and elected representatives, who failed in their duties to safeguard and protect these vulnerable girls, must be held to account, to ensure this can never and will not ever happen again.

I endorse the conclusion in the National Audit, that all victims of CSAE are entitled to full and swift implementation of the 12 recommendations, decisive leadership and a collective determination to fix past failings and build a strong approach for the future.

21. Outstanding Citizens' Awards

I am on the lookout to champion the region's unsung heroes. Nominations are now open for this year's Outstanding Citizens' Awards. This year, I'm excited to host our awards in partnership with BirminghamLive.

The awards honour people in the West Midlands who have made exceptional contributions to our community through volunteering, acts of bravery, campaigning, dedication to their neighbourhood, or working tirelessly to improve safety.

The deadline for nominations is Thursday 7th August 2025 and the awards event will take place on Monday 6th October 2025.

There are five awards categories up for grabs this year:

- Outstanding Citizen
- Outstanding Young Citizen (18 and under)
- Outstanding Community Project
- Outstanding Contribution to Tackling Knife Crime in Communities
- Outstanding Contribution to Supporting Victims of Crime

If you know someone whose dedication and positive impact deserve recognition, I encourage you to submit a nomination. Details of how to do this can be found on the West Midlands PCC website.

Every year, I am immensely impressed by the incredible stories of courage, kindness and commitment shown by people across our region. These awards are a chance to shine a light on people who go above and beyond to make our communities safer, stronger and more united. I urge everyone to take a moment to nominate someone who truly deserves recognition.

22. Call on Spiking Law to be Tightened

The law must be tightened so perpetrators of spiking are held to account for their actions.

Victims Advocate Natalie Queiroz MBE and I have written to government, asking for the provisions in the Crime and Policing Bill that deal with spiking to be amended, to remove any risk of perpetrators avoiding conviction.

In the letter to Home Secretary Yvette Cooper, Victims Minister Alex Davies-Jones and Safeguarding Minister, Jess Phillips, we say the amendment to the Crime and Policing Bill is vital. It would remove any doubt around reckless behaviour and ensure perpetrators cannot try and justify their actions, by claiming it was a ‘prank’.

The letter says: “As Police and Crime Commissioner and Victims Advocate, we welcome the introduction of a specific offence criminalising spiking as part of the Crime and Policing Bill and recognise the importance of having a justice system where victims of crime can have a positive outcome and feel empowered by the law, that effectively and efficiently brings offenders to justice.

“In its current form, the bill refers to the need to establish intent but does not refer to reckless behaviour. It therefore creates a risk of perpetrators seeking to justify their act of spiking as a ‘prank’, which might lead to perpetrators avoiding conviction if it was not possible to establish intent.

“The current wording defines spiking as an act of administering a harmful substance. This is unlike similar provisions, such as the Offences against the Person Act 1861, where Assault Occasioning Actual Bodily Harm is committed by a person, whether intentionally or recklessly.

“The tabled amendment to the Crime and Policing Bill, would ensure there is no ambiguity in the law that could potentially allow perpetrators to raise a defence, by claiming that they did not intend to ‘injure, aggrieve or annoy’.”

“We welcome the government’s actions in tackling violence against women and girls, including the crucial pledge to halve VAWG within 10 years.

“The Crime and Policing Bill is one positive step towards achieving this aim and we support the introduction of a specific offence for spiking as amended, that will allow police and partners to pursue perpetrators of this despicable act.”

23. Business Crime Reduction Partnership

As part of my longstanding commitment to reduce business crime – including theft, robbery and violence against shop workers – I joined the recently-formed Business Crime Reduction Partnership (BCRP) in Birmingham.

Launched eight months ago by the Birmingham Central Business Improvement District (BID), it sees a joined-up approach between the BID, Birmingham City Council, British Transport Police and West Midlands Police to help crackdown on crime in the city centre.

More than 330 members of the city’s business community, including store managers, hoteliers and security staff, have signed up to the BCRP to share intelligence – including CCTV footage – and best practice to help report incidents, reduce crime and to improve working conditions for retail staff.

I’m really pleased to have met up with Birmingham Central BID’s Crime Reduction Partnership to hear about the great work that’s ongoing. We discussed the action taken to improve reporting, communication and the sharing of intelligence to help build trust and confidence so that, together, we can prevent and tackle crime.

Preventing and tackling retail crime, shop thefts and violence against shop workers is a top priority for me. That’s why I’m investing in rebuilding local community neighbourhood policing, supporting the National Retail Action Plan, the ShopKind campaign and investing in prevention and rehabilitation.

24. Investment for Victims

I have split more than £100,000 between seven organisations that support victims and survivors of “hidden” and harmful crime. The money will be allocated to organisations across the West Midlands that support victims and survivors dealing with hidden harmful practices, such as so-called honour-based abuse, female genital mutilation, modern slavery and human trafficking.

The rights and welfare of victims has always been my top priority, so I am delighted to be investing over a six-figure sum, spread across seven organisations that do vital work in the region.

The organisations awarded funding are:

- DORCAS – £15,500 for Female Genital Mutilation community support and therapeutic services.
- Sikh Women's Aid – £19,900 for addressing harmful practices in the Sikh Punjabi community
- RSVP – £16,200 for The Red Project – supporting sex worker survivors of sexual violence, abuse and exploitation.
- West Midlands Anti-Slavery Network – £20,000 for essential in-community support for victims of modern slavery and human trafficking.
- Sundial Centre for Education on Harmful Practices – £6,500 for hidden harms web cafes.
- Sophie Hayes Foundation – £16,500 for long term freedom for survivors of exploitation in the Midlands.
- Social Orientation and Relief Association – £15,350 for empowering communities: awareness and prevention of FGM in the West Midlands.

I am pleased to have invested almost £110,000 of funding into these seven organisations in the West Midlands, all of which do vital work to support victims and survivors.

Here in the West Midlands, we do everything we can to support victims and survivors and this funding will help support that, with a real focus on supporting victims and survivors of 'hidden' harmful practices.

I am looking forward to seeing the positive impact the funding has, not only for victims and survivors, but also the positive impact it has on our wider community.

25. New Dudley Police Headquarters

I am pleased to be delivering on my pledge, that will see Dudley Police's all-new headquarters open later this year.

Dudley police station, will be the second new police station to open, in the West Midlands this year. Sutton Coldfield's police station will relocate from its current site on Lichfield Road to a new station on Anchorage Road, around 300 metres away. In November last year, a new police base opened in Copthall House, Stourbridge and another in the Canley area of Coventry this spring.

Building work on Dudley Police's new headquarters is on track, with the site scheduled to open in the autumn. Work on the site, at Castlegate Business Park, started in March following the purchase of the former insurance call centre.

Chief Constable Craig Guildford and I saw for ourselves the progress being made in a special visit for local councillors and community representatives. Plumbers, electricians, bricklayers and other skilled workers are now turning the site into a fully functioning police station, for the hundreds of officers, staff and volunteers who will be based there. One of the priorities is to create a public contact office where people can report crime and get advice in person.

The creation of the new police station honours my commitment to open a new station in the town, made when the old station closed. It will also replace Brierley Hill police

station, which currently serves as the Dudley Police's headquarters. However, Brierley Hill will retain its own dedicated new police base, within the local community for the local neighbourhood police teams.

I am also delighted to announce that the Brierley Hill neighbourhood teams will remain in Brierley Hill, at a new permanent base at Cable Plaza near the Waterfront, which I also visited with the Chief Constable. The new site, just half a mile from the current police station, will house two neighbourhood policing teams, when Brierley Hill police station closes in the autumn.

Both the new Dudley Police headquarters and Brierley Hill Neighbourhood Team police base, will be fit for 21st century policing and I am committed to re-building community policing, to prevent and tackle crime and keep people, families, businesses and the local community safe and secure.



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Police and Crime Plan- Delivery Update July 2025

Introduction

- The Police and Crime Plan (PCP) has been shifted into a Delivery Plan covering circa 350 individual commitments with a named lead for each
- Quarterly assurance process implemented whereby leads provide update and RAG rate progress with SMT lead giving oversight of Ambers and SMT as a whole giving oversight of Reds
- Related KPI performance also visible within updated delivery plan to give SMT full understanding of progress
- Golden thread through from PCP to team business plans to individual objectives
- Much of plan already underway in being delivered



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Success so far

New Chance
and
Arrest Referral Service



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New Chance

*Diversion for women in contact with
West Midlands Police*



Strong
Partnerships

Holistic,
Trauma
Responsive
Intervention

Reducing
Reoffending,
Improving Lives

New Chance Referral Increases



2025 New Contract

What is new?

- Delivery partnership widened with a lead provider;
- Caseworker vetting and involvement in case management processes held by WMP;
- Use of the Women's Risk and Needs Assessment;
- Collaborative research with University of Birmingham.

The Arrest Referral Service

What the Arrest Referral Service does

- A substance misuse referral service within all seven of the WMP custody suites
- One provider to ensure consistency so all service users receive the same offer
- The service maximises the opportunities to engage people, in contact with the police, who are addicted to drugs and/or alcohol, and connect them with treatment and other support services

As part of the service, Arrest Referral Workers:

- Complete face to face Required Assessments (mandatory needs assessments) following a positive Drug Test on Arrest, and complete voluntary needs assessments through cell sweeps
- Assess individuals' substance misuse treatment needs and other support needs
- Offer referrals into treatment
- Provide harm reduction advice, deliver brief interventions, and signpost to relevant agencies raising awareness of the range of support and interventions available.
- Provide Naloxone and Needle Exchange Packs
- Proactively complete face to face Suitability Assessments for Community Sentence Treatment Requirements (CSTRs) in custody as part of needs assessments prior to court appearances.



The Arrest Referral Service

The improvements to the service delivered through recommissioning:

- Consistent coverage across all seven police custody suites – 7 days a week and evenings Monday to Friday
- Greater capacity to explore completing some Required Assessments in the community setting
- Gambling screening and smoking screening part of needs assessments
- Engage with service users who refuse a treatment referral to understand why they are refusing, and proactively work with local treatment providers to find solutions
- After a referral into treatment, the service will follow up attendance at treatment
- Work alongside people with lived experience and local peer services, to develop approaches to peer support in custody and to support the transfer from custody to community services, to increase the number of people in treatment
- Meet the specific needs of women

How lived experience has helped shape the specification and fed into the process

- Spoke to individuals with lived experience before the specification was written and got their feedback
- Spoke to service users in custody about their experience of the service
- Individuals with lived experience read through the specification and gave their feedback
- Individuals with lived experience helped organise and were involved in a meeting with the force to discuss how to overcome barriers to peers working in custody



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Victims Code

What is the Victims' Code?

