

MINUTES OF THE MEETING OF THE WEST MIDLANDS POLICE AND CRIME PANEL HELD ON 25 JULY 2022 AT 13:00 HOURS – COUNCIL CHAMBER SANDWELL METROPOLITAN COUNCIL

PRESENT: -

Cllr Alex Aitken – Birmingham City Council
Cllr Pervez Akhtar -Coventry City Council
Cllr Raqeeb Aziz – Birmingham City Council
Cllr Paul Bradley -Dudley Metropolitan Borough Council
Cllr Alan Feeney – Solihull Metropolitan Borough Council
Cllr Zahir Hussain – Sandwell Metropolitan Borough Council
Cllr Jasbir Jaspal – Wolverhampton City Council
Cllr Abdul Salam Khan – Coventry City Council
Cllr Gareth Moore – Birmingham City Council
Kristina Murphy – Independent Panel Member
Cllr Kamran Razzaq – Dudley Metropolitan Borough Council
Cllr Suky Samra – Walsall Metropolitan Borough Council
Lionel Walker – Independent Panel Member

ALSO PRESENT: -

Simon Foster - West Midlands Police and Crime Commissioner
Jonathan Jardine - Chief Executive, OPCC
Richard Costello - Head of Communications, OPCC
Yasmin Francis – Research Officer, OPCC
Amelia Murray - Overview and Scrutiny Manager, BCC
Kevin O’Keefe - Chief Executive Dudley MBC - Lead Officer for the Panel
Sarah Fradgley - Panel Scrutiny Officer, BCC

648 ELECTION OF PANEL CHAIR 2022-2023

Nominations were invited by Kevin O’Keefe for the position of Chair of the Police and Crime Panel. One candidate was nominated and following a majority vote by members present, it was: -

RESOLVED: -

That Councillor Suky Samra (Walsall) be appointed Chair of the West Midlands Police and Crime Panel for the period ending with the Panel Annual Meeting in 2023.

COUNCILLOR SUKY SAMRA IN THE CHAIR

649 ELECTION OF PANEL VICE-CHAIR 2022-2023

Nominations were invited by Cllr Samra for the position of Vice-Chair of the Police and Crime Panel. One candidate was nominated and following a vote by members present, it was: -

RESOLVED: -

That Kristina Murphy (Independent Co-opted Member) be appointed Vice-Chair of the West Midlands Police and Crime Panel for the period ending with the Panel Annual Meeting in 2023.

650 NOTICE OF RECORDING

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

651 APOLOGIES

Apologies for non-attendance were received on behalf of Councillor Danny Millard (Sandwell) and Councillor Kath Scott (Birmingham).

652 DECLARATIONS OF INTEREST

None declared.

653 POLICE AND CRIME PANEL MEMBERSHIP 2022-2023

The list of Panel appointments made by the West Midlands local authorities and the West Midlands Met Leaders group for 2022-2023 were noted, subject to the correction that Cllr Gareth Moore should be recorded as a Conservative member.

(See document No 1 – Panel Membership 2022- 2023)

RESOLVED: -

That the appointments to the Police and Crime Panel for 2022-2023 be noted.

654 PANEL ARRANGEMENTS AND RULES OF PROCEDURE

The Panel was asked to note the Police and Crime Panel Arrangements and Rules of Procedure documents.

(See document No. 2 - Panel Arrangements and Rules of Procedure)

RESOLVED: -

That the content of the Panel Arrangements and Rule of Procedure documents be noted.

655 MINUTES OF LAST MEETING AND ACTION TRACKER

RESOLVED: -

That the minutes of the meeting held on 15 March 2022 be confirmed as a correct record, and the action tracker be noted.

656 PUBLIC QUESTION TIME

No public questions were submitted.

657 POLICE AND CRIME COMMISSIONER UPDATE

The Police and Crime Commissioner presented his update report detailing recent activities he and his team had been engaged with since the last Panel meeting.

The Commissioner and Jonathan Jardine then summarised the report appendices that contained the February 2022 National Policing Priorities Statement and Police and Crime Plan Scorecard, the Commissioner's response to HMICFRS inspection reports, and recent key decisions made by the Commissioner including the recent allocation of Victims Funding.