The Victims' Code explains the rights that everyone can expect to receive as a victims of crime.

Whoever you are and whatever the crime, you have the right to be informed about the criminal justice process and the process and the support available

What are my rights under the Victims' Code?

Right 1: To be able to understand and to be understood
You have the right to understand the information you're given and to be understood. This includes access to translation or interpretation services if needed.

Right 2: To have the details of the crime recorded without unjustified delay.
You have the right to have the crime recorded by the police promptly and may be able to get extra support from a specialist if you need help communicating.

Right 3: To be provided with information when reporting the crime
You have the right to receive written confirmation that the crime has been recorded, get information on the criminal justice process, and be told about support services.

Right 4: To be referred to services that support victims and have services and support tailored to your needs
You have the right to be referred to support services or contact them directly. You should also be told about any extra support at court which is available to you.

Right 5: To be provided with information about compensation
You have the right to be told about compensation that may be available for any loss, damage or injury caused by a crime.

Right 6: To be provided with information about the investigation and prosecution
You have the right to be given updates on your case, be told about important decisions and ask for a review of certain decisions.

Right 7: To make Victim Personal Statement
You have the right to make a statement telling the court how the crime has affected you, which will be considered when sentencing the offender.

Right 8: To be given information about the trial, trial process and your role as a witness
You have the right to be told the date, location and outcome of any hearing. If you need to give evidence, you can get help before, during and after the trial.

Right 9: To be given information about the outcome of the case and any appeals
You have the right to be told the outcome of the case and the sentence. If the offender appeals, you should be told the outcome.

Right 10: To be paid expenses and have property returned
You have the right to claim expenses from giving evidence in court. If property was taken as evidence, you should get it back promptly.

Right 11: To be given information about the offender following a conviction
You have the right to join the Victim Contact Scheme if eligible. The scheme gives you updates on the offender's sentence, including when they're being considered for release.

Right 12: To make a complaint about your rights not being met
You have the right to complain to the relevant organisation if you're unhappy with how you've been treated.

Timeline

The Victims' Code has been around for quite some time.

1990 -The Victims' Charter was introduced on 22 February 1990, which coincided with European Victims' Day. It set out the rights and expectations for victims of crime.

2004 – The Domestic Violence, Crime and Victims Act was passed, laying the groundwork for the Victims' Code.

2006 – The first Victims' Code came into effect, setting out the rights of victims and the responsibilities of criminal justice agencies.

2015 – A revision was made to align with the European Union Victims' Directive, introducing new measures to improve victim support.

2021 – The latest revision came into effect, restructuring victim entitlements into 12 overarching rights, making them clearer and more accessible.

2024 – The Victims and Prisoners Act was introduced, further strengthening victim rights and compliance measures.

Compliance with the victims code



The Victims and Prisoners Act places a duty on criminal justice bodies and PCCs to keep compliance with the Victims Code under review.

Who does the duty apply to?

1. **Lead convener;** PCC
2. **Local Criminal Justice Bodies;** All local police forces in England and Wales; CPS; HMCTS; HMPPS ; Youth Offending Teams
3. **Non territorial police forces;** Ministry of Defence, British Transport Police

What will the duty do?

Improve monitoring of the delivery of the Code amongst the bodies who have the most interaction with victims, ✓ Improve transparency of the delivery of the Code, through publishing resulting Code compliance data, ✓ Improve delivery of the Code, through the sharing of best practice and a focus on improving performance.

Code Compliance – how will it work

The criminal justice bodies will be required to collect and share the following:

Compliance metrics

To enable quantitative monitoring of the delivery of each Code entitlement.

Victim feedback

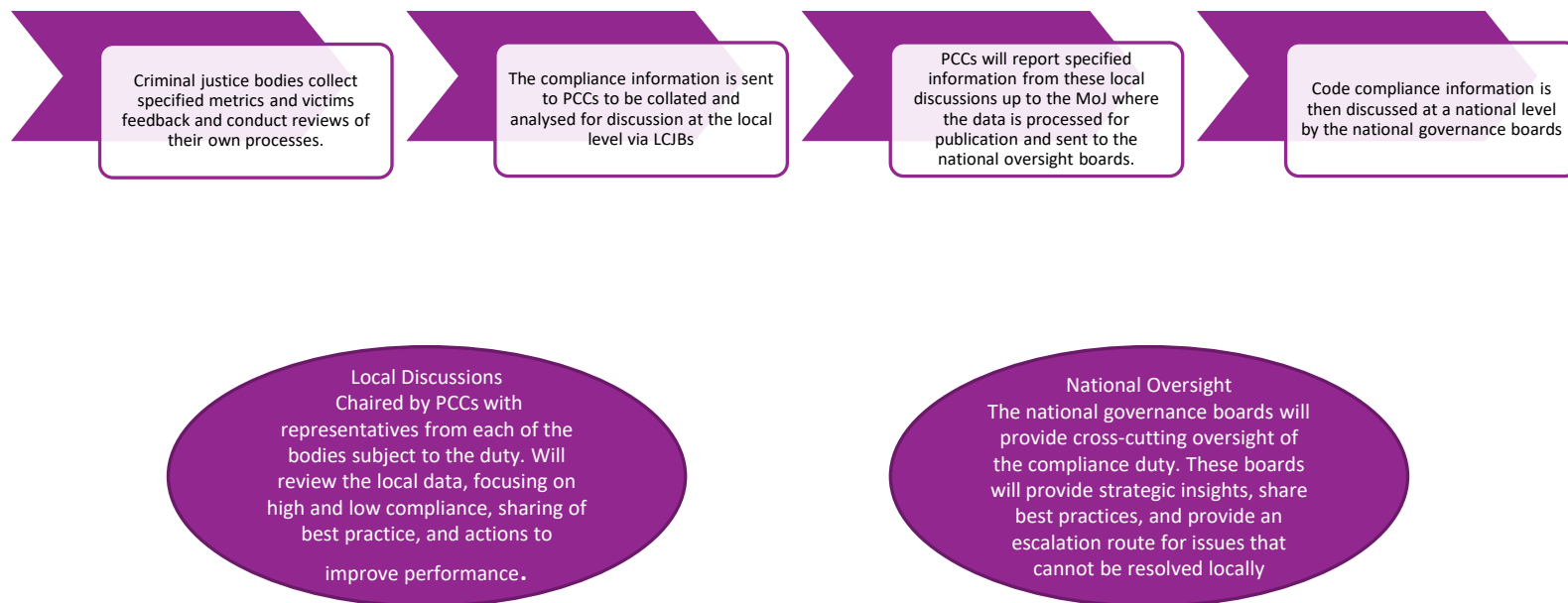
To capture aspects of the Code which are better monitored via the victims' views and to gain specific insights into the victims' experience.

Self reporting

To ensure criminal justice bodies review their processes and whether they're working.

These three areas of compliance information will allow criminal justice bodies and PCCs to review the delivery of the Code. They will come together to build a useful picture of the delivery of a Code entitlement. PCCs will be provided with funding for up to two Senior Data Analysts per office to enable the collation and analysis of this information.

Governance Process



Police and Crime Plan Commitments

1. I am committed to enforcing the VCOP within WMP
2. I expect them to produce an auditable and proven account of their compliance
3. I will hold the wider CJS accountable through the LCJB
4. I will campaign for meaningful sanctions for non compliance with the VCOP ensuring accountability across the system
5. I will strengthen the support provided by victim services to advocate in behalf of victims
6. I will campaign for criminal justice inspectorates to place a focus on delivery of victims rights within their regular inspections

VCOP – areas of focus

1. Increase awareness of the victims code
2. Reviewing compliance: criminal justice bodies
3. Collection of Victims Feedback
4. National Engagement
5. Understand the totality of Victims rights



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Crime and ASB

Safer Streets Summer Initiative: our approach



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- 28 'town centres' in WMP
- This initiative runs: 30th June – 30th September
- Effective and constructive joint working by OPCC, WMP and LA HOCS
- Draft overall plan presented to HOCS for comment & draft plan finalised with sign off from PCC and Chief Constable
- Plan submitted to the Home Office on 4th June

ASB Hotspot Patrols

- Reshaping the data returns process for ASB patrols and Hotspot areas
- Local Authorities will return their data to the OPCC who will work with WMP to produce the return including police activity



ASB – Joint Working

- OPCC representation at ASB/POPS monthly meeting.
 - This has been a valuable opportunity for regular updates and communication with local ASB officers as part of a working group.
- Recent example of the group's efficacy and value being the calls for consultation response.
 - The OPCC has sought to produce a joint response with WMP to changes in ASB vehicle legislation, this response has been facilitated through the ASB/POPS group.

Safer Streets Summer Comms

- Joined-up multi-channel Comms approach agreed with delivery partners
- Led by WMP Head of Comms
- Utilising Association of Police & Crime Commissioners produced branding and resources
- WMP Comms are rolling out an over-arching 'Here for You' Comms campaign and this Safer Streets initiative comms will be part of that – a joined-up approach
- Majority of SS Comms will be produced at a local LPA level – clarifying what is happening in the local area and the positive impact of this
- Good opportunity for LPA Comms Hubs and Local SS Comms to work together



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Neighbourhood Policing Guarantee

Neighbourhood policing guarantee



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Success so far

- WMP to receive £12.2M to be invested directly into neighbourhoods.
- WMP committed to 20 extra PCSOs.
- Dedicated Neighbourhood officers assigned in every ward across the force
- Single Online Home pages now updated to achieve a named, contactable officer for every neighbourhood
- College of Policing roll out of their accredited National Neighbourhood Policing Pathway (NPP) 1-4 Training. This accredited specialism has been welcomed by WMP. NPP1 starts 23rd June, NPP2 starts in September
- Abstraction Policy published / App built, tested and being trialled

Ensuring the Modernising Neighbourhood Policing programme supports the PCC's commitment to Rebuild Community Policing and delivers the PCC'S Neighbourhood Policing Guarantee:

- Neighbourhood officers and police bases remain located within the communities that they serve
- Dedicated Neighbourhood policing resource is ringfenced, avoiding abstractions to other policing work and support WMP to embed effective oversight and governance to obtain this.
- Neighbourhood policing activity is targeted towards people and places according to need
- Neighborhood Police Officers remain in their roles for as long as possible, to build relationships, local knowledge and key intelligence and when neighborhood officers move on the knowledge and key intelligence are passed on to replacement officers.
- Understanding how WMP plan to engage with, listen to and work with the community, including via West Midlands Now, social media and holding regular community meetings
- Effective management, updating and sharing of the Single Online Home pages to ensure are they kept updated and assessible for the community.



Police and Crime Panel: Monday 28th July 2025

Report

1. Introduction

- 1.1. This report presents an outline of performance against the strategic priorities outlined in the 2025–2029 Police and Crime Plan. These priorities include rebuilding community policing, preventing and tackling violence, improving road and travel safety, protecting victims and witnesses, and building public trust and confidence in policing.
- 1.2. Performance is measured against a set of Key Performance Indicators (KPIs) defined within each of the plan's priority areas. This update draws on the recent data and longer-term trends to support a shared understanding around West Midlands Police (WMP), the Office of the Police and Crime Commissioner (OPCC), and wider criminal justice partner performance.
- 1.3. Unless stated otherwise, the data presented covers the 12-month period from 1st April 2024 to 31st March 2025. Performance is assessed in comparison with the relevant baseline, typically the same period in the previous year (1st April 2023 to 31st March 2024). All data is accurate at the time of reporting and may be subject to change due originating from live systems.

2. Rebuilding Community Policing

- 2.1. This section reviews performance against the KPIs linked to the priority of rebuilding community policing, with a focus on increasing officer numbers, delivering the neighbourhood policing guarantee, and reducing anti-social behaviour (ASB) and crime.

- 2.2. A key commitment within the Police and Crime Plan is to expand the number of police officers and Police Community Support Officers (PCSOs). As of March 2025, the force recorded a police officer headcount of 8,094, down slightly from 8,102 in April 2024. This represents a marginal decrease of 0.1 percent over the 12-month period.
- 2.3. PCSOs have also seen a small increase. In April 2024, there were 310 PCSOs in post, compared to 312 in March 2025, an increase of 0.7 percent. While these changes reflect a relatively static picture, maintaining front-line visibility and neighbourhood presence remains a core priority.
- 2.4. An extra 150 neighbourhood police officers for the West Midlands have been secured, following a bid that was jointly submitted to the Home Office, by the Chief Constable and the Police and Crime Commissioner.
- 2.5. Moving on to ASB, a total of 29,334 reports were recorded in 2024/25, an increase of 11.1 percent from the previous year. This shift highlights the continued importance of visible community policing and local problem-solving to tackle the underlying causes of low-level nuisance and disorder, see Figure 1.

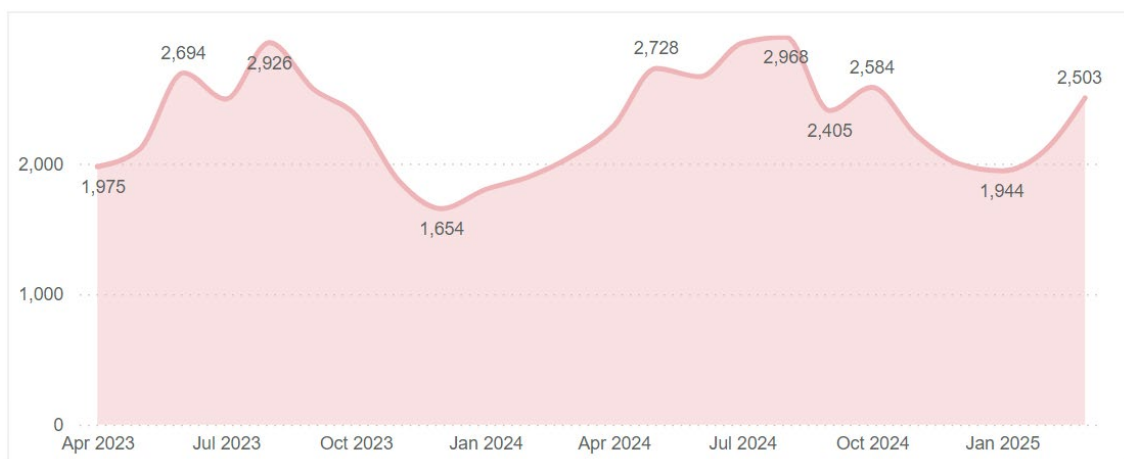


Figure 1

- 2.6. Of the incidents recorded, 24,844 were categorised as nuisance, 4,840 as personal, and 2,956 as environmental. The highest increases were seen in Wolverhampton, which rose by 21.0 percent, and Walsall, which recorded an increase of 18.4 percent.

2.7. Total recorded crime across the West Midlands continues to fall. For the 12 months ending March 2025, 308,970 offences were recorded, a 5.8 percent reduction compared to the previous year.

2.8. This downward trend is consistent across all Local Policing Areas (LPAs), with the most notable reductions in Wolverhampton (-9.5 percent), Coventry (-7.4 percent), Sandwell (-7.4 percent), and Solihull (-6.1 percent). Other areas also recorded decreases, including Dudley (-5.7 percent), Birmingham (-4.2 percent), and Walsall (-3.5 percent).

3. Preventing and Tackling Violence

3.1. This section reviews KPIs that reflect the continued efforts to prevent and reduce violence, with a particular focus on protecting vulnerable people and addressing high-harm offences.

3.2. In 2024/25, there were 52,761 recorded crimes flagged as domestic abuse. This represents a year-on-year reduction of 5.4 percent. The most significant decrease was seen in violence with injury offences, which fell by 9.6 percent to 11,241 recorded offences.

3.3. Reducing Violence against Women and Girls (VAWG) is a core strategic priority. In the 12 months to March 2025, there were 54,446 recorded VAWG-related crimes, a reduction of 11.9 percent compared to the previous year. The associated harm score also fell by approximately 10.5 percent, indicating a decline in the overall severity of offences.

3.4. There has been a marked improvement in the outcome rate for VAWG victims, rising to 10.2 percent. This is an increase of 3.6 percentage points on the previous year, suggesting progress in bringing offenders to justice and providing support to victims.

3.5. Sexual violence recorded across the West Midlands has increased by 8.9 percent. This trend is driven by an 18.6 percent rise in 'other sexual offences', which includes sexual assaults. In contrast, recorded rape offences have fallen by 3.5 percent, suggesting a more complex picture that may reflect changes in both reporting and offending patterns. In comparison, it is important to note that the WMP trend observed here is in line with other most similar police force areas (Greater Manchester, Merseyside, West Yorkshire).

- 3.6. Serious youth violence, defined as non-domestic violence with injury offences involving victims under the age of 25, has continued to fall. In 2024/25, these offences declined by 12.6 percent, with a corresponding 12.8 percent reduction in the harm score. All LPAs have contributed to this improvement, reflecting a consistent approach to tackling youth violence.
- 3.7. In 2024/25, there were 31 homicides recorded by WMP, a reduction of 14 compared to the previous year. Of these, 9 were flagged as domestic-related, which remains unchanged from 2023/24.
- 3.8. Knife and gun crime statistics are based on Home Office Annual Data Requirement definitions, ensuring consistency in how these offences are measured.
- 3.9. The most recent data, covering the calendar year 2024, reports 4,577 knife crime offences. This represents a reduction of 13.1 percent. Similarly, gun crime fell by 12.5 percent, with 504 offences recorded.
- 3.10. The Police and Crime Plan includes a commitment to increase the number of weapons recovered through stop and search activity. In 2024/25, WMP recorded 855 stops where a knife was recovered. While this represents a slight reduction of 3.8 percent compared to the previous year, it demonstrates continued focus in this area. In addition, there were 85 stops where a firearm was recovered, a decrease of 19.1 percent.
- 3.11. Reducing violence against business and emergency service workers is a priority. In the latest reporting period, violence against business workers decreased by 8.2 percent, with 481 offences recorded.
- 3.12. In contrast, there were 3,297 offences flagged as violence against emergency workers, reflecting an increase of 8.7 percent. This trend highlights the ongoing risks faced by frontline emergency workers in the course of their duties.
- 3.13. Improving outcomes for victims of violence is a key component of delivering justice and maintaining public confidence. In 2024/25, WMP recorded 12,116 positive outcomes for violent offences. This equates to a positive outcome rate of 9.9 percent, an increase of 3.7 percentage points from the previous year.

4. Improving Road and Travel Safety

- 4.1. This section provides an update on KPIs relating to road safety and transport crime. It covers changes in the number of people killed or seriously injured on roads, enforcement activity around driving offences, and trends across the region's public transport network.
- 4.2. In 2024/25, there were 56 fatalities on roads in the West Midlands, a figure that remains static from the previous year. A further 1,140 people were seriously injured, representing a minimal increase of 0.8 percent compared to 2023/24. While broadly static, these figures continue to underscore the need for sustained focus on road safety measures. However, there is a slight delay in this data being inputted into the electronic system, so figures are likely to change.
- 4.3. The plan prioritises stronger enforcement of the "Fatal 4" driving offences, which include speeding, mobile phone use while driving, failure to wear a seatbelt, and driving under the influence of alcohol or drugs.
- 4.4. Enforcement activity in these areas has risen, with 4,203 actions recorded in 2024/25, reflecting a 20.5 percent increase. However, arrests for drink and drug driving fell by 6.2 percent, with 2,755 arrests made during the same period.
- 4.5. Tackling organised criminal street racing is another objective within the plan. WMP recorded a 27.2 percent reduction in incident reports of street racing in 2024/25, indicating positive progress in disrupting this dangerous activity.
- 4.6. Public reporting also plays a growing role in tackling road offences. The Police and Crime Plan sets out a commitment to expand third-party reporting, including dashcam footage submissions.
- 4.7. WMP received around 18,346 reports from members of the public in 2024/25, marking a significant increase of 133.9 percent compared to the previous year. The positive outcome rate for these submissions now stands at 84.0 percent, meaning the majority have resulted in enforcement action such as driver education, fines, or prosecutions.
- 4.8. Vehicle seizures for unlawful use remain an important measure of roads policing activity. In 2024/25, there were 13,387 vehicle recoveries for reasons including no insurance, no tax, or no driving licence. This represents a 12.9 percent increase from the previous year and supports the plan's focus on making roads safer through proactive intervention.

- 4.9. Turning to crime on the public transport network, data from the Safer Travel Partnership shows that bus-related crime has remained broadly stable, with 4,161 offences recorded and a percentage change of minus 1.3 percent. Train-related crime rose slightly by 3.5 percent to 2,661 offences, while crime on the metro increased by 25.4 percent, with 143 offences recorded.