(See document No.3 – Police and Crime Commissioner Update)

The Commissioner and Mr Jardine then responded to questions from panel members and the following points were made: -

- Responding to concerns about the continuity of community policing and the impact of the current ratio of trainee officers to substantive officers, the PCC acknowledged the importance of stability and the need for effective handovers procedures when officers move on. He understood WMP were to extend the community policing placements for student officers so there was less churn. The PCC advised that 50% of the 450 community officers had been placed and considered the allocation proportionate alongside the demand for response, investigations, and public protection officers.
- The PCC was asked for the latest data for the KPI to '*Monitor the number and reasons why police officers leave West Midlands Police*'. He suggested profiling of leavers would provide better analysis of the data and had asked WMP about its processes to identify and support officers at risk of resigning. The PCC was also watching the resignation rate of student officers which was currently 8%.
- The meeting noted that despite the additional 1200 officers in the National Uplift Programme, WMP had 1000 less officers, 300 fewer PCSOs and less support staff than in 2010. The PCC explained the Police Funding Formula significantly disadvantaged WMP by £40m a year and had been used to calculate the allocation of the Uplift. He drew comparison with Greater Manchester Police that received £20m more a year and advised that several forces in areas with lower levels of risk, threat, demand, and vulnerability that now had more officers than before. The PCC continued to raise these matters the Home Secretary, the Policing Minister and West Midlands MPs but he understood the Home Secretary's current position to be that she did not accept it appropriate to compare current officer levels with 2010 levels. It was noted that the Panel had previously written to the Policing Minister to support the PCC's campaign.
- The Panel sought assurance as to what element of the increase in crime figures was associated with the changes to the crime recording coding, or due to an increase in the crime itself. The PCC explained crime statistics should be treated with caution as were in part driven by improvements to crime data integrity. Improved recording of some offences (e.g., Stalking) was a consequence better understanding of crimes and willingness of more victims to report incidents. However, significant increases of certain crimes statistics were more difficult explain. Officers were now typically recording 3-4 crimes per incident, and for Rape and Serious Sexual Offences the practice was to record all offences by the perpetrator, not just the primary offence.

- Responding to concerns about the progress toward the KPI to *'Increase the positive outcome rates for Domestic Abuse, Rape and Stalking and Harassment offences'*, the meeting was advised of the work to improve performance including allocation of Uplift officers to CID and public protection, a review of investigation processes, improved training and supervision, and compliance with the Victims' Code. The meeting noted the challenge to get a positive outcome (a charging decision from CPS) for multiple recorded crimes against an individual. New crime recording practices gave a better-quality record of the totality of the offending behaviour but the falling positive outcomes rate looked like the police response was inadequate.
- The PCC outlined his arrangements for monitoring progress towards addressing the three 'Requires Improvement' recommendations in the HMICFRS 2021/22 Peel Inspection, which included scrutiny by internal audit, monitoring reports to his Strategic Policing and Crime Board, and regular discussions with the Chief Constable. He also referred to the work of his dedicated Victims Commissioner to drive victims' rights and increase funding for victim advocates.
- Responding to a question about the consequences of the closure of Sure Start centre on local crime levels, the PCC acknowledge the decline essential preventive public services including mental health services, youth and drug services all had an impact on crime prevention measures.
- The PCC advised that WMP had assured him that issues preventing Force data to be uploaded to Police UK website had been resolved. Data was being updated manually and backdated.
- The PCC was asked to outline what actions were taken during the recent Chief Constable recruitment to encourage a diverse field of applicants reflective of the local community, despite no people from Black, Asian and minority backgrounds participating on the Strategic Command Course. The PCC acknowledged the low representation at a senior level eligible to apply for the Chief Constable position. He had written to every Assistant Chief Constable and equivalent rank in England and Wales to encourage a broader diversity of candidates. The OPCC had also engaged in positive action and approached two potential candidates from a Black, Asian and minority background and a potential female candidate to apply. The PCC reported the stakeholder panels participating in the selection process had represented the people of the West Midlands.
- Drawing the debate to a close the Chair responded to comments from a Panel Member concerning the proposed timeframe for the confirmation hearing and the role of the Panel.

RESOLVED: -

That the report and information provided by the PCC and the OPCC be noted.

658 PANEL WORK PROGRAMME

The Panel received and noted the current work programme based on its statutory requirements and standard items. Members were invited to identify items for future meetings.

(See document No.4 – Panel Work Programme)

RESOLVED: -

That the current Panel Work Programme be noted.

659 MEETING DATES FOR 2022-2023

RESOLVED: -

That the Panel meets on the following dates starting at 14:00 hours

12 September 2022

14 November 2022

9 January 2023

6 February 2023

20 February 2023 (provisional if precept veto)

20 March 2023

660 URGENT BUSINESS

No item of urgent business was notified.

The meeting ended at 14:45 hours.

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CHAIR

**MINUTES OF THE MEETING OF THE WEST MIDLANDS POLICE AND CRIME
PANEL CHIEF CONSTABLE CONFIRMATION HEARING HELD ON 25 JULY 2022
AT 15:00 HOURS – COUNCIL CHAMBER, SANDWELL METROPOLITAN
BOROUGH COUNCIL**

PRESENT: -

Cllr Alex Aitken – Birmingham City Council
Cllr Pervez Akhtar - Coventry City Council
Cllr Raqeeb Aziz – Birmingham City Council
Cllr Paul Bradley - Dudley Metropolitan Borough Council
Cllr Alan Feeney – Solihull Metropolitan Borough Council
Cllr Zahir Hussain – Sandwell Metropolitan Borough Council
Cllr Jasbir Jaspal – Wolverhampton City Council
Cllr Abdul Salam Khan – Coventry City Council
Cllr Gareth Moore – Birmingham City Council
Kristina Murphy – Independent Panel Member
Cllr Kamran Razaq – Dudley Metropolitan Borough Council
Cllr Suky Samra – Walsall Metropolitan Borough Council
Lionel Walker – Independent Panel Member

ALSO PRESENT: -

Craig Guildford – Chief Constable Nottinghamshire (Preferred Candidate for West Midlands Police Chief Constable)
Simon Foster - West Midlands Police and Crime Commissioner
Jonathan Jardine - Chief Executive, OPCC
Richard Costello - Head of Communications, OPCC
Yasmin Francis – Research Officer, OPCC
Amelia Murray - Overview and Scrutiny Manager, BCC
Kevin O’Keefe - Chief Executive Dudley MBC - Lead Officer for the Panel
Sarah Fradgley - Panel Scrutiny Officer, BCC

661 NOTICE OF RECORDING

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

662 APOLOGIES

Apologies for non-attendance were received on behalf of Councillor Millard (Sandwell) and Councillor Scott (Birmingham).

663 DECLARATIONS OF INTEREST

None declared.

664 CONFIRMATION HEARING

The Panel received and noted the following reports:

- West Midlands Police and Crime Panel Confirmation Hearing Procedure: Report of the Panel Lead Officer
- Report of the Police and Crime Commissioner including notification letter
- Report of Mr Karl George MBE, Independent Member of the Selection Panel
- Personal Biography submitted by Mr Craig Guildford
- Slide deck of Presentation by Craig Guildford

The Police and Crime Commissioner presented his report containing the information he was required to provide to the Panel under Schedule 8 of the Police Reform and Social Responsibility Act 2011. He reflected on the recruitment and selection process and outlined how he considered Mr Guildford met the criteria for the post.

Mr Guildford was invited to address the Panel. He summarised his career to date and gave a short PowerPoint presentation outlining his vision for the future of West Midlands Police. Panel Members then asked Mr Guildford a number of questions on a variety of topics to enable them to evaluate his professional competence and personal independence and his suitability for the role.

Mr Guildford was asked about his experience and approach to building public confidence in the police, addressing community concerns about police contact and response; confronting racism within policing, developing neighbourhood policing, partnership working, and improving the diversity of the force and cultivating staff engagement.

At the end of questioning, the Chairman thanked Mr Guildford for answering Members' questions and invited him to make a closing statement. He then informed the meeting that in accordance with Part 1 of schedule 12A of the Local Government Act 1972, the Panel would go into private session to deliberate and determine a report and recommendation to the Commissioner on the appointment.

RESOLVED: -

- i. **The confirmation hearing process for the appointment of the Chief Constable as set out in the Panel Lead Officer report be noted;**
- ii. **The information provided by the Police and Crime Commissioner regarding the proposed appointment, and the preferred candidate during the confirmation hearing be noted;**
- iii. **The information provided by the preferred candidate ahead of the hearing and in response to panel member questions be noted; and**
- iv. **A report incorporating the Panel's recommendation on the appointment be submitted to the Police and Crime Commissioner no later than 27th July 2022.**

665 EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED: -

That public be excluded from the meeting in accordance Paragraph 1. Part 1 of Schedule 12A of the Local Government Act 1972, in view of the nature of the business to be transacted that includes exempt information relating to an individual.

**666 PUBLIC MINUTE OF CLOSED SESSION
DETERMINATION OF WEST MIDLANDS POLICE AND CRIME PANEL REPORT AND
RECOMMENDATION ON PROPOSED APPOINTMENT OF CHIEF CONSTABLE OF WEST MIDLAND
POLICE**

The Panel considered the information provided by the Police and Crime Commissioner as to Mr Guildford’s suitability for the position of Chief Constable. Members were assured that a fair and transparent process had been conducted and the successful candidate was selected on merit.