5. Preventing and Reducing Neighbourhood Crime

- 5.1. This section examines performance in tackling neighbourhood crime, a key priority within the Police and Crime Plan. The core neighbourhood crime types include personal robbery, theft from the person, and residential burglary. The plan also includes performance metrics for business crime and reports of fraud and cybercrime.
- 5.2. Across 2024/25, WMP recorded 48,938 neighbourhood crimes, reflecting a 17.3 percent reduction compared to the previous year. These decreases are evident across all LPAs, with the largest falls observed in Coventry (24.1 percent), Walsall (23.1 percent), and Solihull (22.6 percent).
- 5.3. When looking at individual crime types, the reductions are similarly encouraging. Vehicle offences have fallen by 13.9 percent, residential burglary by 20.6 percent, personal robbery by 21.9 percent, and theft from the person by 26.4 percent. These trends indicate sustained progress in protecting communities from the types of crime that affect people's everyday lives and sense of safety.
- 5.4. Business crime, by contrast, has increased during the reporting period. A total of 58,404 offences were recorded in 2024/25, representing an 8.4 percent rise. However, despite the increase in volume, the overall harm score associated with business crime has reduced by 18.2 percent, suggesting a shift towards lower-harm offences.
- 5.5. A key factor contributing to the rise in business crime is the national increase in shoplifting. In the West Midlands, shoplifting offences rose by 34.5 percent, with 32,703 crimes recorded over the year. Most LPAs reported increases, with Walsall experiencing the highest rise at 64.7 percent. In contrast, shoplifting levels in Sandwell remained largely unchanged, recording a small reduction of 2.9 percent.

- 5.6. There has been a significant improvement in the proportion of shoplifting offences resulting in a positive outcome. In 2024/25, 7,440 positive outcomes were recorded, delivering an outcome rate of 22.8 percent. This marks an improvement of 8.8 percentage points when compared to 2023/24 and reflects targeted activity to bring more offenders to justice.
- 5.7. In relation to fraud and cybercrime, the Police and Crime Plan highlights the need to encourage more reporting, particularly given the underreported nature of these offences.
- 5.8. The latest data from the Action Fraud dashboard shows 15,065 reports were made in 2024/25. Of these, 83.0 percent related to fraud and 17.0 percent to cybercrime. This represents a 5.1 percent reduction in total reports compared to the previous year.

6. Protecting Victims and Witnesses

- 6.1. The Police and Crime Plan includes several KPIs aimed at improving outcomes for victims and witnesses. These measures are currently in development and will form a critical part of future performance monitoring. Three core indicators are outlined below.
- 6.2. The compliance with the Victims' Code of Practice measure will track the cases in which WMP and wider criminal justice partners comply with the 12 statutory rights set out in the Victims' Code. The aim is to ensure consistent and high-quality treatment of victims throughout the justice process.
- 6.3. Improving victim satisfaction with WMP is an indicator that will assess victim satisfaction levels based on feedback collected through a victim insights platform. It will provide a more detailed understanding of victim experiences and help inform service improvements.
- 6.4. Satisfaction with commissioned support services will reflect the proportion of victims who report being satisfied with the support services funded by the OPCC. It will support efforts to ensure that commissioned services meet victims' needs and contribute to their recovery.

7. Building Trust and Confidence

- 7.1. This section outlines progress against the Police and Crime Plan priority of building trust and confidence in policing. It covers KPIs relating to access to police services, emergency and priority response, investigations, complaints, and confidence in the Force.
- 7.2. In 2024/25, the total number of 999 calls received by WMP fell by 9.7 percent, decreasing from 810,868 to 732,440 calls. Call handling performance has remained consistently strong. The proportion of 999 calls answered remained static at 99.9 percent, demonstrating sustained reliability in emergency call response.
- 7.3. Performance against the national 10-second call service level agreement has improved. Compliance increased from 92.9 percent in the previous year to 95.5 percent in 2024/25, representing a 2.6 percentage point improvement. This indicates a continued focus on meeting service level expectations and ensuring the public receives a timely emergency response, see Figure 2.

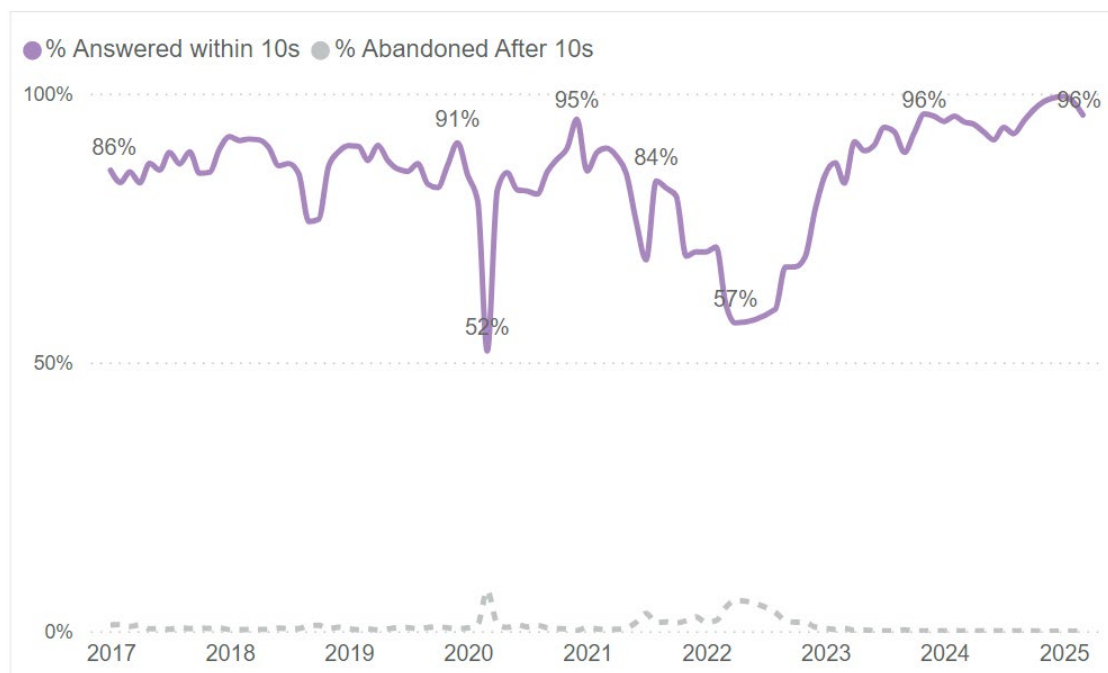


Figure 2

- 7.4. The average answer time for 999 calls has improved, reducing from 5 seconds to 3 seconds in 2024/25. This represents a 40.0 percent improvement and demonstrates faster connection times, which are particularly critical in emergency situations where every second counts.
- 7.5. There has also been a notable reduction in the number of calls abandoned after waiting more than 10 seconds. This figure dropped from 651 to 179, a decrease of 72.5 percent. The

improvement reflects increased efficiency in call handling and fewer instances of callers disconnecting due to delays or other reasons.

7.6. Turning to 101, there has been a 15.2 percent increase in demand, with 755,332 calls received in 2024/25 compared to 655,832 the year before. Despite this rise in call volume, the service has responded well. The proportion of calls answered rose from 87.1 percent to 94.6 percent, an increase of 7.5 percentage points.

7.7. There has also been considerable progress in meeting the 3-minute answer time target. Compliance rose from 75.5 percent to 92.7 percent, a 17.3 percentage point improvement (see Figure 3). This reflects ongoing efforts to improve access to police services and deliver a more responsive experience for the public.

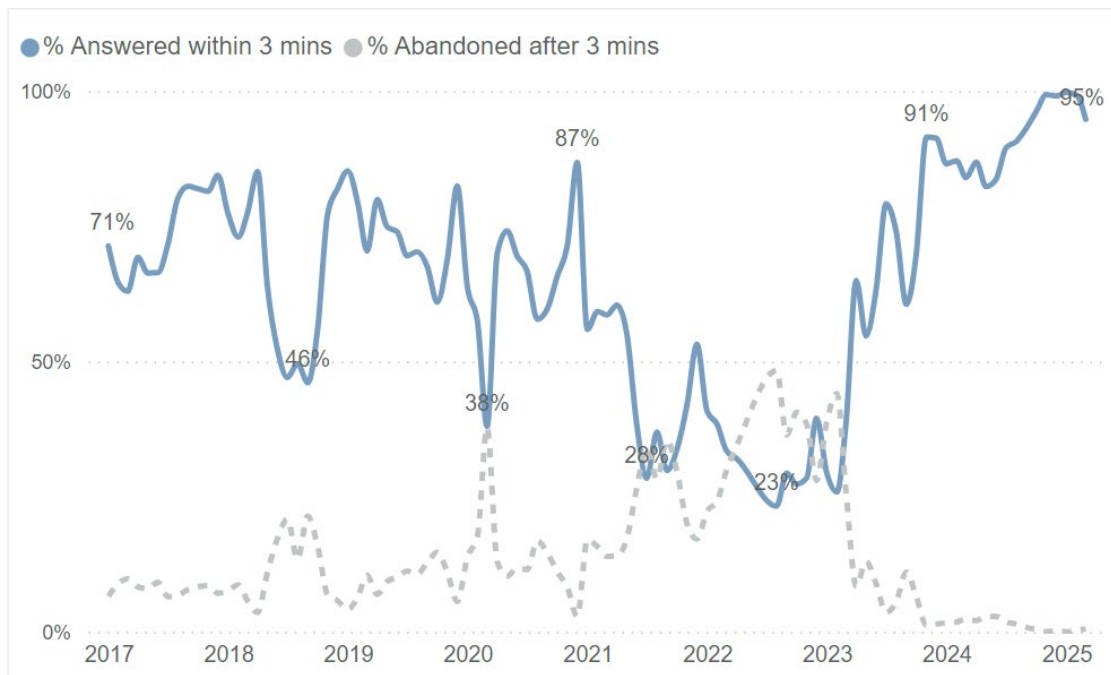


Figure 3

7.8. The average answer time for 101 calls has seen a substantial improvement, falling from 2 minutes and 13 seconds to just 37 seconds in 2024/25. This 72.2 percent reduction demonstrates a significant increase in responsiveness, ensuring that callers are connected to the support they need far more quickly.

7.9. The number of calls abandoned after waiting more than 3 minutes has also dropped sharply. A total of 8,665 calls were abandoned in 2024/25, compared to 36,091 the previous year. This

76.0 percent reduction highlights improvements in both speed and overall service quality, as fewer callers are disengaging.

7.10. In terms of emergency incident demand, the total number of recorded incidents remained broadly stable, decreasing by just 0.4 percent to 177,677 for the year. However, the number of incidents attended increased by 3.5 percent, rising from 171,508 to 177,529. This demonstrates an improved operational response rate, with a greater proportion of incidents being actively attended.

7.11. Median emergency response times have also improved, decreasing by 13.7 percent. The time taken to reach emergency incidents fell from 12 minutes and 32 seconds to 10 minutes and 49 seconds, indicating enhanced efficiency in deployment.

7.12. Compliance with the 15-minute emergency response target has improved notably, increasing from 62.6 percent to 70.7 percent. This 8.1 percentage point gain reflects the Force's progress in delivering a faster and more dependable response in time-critical situations.

7.13. While compliance with the 15-minute response target varies across LPAs, overall performance could be strengthened further through improvements in Birmingham. Birmingham LPA currently has a compliance rate of 66.5 percent, which is slightly below the regional average (see Figure 4).

Emergency Incidents 15 Minute Compliance

LPA ● Birmingham ● Coventry ● Dudley ● Sandwell ● Solihull ● Walsall ● Wolverhampton

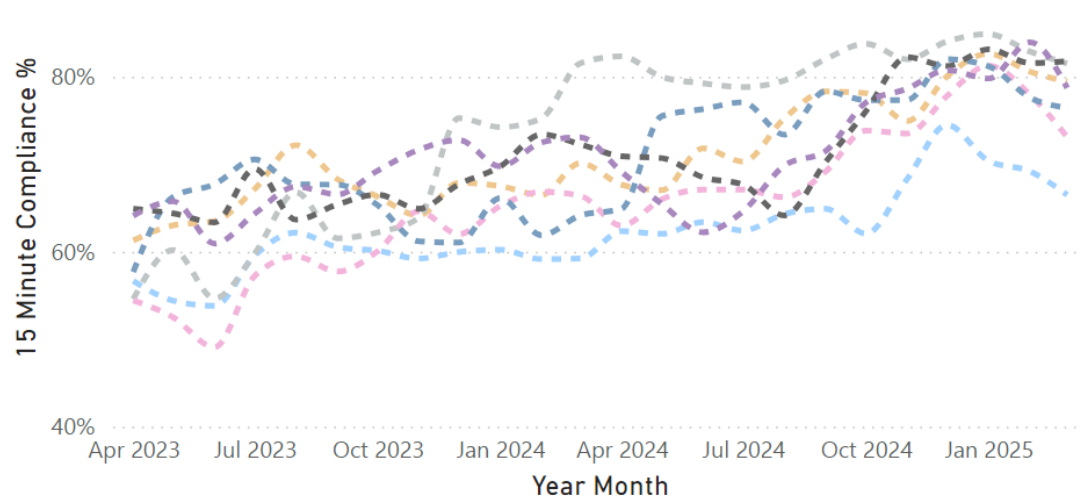


Figure 4

7.14. There has been a substantial increase in the number of priority incidents recorded in 2024/25, rising by 22.2 percent to a total of 108,031. Despite the increased demand, the number of priority incidents attended has improved notably, increasing by 34.7 percent from 78,892 to 106,273. This demonstrates the Force's growing capacity to respond effectively to incidents.

7.15. Response times for priority incidents have also improved markedly. The median time to attend these incidents has reduced by 37.5 percent, falling from 1 hour, 2 minutes, and 39 seconds to 39 minutes and 11 seconds.

7.16. Compliance with the one-hour response target has similarly increased. The current rate stands at 66.8 percent, up from 57.0 percent the previous year, an improvement of 9.8 percentage points.

7.17. As shown in Figure 5, performance across LPAs follows a comparable pattern to emergency incident response compliance, with some variation between areas.

Priority Incidents 1 Hour Compliance

LPA ● Birmingham ● Coventry ● Dudley ● Sandwell ● Solihull ● Walsall ● Wolverhampton

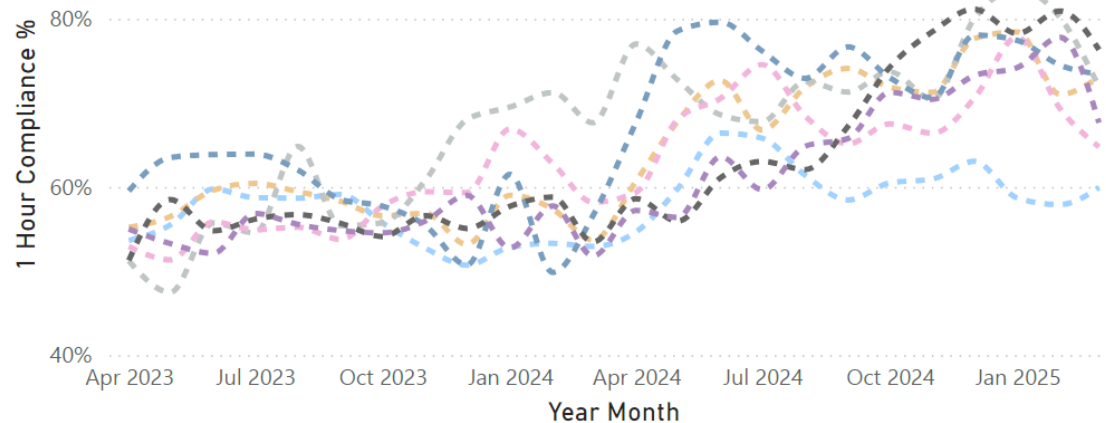


Figure 5

7.18. Reducing the time taken to investigate public complaints is another commitment set out in the Police and Crime Plan. In 2024/25, the average number of working days to finalise a non-Schedule 3 complaint was 26, representing a reduction of 10.3 percent from the previous baseline of 29 working days.

7.19. In contrast, Schedule 3 complaints have seen an increase in average investigation time. These complaints are currently taking an average of 161 working days to be finalised, which is a 27.8 percent increase compared to the baseline of 126 days. This highlights an area requiring further attention to improve resolution timeliness.

7.20. For investigations, the plan outlines the commitment to improve investigations grading from “Inadequate” to “Good.” The current PEEL inspection covers the 2023 to 2025 period, therefore, a new inspection grading will be reported on in future performance reporting.

7.21. Improving public trust and confidence in WMP remains a central ambition of the plan. A regional public perception survey is currently in development by the OPCC and WMP. Once implemented, it will provide a more detailed and consistent understanding of public confidence at both force-wide and local levels.

8. An Equal and Fair West Midlands

8.1. This section outlines progress against the KPIs within the An Equal and Fair West Midlands section of the Police and Crime Plan. It covers activity related to ethics training, workforce diversity, disproportionality in policing powers, and the implementation of race action plans.

8.2. Ethics training is delivered across WMP through a series of different modules. As shown in Table 1, there are high completion rates for modules 1 to 3 among both police officers and staff. Modules 4 to 7 have only recently been launched, which explains their lower current completion levels. These figures are expected to rise and align more closely with the earlier modules as uptake continues.

Training Module	Baseline Date	Baseline	Current Date	Current	
Ethics Module 1 (Ethical Policing).	[January 2025]	96.0%	[March 2025]	98.0%	⊖ 2.0pp
Ethics Module 2 (Ethical Decision Making).	[January 2025]	94.0%	[March 2025]	96.0%	⊖ 2.0pp
Ethics Module 3 (Code of Practice).	[January 2025]	94.0%	[March 2025]	96.0%	⊖ 2.0pp
Ethics Module 4 (Ethical Grey Areas).	[January 2025]	63.0%	[March 2025]	71.0%	⊕ 8.0pp
Ethics Module 5 (Guidance and Misconduct Allegations).	[January 2025]	53.0%	[March 2025]	69.0%	⊕ 16.0pp
Ethics Module 6 (Continuous Improvement).	[January 2025]	50.0%	[March 2025]	67.0%	⊕ 17.0pp
Ethics Module 7 (Knowledge Check).	[January 2025]	49.0%	[March 2025]	66.0%	⊕ 17.0pp

Table 1

8.3. The Police and Crime Plan includes a clear commitment to increasing the proportion of the workforce from under-represented groups, including women and racially minoritised communities. Current performance, as shown in Table 2, indicates that workforce representation remains broadly static across most roles. However, there are a few slight changes.

8.4. Among Police Community Support Officers, the proportion of women has declined by 2.3 percentage points, while representation from racially minoritised communities has increased by 2.4 percentage points. For Special Constables, the proportion of women has decreased by 2.1 percentage points.

Role Group	Baseline Date	Baseline	Current Date	Current	
Police Officers: Women.	[April 2024]	36.2%	[March 2025]	36.5%	⊖ 0.3pp
Police Officers: Racially Minoritised Communities.	[April 2024]	14.1%	[March 2025]	14.4%	⊖ 0.3pp
Police Community Support Officers: Women.	[April 2024]	49.4%	[March 2025]	47.1%	⬇ -2.3pp
Police Community Support Officers: Racially Minoritised Communities.	[April 2024]	13.6%	[March 2025]	16.0%	⬆ 2.4pp
Special Constables: Women.	[April 2024]	18.8%	[March 2025]	16.7%	⬇ -2.1pp
Special Constables: Racially Minoritised Communities.	[April 2024]	30.2%	[March 2025]	28.2%	⊖ -2.0pp
Police Staff: Women.	[April 2024]	61.4%	[March 2025]	61.5%	⊖ 0.1pp
Police Staff: Racially Minoritised Communities.	[April 2024]	18.5%	[March 2025]	20.5%	⊖ 2.0pp

Table 2

8.5. Disproportionality in the use of police powers remains an area of focus. Stop and search data shows that Asian individuals are 1.8 times more likely, and Black individuals 3.0 times more likely, to be searched than White individuals.

8.6. For use of force incidents, the pattern of disproportionality differs. Asian individuals are 0.8 times less likely to be subjected to force compared to White individuals, whereas Black individuals are 1.9 times more likely.

8.7. The final KPI in this section relates to the implementation of the National and WMP Race Action Plans. This measure is currently in development, with work ongoing to embed the commitments set out within both frameworks into local policing practice.