Members reflected on the information provided by Mr Guildford and were assured that he demonstrated experience of building community policing, collaboration with local partners, and improving the diversity of the force.

Members further acknowledged his reflective approach to learning and development, his plan for engaging with staff and his aspirations for taking forward and delivering a better police service for the residents of the West Midlands.

On a vote the Panel agreed unanimously that his appointment should be recommended to the Police and Crime Commissioner.

RESOLVED:

That the West Midlands Police and Crime Panel recommend the Police and Crime Commissioner appoint his preferred candidate Mr Craig Guildford as West Midlands Police Chief Constable.

The meeting ended at 16:45hours

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CHAIR

MINUTES OF THE MEETING OF THE WEST MIDLANDS POLICE AND CRIME PANEL HELD ON WEDNESDAY 19 OCTOBER 2022 AT 11:00 HOURS – WOLVERHAMPTON

PRESENT: -

Cllr Paul Bradley – Dudley Metropolitan Borough Council
Cllr Raqeeb Aziz – Birmingham City Council
Cllr Zahir Hussain – Sandwell Metropolitan Borough Council
Cllr Jasbir Jaspal – Wolverhampton City Council
Cllr Gareth Moore – Birmingham City Council
Cllr Zee Russell – Wolverhampton City Council
Cllr Suky Samra – Walsall Metropolitan Borough Council

Cllr Tersaim Singh – Wolverhampton City Council (Observing)

ALSO PRESENT: -

Simon Foster – West Midlands Police and Crime Commissioner
Jonathan Jardine – Chief Executive, OPCC
Alethea Fuller – Deputy Chief Executive, OPCC
Mark Kenyon – Chief Finance Officer, OPCC
Brendon Warner-Southwell – Policy OPCC
Amelia Murray – Overview and Scrutiny Manager, BCC
Sarah Fradgley – Panel Scrutiny Officer, BCC

667 NOTICE OF RECORDING

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

668 APOLOGIES

Apologies for non-attendance were received on behalf of Councillors Pervez Akhtar, Alan Feeney, Abdul Khan, Kamran Razzaq and Kath Scott, also Independent Members Kristina Murphy and Lionel Walker.

669 DECLARATIONS OF INTEREST

None declared.

670 MINUTES OF MEETING HELD ON 25 JULY 2022 AND ACTION TRACKER

The Minutes of the meeting held on 25 July 2022 and the updated outstanding action tracker were received and noted.

The Chair deferred discussion on **Outstanding Action 620 and 629** until the later work programme item.

Jonathan Jardin, OPCC provided a response to **Outstanding Action 631**. He undertook to send a full briefing note to members but summarised the analysis of available data on police record outcomes. This showed that of the 132 firearm seizures made in 2021, 50% of cases had an outcome of No Further Action because no individual had been identified to be associated with the firearm. 25% of cases resulted in a charge or summons. Other outcomes had resulted for the remaining 25% cases, including some where a suspect had been identified but evidential difficulties prevented further action.

RESOLVED: -

- i. **That the minutes of the meeting held on 25 July 2022 be confirmed as a correct record; and**
- ii. **The OPCC provide a full briefing note on Outstanding Action 631 for Panel Members**

670 MINUTES OF CHIEF CONSTABLE CONFIRMATION HEARING HELD ON 25 JULY 2022

RESOLVED: -

That the minutes of the Chief Constable Confirmation Hearing meeting held on 25 July 2022 be confirmed as a correct record.

671 PUBLIC QUESTION TIME

No public questions were submitted.

672 PANEL SCRUTINY INQUIRY INTO PUBLIC CONFIDENCE IN POLICING – SIX MONTH PROGRESS UPDATE

The Chair introduced the item to consider the PCC's initial response to the Panel's Public Confidence in Policing scrutiny inquiry received in March 2022 and to agree an approach for ongoing monitoring of the fulfilment of the inquiry recommendations.

The Chair invited the PCC to update the Panel on progress towards the inquiry recommendations since March 2022. The PCC stated that he had not prepared an update because he understood the purpose of the item was for the Panel to agree the approach for future updates, as opposed to considering the recommendations in detail today. However, he could provide information on some matters under his separate update later on the agenda.

Members agreed to programme 6-monthly reports tracking the progress of the inquiry recommendations. In addition, it was agreed to incorporate the following four core themes arising from the inquiry into the panel work programme. The PCC agreed to respond to back on these matters, subject to the Panel clarifying its expectations on the methods of reporting.