9. Bringing Offenders to Justice

- 9.1. This section provides an update on performance against the KPIs set out under the Bringing Offenders to Justice priority. It includes indicators covering positive outcomes, crime data integrity, stopped investigations, evidence-led prosecutions, timeliness at Crown Court, and case quality compliance.
- 9.2. In 2024/25, WMP recorded 38,519 positive outcomes, representing an increase of 46.0 percent compared to the previous year. This reflects a significant improvement in the number of crimes resulting in meaningful justice outcomes.
- 9.3. The overall positive outcome rate now stands at 12.5 percent, an increase of 4.4 percentage points against 2023/24. This is calculated by dividing the number of positive outcomes by the total number of recorded crimes.
- 9.4. As shown in Figure 6, the outcome rate has grown steadily over the past two years, highlighting progress in case resolution and investigative effectiveness.

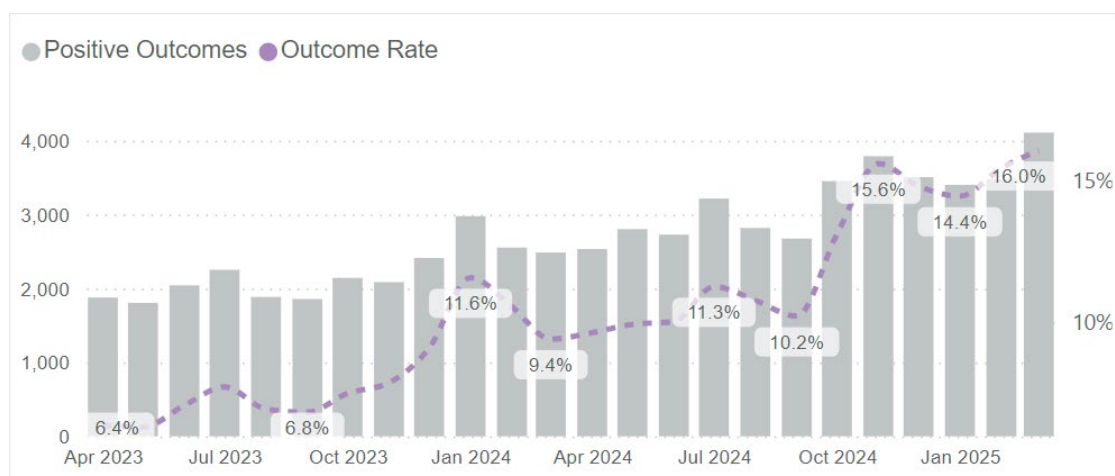


Figure 6

- 9.5. In relation to stopped investigations in 2024/25, Outcome Code 16, used where evidential difficulties exist and the victim does not support further action, accounts for 29.1 percent of all outcomes in 2024/25 (see Appendix 1 for outcome code definitions). This figure remains static compared to the previous year.
- 9.6. Outcome Code 15 (where the victim is supportive but evidential issues prevent progression), currently accounts for 11.3 percent of outcomes, which is also unchanged, see Figure 7.

Highest Outcome Codes

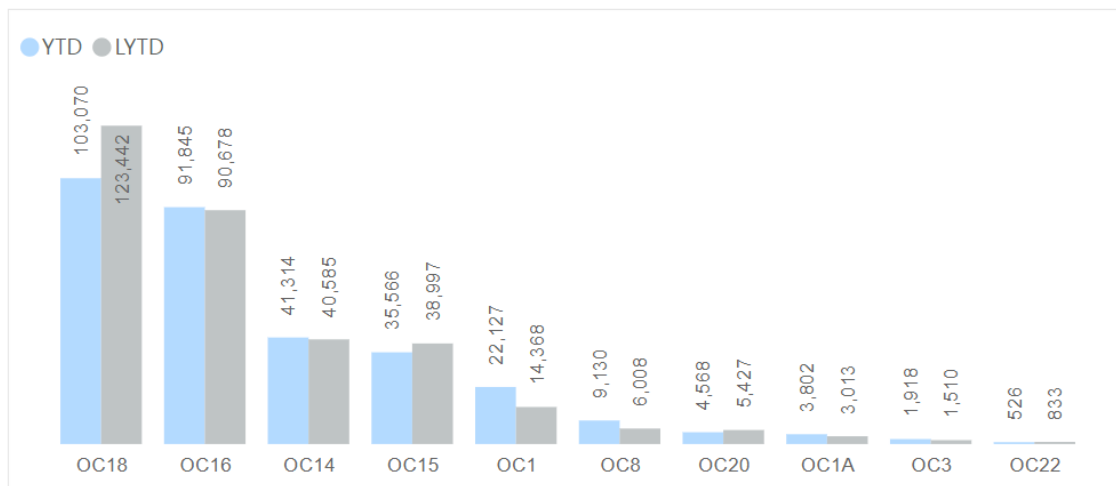


Figure 7

- 9.7. Crime data integrity remains a key area of focus, with the Police and Crime Plan aiming for near full compliance. Current performance shows that WMP is achieving compliance rates of 91.0 percent for violence offences, 91.6 percent for sexual offences, and 95.6 percent for all other categories. These figures remain stable compared to the previous baselines and reflect continued efforts to maintain data quality standards.
- 9.8. The KPI relating to evidence-led prosecutions is currently in development. Once a reliable baseline is established, performance will be reported in future updates.
- 9.9. Improving the timeliness of case progression to Crown Court is a further objective within the plan. The median number of days from charge to case completion at Crown Court has decreased significantly to 148 days in 2024. This represents a 36.2 percent reduction compared to the 2023/24 baseline of 232 days.
- 9.10. Crown Prosecution Service (CPS) case quality compliance has shown some slight improvement. As of December 2024, 62.9 percent of WMP case files met CPS quality standards. This marks a 3.4 percentage point increase from the April 2024 baseline, reflecting improved case file preparation and adherence to national standards.

10. Prevention and Rehabilitation

- 10.1. This section outlines performance against the Prevention and Rehabilitation priority within the Police and Crime Plan. It focuses on key indicators such as reductions in harm scores,

access to drug treatment services, the use of out-of-court disposals, and the application of civil orders and interventions.

10.2. The overall harm score for the West Midlands has decreased by 10.5 percent, with a score of 41.1M across 2024/25. The harm score is a weighted measure that captures the severity of offences, rather than just volume, and provides a more comprehensive understanding of the impact of crime on communities.

10.3. As shown in Figure 8, the reduction in recorded crime per 1,000 population since April 2023 has been accompanied by a corresponding decline in harm score. This suggests that not only is crime becoming less frequent, but the nature of offending is also causing less harm overall.

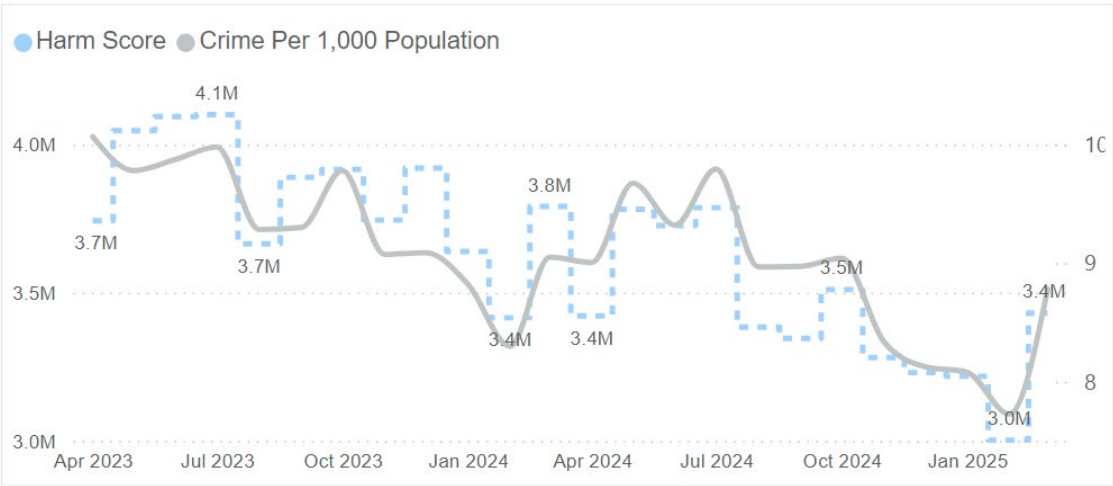


Figure 8

10.4. Another commitment of the plan is to increase the number of people entering drug treatment services. The latest available data, from 2023/24, shows that 9,390 individuals entered treatment, representing a 14.2 percent increase compared to 2022/23. This improvement supports efforts to reduce reoffending by addressing the root causes of criminal behaviour.

10.5. Out-of-court resolutions, which provide proportionate and timely resolutions for lower-level offences, have also risen. In 2024/25, WMP recorded 12,202 outcomes using this approach, an increase of 39.9 percent from the previous year. Community resolutions specifically have grown by 52.0 percent, indicating a greater emphasis on restorative justice and early intervention.

- 10.6. In line with the plan's commitment to increasing the use of orders and civil interventions, WMP has around 7,943 in 2024/25. This marks a 27.1 percent rise compared to 2023/24.

11. Equality Implications

- 11.1. Patterns of crime and victimisation across the West Midlands are not evenly distributed. Some communities experience higher levels of crime, demand for services, and socio-economic disadvantage. These areas often face multiple, overlapping challenges, which can compound the impact of crime and reduce trust in policing and public services.
- 11.2. There are also marked inequalities in who is most affected by diverse types of crime. Victims of violent crime, for example, are more likely to come from areas with higher levels of deprivation, and are more likely to be young, male, and from racially minoritised backgrounds. Young people remain particularly vulnerable, both as victims and perpetrators, in offences such as robbery and serious youth violence. This continues to be a key area of focus for both the OPCC and WMP.
- 11.3. Women and girls face disproportionate risks of harm in areas such as domestic abuse, sexual violence, and harassment. These crimes are often underreported, and many victims face barriers in accessing support or justice, particularly those from marginalised or isolated communities.
- 11.4. The Police and Crime Plan recognises these disparities and includes commitments to advance equity, reduce harm in the most affected communities, and ensure that services are accessible, responsive, and fair for all.

12. Next Steps

- 12.1. The board is asked to note the contents of this report.

Author(s): **Arron Cullen**

Job Title: **Strategic Performance Manager**

Appendix 1

Glossary of Outcome Codes

Outcome Code	Outcome Description	Outcome Positive
OC1	Charge or Summons	Yes
OC1A	Charge or Summons	Yes
OC2	Caution - Youth (Inc Conditional Caution)	Yes
OC22	Diversionary, educational or intervention activity	Yes
OC2A	Caution - Youth (Inc Conditional Caution)	Yes
OC3	Caution - Adult (Inc Conditional Caution)	Yes
OC3A	Caution - Adult (Inc Conditional Caution)	Yes
OC4	Taken into consideration (TIC)	Yes
OC5	The Offender has Died (all offences)	Yes
OC8	Community Resolution	Yes
OC9	Prosecution not in the public interest (CPS) (all offences)	Yes
OC10	Formal action against the offender is not in the public interest (Police)	No
OC11	Prosecution prevented – Named suspect identified but is below the age of criminal responsibility	No
OC12	Prosecution prevented – Named suspect identified but is too ill (physical or mental health) to prosecute	No
OC13	Prosecution prevented – Named suspect identified but victim or key witness is dead or too ill to give evidence	No
OC14	Evidential Difficulties - Victim Based - Named suspect not identified	No
OC15	Named Suspect identified: evidential difficulties prevent further action (victim support)	No
OC16	Named Suspect identified: evidential difficulties prevent further action (no victim support)	No
OC17	Prosecution time limit expired: Suspect identified but prosecution time limit has expired	No
OC18	Investigation Complete: No suspect identified	No
OC20	Further action will be taken by another body	No
OC21	Suspect Identified, but not in the public interest for police to investigate	No



Report to the West Midlands Police and Crime Panel – Victims’ Advocate

Date:

Report of: PCC

Report author: Simon Down – Head of Policy

1 Purpose

- 1.1 This report introduces the Victims’ Advocate to the Panel

2 Background

- 2.1 The PCC sought to appoint a Victims’ Advocate to support his work for victims.
- 2.2 The PCC undertook a recruitment process and appointed Natalie Queiroz MBE as his Victims’ Advocate on the 3rd April 2025.

3 Role of the Victims’ Advocate

- 3.1 The role of the Victims’ Advocate is set out within the service specification at appendix one.
- 3.2 In her role as Victims’ Advocate, Natalie will:
- Be a strong voice for victims, survivors, and witnesses of crime in the West Midlands.
 - Identify and report on potential improvements to the victim’s experience within the criminal justice system.
 - Ensure victims’ voices are heard at a strategic level to influence service development.
 - Provide timely expertise and advice to the PCC, Chief Executive, and staff on victim needs.
 - Work with the PCC’s Advisory Panel to inform policy and strategic proposals.
 - Ensure a regional, multi-agency approach to victim support.
 - Support the PCC in holding West Midlands Police to account and challenging other agencies.

4 Natalie Queiroz MBE

- 4.1 Natalie, a survivor of a horrific attempted murder in 2016, when she was repeatedly stabbed while 36 weeks pregnant, brings a unique and powerful perspective to the role.
- 4.2 Natalie's personal experience of surviving an attempted murder, navigating the criminal justice system and campaigning for the rights and welfare of victims and survivors, provides her with an unparalleled understanding of the challenges faced by victims of crime. Her commitment and resilience to supporting others make her an exceptional advocate for those adversely affected by crime in the West Midlands.

5 Conclusion

The appointment of Natalie as Victims' Advocate underlines the PCC's commitment to putting the rights and welfare of victims at the heart of the criminal justice system in the West Midlands.

6 Recommendations

- 6.1 That Panel notes this report

7 Finance Implications

- 7.1 None

8 Legal Implications

- 8.1 None

9 Equalities Implications

- 9.1 None

10 Appendices

- 10.1 Victims' Advocate Job Description

Appendix 1 – Victims’ Advocate - Service Specification

£50,000 per annum with an expectation in the region of 26 hours a week

1. The role of the Victims Advocate, is to support the PCC in discharging his legislative duties and functions, by providing challenge, oversight and scrutiny across the criminal justice system, with a particular focus on the rights and welfare of victims and compliance with the Victims Code. This will include, close oversight and scrutiny of WMP’s compliance and that of the wider CJS.
2. The Victims Advocate, would be required to utilise existing forums and platforms, to amplify the voice of the victim, to ensure that the development of all policy and strategies, relevant to victims of crime are underpinned with an acute and current understanding of victims needs and experiences.
3. The role will be part of the Police and Crime Commissioner’s team, with oversight given by the Chief Executive. The role will also work closely with the Policy Manager of the Victims team.
4. The Victims Advocate will:
 - a. be a champion for the victims, survivors and witnesses of crime in the West Midlands.
 - b. identify and report on potential improvements to the to the way in which victims experience the criminal justice system in the West Midlands.
 - c. ensure that the voice of victims is heard at a strategic level, to ensure that they influence the development of services for victims.
 - d. provide timely expertise and advice to the Police and Crime Commissioner (PCC), Chief Executive (CE) and PCC staff on all aspects of understanding the needs of and how best to respond to the needs of victims of crime so as to deliver the victim related elements of the Police and Crime Plan.
 - e. be one of three members of the Accountability and Governance Board (alongside the PCC and DPCC) asking probing questions in relation to victims interests of the Chief Constable and Force Executive Team in support of the PCC’s function of holding the Chief Constable to account for delivery of policing in the West Midlands.
 - f. work with the PCC’s Advisory Panel to inform the development of policy and strategic proposals.
 - g. consider papers and reports and proposed decisions of the PCC and apply skill, knowledge and expertise. Provide constructive criticism, analysis, comments and views to the PCC in relation to victims of crime.
 - h. scrutinise, support and challenge the overall performance of the force including against the priorities agreed within the Plan.
 - i. advise the PCC in exercising his functions in setting the budget and precept.
 - j. ensure that there is a regional multi-agency whole-system approach to identifying and responding to the needs of victims.
 - k. promote the interests of all victims and witnesses across the West Midlands by amplifying their voices to influence the development of policy, strategy and commissioning.

- l. ensure the voice of victims is effectively represented through the work of the OPCC and its strategic partners, so that the experience and outcomes for victims within the criminal justice system can be improved.
- m. engage directly with victims of crime to ensure a wide range of understanding of the needs of, and issues faced by, victims of crime as they navigate the criminal justice system.
- n. chair and lead on the continued development and success of a number of strategic partnership meetings including the Victims Commission and the Victims and Witnesses Delivery Group and others as appropriate.
- o. ensure that the Victims Code of Practice and the rights of victims are upheld not only within the police service but throughout the entire spectrum of the Criminal Justice System, including the CPS, Probation, HMCTS and Prisons.
- p. represent the PCC at external events/conferences pertinent to the victim's portfolio delivering speeches, presentations and partaking in panel discussions
- q. work with local, regional and national partners and stakeholders (statutory and non-statutory), to effectively influence the development of relevant policy, with a particular focus on fostering cohesive cross-agency action and opportunities for greater integration.
- r. support the PCC in providing oversight of West Midlands Police and provide challenge to the other criminal justice agencies in the West Midlands to continuously improve services for victims.
- s. champion compliance with the Victims Code of Practice and encourage responsibility and accountability through work with all criminal justice partners.
- t. lead on work to ensure an efficient and effective police service for the West Midlands which responds appropriately and sensitively to the needs of victims and is compliant with the Victims Code.
- u. collaborate with the APCC, Ministry of Justice, Home Office, National Victims Commissioner, National Domestic Abuse Commissioner, regional Commissioners and other organisations in relation to victims' issues.
- v. influence national policy in respect of victims of crime by carrying out policy scanning and responds to developments at local, regional and national level.

5. Essential Skills and Abilities

- a. Ability to empathise with victims and survivors of all kinds of criminal offences
- b. Ability to work effectively in a political environment
- c. Ability to work effectively with VCSE organisations
- d. Ability to demonstrate the skills required to operate at board level, with the capability to advise the PCC and senior regional and national stakeholders.
- e. Ability to deal with complex information, making assessments and responding/acting appropriately
- f. Excellent communication, influencing and negotiating skills
- g. The ability to bring disparate stakeholders together to positively progress an agenda
- h. Excellent knowledge and understanding of the criminal justice system, nationally and in the West Midlands, especially as it pertains to victims

- i. Demonstrable commitment to equalities, inclusion and diversity, ensuring that all matters relating to victims have proper regard to equality and diversity issues
- j. Ability to work with a wide range of people at all levels.
- k. Commitment to the values, objectives and commitments of the PCC.

6. General Responsibilities

- To be responsible for own health and safety and that of your colleagues and all others in the workplace, in accordance with OPCC Health and Safety policies.
- To work in accordance with data protection policies and adhere to Freedom of Information policies where appropriate.
- Maintain the highest standards of personal and professional integrity.



Report to the West Midlands Police and Crime West Midlands Police and Crime Panel Work Programme 2025/2026

Date: 28 July 2025

Report of: Tom Senior Interim Lead for Law and Governance and Deputy Monitoring Officer, 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

Tel: 0121 303 1727

1. Purpose

- 1.1 This report sets out the outline work programme to be considered by the West Midlands Police and Crime Panel (WMPCP) for 2025/26. It invites Members to prioritise topics for inclusion.
- 1.2 The work programme is structured around the Panel's statutory duties and broader scrutiny of the Police and Crime Commissioner's (PCC) decision and actions.
- 1.3 On 30 June 2025, Members participated in a work planning workshop and Appendix A includes a Menu of Priority Topics identified in the session for wider discussion.
- 1.4 The work programme will remain flexible to accommodate emerging issues throughout the year.

2 Recommendations

2.1 That the Panel:

- i. **Reviews the work programme and menu of priority topics at Appendix A;**
- ii. **Propose any further topics to add to the work programme; and**
- iii. **Agrees, subject to further input from the Chair and Vice-Chair, the issues that the Panel will consider in September 2025 and November 2025 including their aims and objectives.**

3 Context

- 3.1 The Police and Crime Panel was established under the Police Reform and Social Responsibility Act 2011. The Panel is a joint scrutiny committee of the West Midlands Local Authorities with a dual role to 'support' and 'challenge' the work of the Police and Crime Commissioner. Its statutory functions include:
- Reviewing the PCC's draft Police and Crime Plan and any draft variations to the Plan
 - Reviewing the PCC's Annual Report
 - Review (with the power to veto) the PCC's proposed policing precept.
 - Hold confirmation hearings for senior appointments (Chief Constable, Deputy PCC, Chief Executive and Chief Finance Officer), with the power to veto for the Chief Constable appointment.
 - Handling non-criminal complaints about the PCC and Deputy PCC, referring serious complaints to the Independent Office for Police Conduct (This function is delegated to the Monitoring Officer).
 - Suspend the PCC under specific legal conditions.
 - Appoint an acting PCC if necessary.
 - Play a role in any call made by a PCC for a Chief Constable to resign or retire.
- 3.2 The Panel's work programme consists of statutory tasks (from the above list) and wider exploratory work to fulfil its role in holding the PCC to account on the strategic policing, community safety and criminal justice landscape.
- 3.3 The Panel must maintain a strategic focus in scrutinising the work of the PCC, rather than examine operational detail. The Panel does not provide oversight of the Chief Constable or police force.

4 Developing the Panel Work Programme 2025/26

- 4.1 On 30 June 2025 Panel Members participated in a work planning workshop facilitated by Dave Burn, Frontline Consulting and explored how best to scrutinise the PCC.
- 4.2 Members supported the idea of structuring Panel meetings around Police and Crime Plan themes. However, it was recognised that the Panel did not have the capacity to examine all elements of the Plan in one year and some prioritisation was necessary.
- 4.3 The Menu of Topics at Appendix A lists the priority topics and PCC commitments suggested at the workshop to allow wider discussion with the full Panel.
- 4.4 It may be necessary for the Panel to also consider factors such as public interest and performance when further shaping its work programme.
- 4.5 The Panel will liaise with the PCC and the Office of the Police and Crime Commissioner to communicate the issues the Panel would like to explore, and specific areas of focus.

5 Finance Implications

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

6 Legal Implications

- 6.1 The Panel work programme should reflect the duties required by the Police Reform and Social Responsibility Act 2011 and relevant Regulations.

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 Equality 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 duties will be embedded in all aspects of the work programme, including topic selection, 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 Background Papers

- 8.1 [Police Reform and Social Responsibility Act 2011](#)
- 8.2 [West Midlands Police and Crime Panel – Panel Agreement \(2012\)](#)
- 8.3 [West Midlands Police and Crime Plan 2025-2028](#)

9 Appendices

Appendix A: West Midlands Police and Crime Panel Work Programme 2025/2026 - July 2025

West Midlands Police and Crime Panel Work Programme 2025/26 – July 2025

Outline West Midlands Police and Crime Panel Work Programme

Shaded areas are to be agreed

Meeting Date	Item/Topic	Scrutiny Objectives	Additional Information
28 July 2025	AGM Items	<ul style="list-style-type: none"> Election of Chair and Vice Chair Note Panel membership for 2025/26 Annual approval of Panel Arrangements and Rules of Procedure 	
28 July 2025	PCC Introduction, Police and Crime Plan and Performance Update	<ul style="list-style-type: none"> To understand the PCC role and responsibilities To receive an overview of the Police and Crime Plan priorities To examine Police and Crime Plan delivery performance and impact to date. 	The Police and Crime Plan is published on the PCC Website. The PCC's Accountability and Governance Board May 2025 discussed police and crime plan performance.
28 July 2025	Victim's Advocate and Protecting Victims and Witnesses	<ul style="list-style-type: none"> Introduction to the PCC appointed Victim's Advocate Natalie Queiroz, and her areas of responsibility. To understand the Police and Crime Plan Protecting Victims and Witnesses priorities: <ul style="list-style-type: none"> <i>I will increase compliance with the Victims' Code of Practice across the criminal justice system</i> <i>I will improve victim satisfaction with the police</i> <i>I will continue to commission high quality support services for victims.</i> 	
28 July 2025	Panel Budget and Expenditure	To consider and approve the total budget and expenditure of the West Midlands Police and Crime Panel	Annual Report of the Lead Panel Officer.
8 September 2025	Police and Crime Plan Priority: Rebuilding Neighbourhood Policing	<p>To examine how the PCC is progressing with the Plan commitments:</p> <ul style="list-style-type: none"> <i>I will continue to re-build community policing in the West Midlands</i> <i>I will deliver my Neighbourhood Policing Guarantee</i> <i>I will increase Neighbourhood Police Officers and PCSO</i> <p><u>Possible areas for the Panel to examine</u></p> <ul style="list-style-type: none"> A slight dip in officer and PCSO numbers were reported to the May 2025 Accountability and Governance Board. 	Item suggested at the WMPCP workshop. The OPCC suggests the topic take whole meeting and could include the national and PCC neighbourhood policing guarantees, neighbourhood policing performance framework, the productivity dashboard, recruitments and what residents can expect from local neighbourhood teams.

		<ul style="list-style-type: none"> - PCC accountabilities measures – how does PCC holds chief constable to account and assess Neighbourhood Policing Guarantee is being delivered? - Community Engagement – How has PCC engaged with the public on what neighbourhood policing means to them? - Performance monitoring - What local and national metrics will be used to measure neighbourhood policing outcomes? - Continuity and abstractions - What reassurances has PCC been given on neighbourhood officer abstractions and handover arrangements to retain continuity of local networks and problem solving by neighbourhood officers? 	The Home Secretary announced the Neighbourhood Policing Guarantee in December 2024 150 neighbourhood police officers have been secured for the West Midlands.
17 November 2025	TBC		
17 November 2025	TBC		
January Date TBC	Member briefing on police finance and budget	To provide Panel members with briefing information about police finance and the funding settlement to prepare for the statutory duty to review the proposed precept in February.	
2 February 2026	PCC Proposed Policing Precept 2026 and budget. (Statutory Task)	Formally review the proposed policing precept 2025 and make a recommendation to the PCC.	This is a statutory duty of the Panel. The Panel has the power to veto the proposed policing precept. If this happens, the PCC will present a revised precept to Panel on 16 February 2025.
2 February 2026	Review of PCC Annual Report 2024/2025	The panel must invite the PCC to attend a public meeting to scrutinise the annual report setting out progress on meeting the priorities of the Police and Crime Plan during the financial year and consider how the Annual report can be developed.	This is a statutory duty of the Panel. Following review of the Annual Report, the Panel must publish a report and recommendations for the PCC to consider

16 February 2026	PCC Proposed Policing Precept for 2025/26	Formally review the proposed and revised precept	Provisional meeting date – if the proposed precept was vetoed on 3 February 2025. The Panel does not have a second veto.
16 March 2025	Annual report on Complaints received by the Panel	The Monitoring Officer presents an annual report on the Panel's delegated complaints handling duties.	Annual Report of the Lead Panel Officer
16 March 2025	TBC		

Menu of Topics for Prioritising

The Panel work programme workshop identified the following topics, and the Panel is invited to prioritise and schedule onto the Panel calendar. This a live work programme and new items may be added, or items removed during the course of the year. Proposed aims and objectives may also be subject to change.

Topic	Link to Police and Crime Plan	Scrutiny Objectives	Additional information
Anti – Social Behaviour	Rebuilding Community Policing	To examine how the PCC is progressing with the Plan commitments: <ul style="list-style-type: none"> - <i>I will prevent and reduce crime and anti-social behaviour, working in partnership</i> - <i>I will introduce a chain of responsibility with partners and escalation in ASB incidents</i> - <i>Increase support for victims of ASB</i> - <i>Increase the use of civil orders and current ASB powers</i> - <i>Increase awareness of ASB case review mechanism ensuring transparency and empowering victims</i> 	Item suggested at WMPCP workshop.

		<p><u>Areas the Panel could examine</u></p> <ul style="list-style-type: none"> - A rise of 11.1% in ASB from previous year was reported in May 2025 - What focus is given to understanding the causes of ASB? - What support does PCC commission for victims of ASB? - ASB Case Reviews: new duty of PCCs in the Crime and Policing Bill - PCC and partner responsibilities in relation to ASB. - Is there anything local councillors can take back to their Community Safety Partnerships and Crime and Disorder Committees to improve partnership working? 	
Fraud and Cyber Crime	Preventing and Reducing Neighbourhood Crime	<p>To examine how the PCC is progressing with the Plan commitment:</p> <ul style="list-style-type: none"> - <i>I will increase the number of fraud and cyber-crime reports from the public</i> - <i>I will continue to develop a local 'public health' partnership approach to prevent, tackle and support victims.</i> - <i>I will work with partners to ensure children are educated about online harm.</i> - <i>I will ensure effective prevention and enforcement against online sexual abuse</i> - <i>I want to see Sexual Harm Prevention Order and Sexual risk Orders used to address online crimes</i> - <i>I will campaign for and support stronger regulation of social media companies.</i> <p><u>Areas the Panel could examine</u></p> <ul style="list-style-type: none"> - In May 2025 it was reported there was a 5.1 percent reduction in total fraud and cyber-crime reports compared to the previous year. - What is the PCC doing to encourage more reporting, partnership work and education. 	<p>Item suggested at WMPCP workshop.</p> <p>Tackling fraud and cybercrime is one of National Policing Priorities.</p> <p>Fraud Policing Research by The Police Foundation recommended a public health approach.</p>
Understanding the Causes of Crime	Prevention and Rehabilitation	<p><u>Areas the Panel could examine</u></p>	Item suggested at WMPCP workshop

		<ul style="list-style-type: none"> - Causes of Crime – Reassurances that the PCC is confident that strategies being implemented to prevent and reduce crime are based on a comprehensive and up-to-date understanding of root causes? - What is the evidence base behind prevention strategies and how are changing social, economic, or technological factors are taken into account. 	
Crime Reporting and positive outcomes	Bringing Offenders to Justice An Equal and Fair West Midlands	<p>To examine how the PCC is progressing with the Plan commitments:</p> <ul style="list-style-type: none"> - <i>I will increase the positive outcome rate of reported crimes</i> - <i>I will encourage the reporting of unreported and hidden crimes, ensuring victims feel confident, enabled and supported in coming forward'</i> - <i>I will ensure WMP takes strategic responsibility to prevent, tackle and eliminate racism, misogyny, homophobia and all forms of unlawful discrimination</i> <p><u>Areas the Panel could examine</u></p> <ul style="list-style-type: none"> - To be determined if topic taken forward 	Item suggested at WMPCP workshop
Welfare and Wellbeing	People and Resources	<p>To examine how the PCC is progressing with the Plan commitment:</p> <ul style="list-style-type: none"> - <i>I expect the welfare and wellbeing of WMP officers and staff is adequately and properly provided for at all times'</i> <p><u>Are the Panel could examine</u></p> <ul style="list-style-type: none"> - Feedback and learning from WMP staff survey 	Item suggested at WMPCP workshop
PCC Statement of Accounts	People and Resources	To note the PCC accounts and seek reassurances on the accounts and audit. To provide the Panel with useful information and context to inform its scrutiny of policing precept in February.	
PCC Medium Term Financial Plan	People and Resources	To provide the Panel with useful information and context to inform its scrutiny of policing precept in February.	
Member Visit	A visit could be tailored to expanding knowledge of a key	In December 2024 the Panel visit the C3 contact centre and firearms unit.	

	work programme topic.		
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