- Understanding public confidence locally
- Police accessibility
- Victims of crime
- Progress and outputs from the Fairness and Belonging Plan

RESOLVED: -

- i. That the Police and Crime Commissioner's 31 March 2022 response to the recommendations contained in the Police and Crime Panel Public Confidence in Policing Inquiry Report, be noted.**
- ii. That 6-monthly progress reports tracking the progress of recommendations be programmed on the panel work programme going forward; and**
- iii. Four key themes arising from the inquiry (Understanding public confidence locally, force accessibility, victims of crime, and the progress and outputs from the Fairness and Belonging Plan), be added to the Panel work programme.**
- iv. Panel Officers liaise with the OPCC to determine the timetable and scope of the tracking and themed reporting methods.**

673 POLICE AND CRIME COMMISSIONER'S MEDIUM TERM FINANCIAL PLAN

Mark Kenyon, OPCC presented the PCC's Medium-Term Finance Plan covering the period up to 2026/27. He highlighted the key expenditure and savings assumptions and financial pressures. Responding to questions from Panel members, he advised:

- A significant funding gap was anticipated in 2022/23 of between £25m and £30m, increasing to £45m by 2026/27. It was unclear at this stage whether changes would have to be made to grant funding assumptions, or the 3-year police settlement announced in December 2021.
- Flexibility for future savings was limited as most of the budget (60%) related to police pay that could not be touched.
- The OPCC and WMP were reviewing areas of expenditure and savings, including energy consumption, vacant non-critical posts, the capital programme, and police officer overtime currently £15m per annum.
- The meeting was assured that the PCC and WMP would fulfil the Police Officer Uplift programme as planned.
- The 'External Income' category included specific grants and charges such as football policing. The forecast decrease in this income line was a result of activities no longer undertaken by the Police.
- Financial monitoring was undertaken every month to assess the impact of costs. Formal updates of the MTFP were undertaken twice a year (February and Summer).
- Capital costs associated with the Estates Strategy were actively managed on a project-by-project basis to fit with the original plans agreed last year. Property disposals were progressing in line with the agreed programme of dates. A copy of the Estate Strategy report presented to Panel last year would be provided to new members for information.
- Useable reserves currently stood at £66m and forecast to be £44m by March 2023. Reserves were committed to specific projects, with a level held for contingency and insurance purposes.
- The majority of the financial savings arising from the WMP2020 efficiency programme were contained within the MTPF.
- Value for money for energy rates was achieved through a national police force energy contract. The PCC had recently launched an environmental strategy and was to audit energy consumption.

RESOLVED: -

- i. **That the report be noted.**
- ii. **A copy of the PCC's Estates Strategy November 2021 report be circulated to Members for information.**

674 ESTABLISHMENT OF A POLICE AND CRIME PANEL BUDGET SUB-GROUP

The Chair introduced the report that set out the proposal to establish a budget sub-group to examine aspects of the PCC budget in detail and report its findings to the full Panel. He encouraged members to volunteer to join the group.

RESOLVED: -

- i. **That the terms of reference for the establishment of a Budget Sub-Group be agreed; and**
- ii. **Three Panel Members be sought to join the Budget Sub-Group for the remainder of the 2022/23 Municipal Year.**

675 TRAILBLAZER DEVOLUTION DEAL

Brendon Warner-Southwell, OPCC presented an overview of work undertaken by the OPCC and WMCA to develop the Crime, Community Safety and Resilience strand of the Trailblazer Devolution Deal. He advised that the original timetable had shifted and now due to be presented for sign off to Chief Executives on 18 November 2022 and the Met Leaders in early December.

The meeting was advised that Government commitment to devolution and the levelling up agenda remained despite the recent change in Government and the current economic climate.

RESOLVED: -

That the update on the West Midlands Crime, Community Safety and Resilience strand of the Trailblazer Devolution Deal be noted.

676 POLICE AND CRIME COMMISSIONER UPDATE

The PCC referred members to his report and list of recent key decision and updated the meeting on matters arising since its publication. He also provided an update in relation to recommendations 1, 5, 9 and 10 of the Panel's Public Confidence in Policing Inquiry. During the presentation and question and answer session, the following points were made:

- Weapon surrender bins had recovered 4,000 items over 12 months. The OPCC worked with partners and police on locations, with a focus on the Impact Areas. WMP and trading standards conducted operations to tackle underage sale of knives.
- Chief Constable Sir David Thompson was to retire on 4 December 2022. The PCC was supporting the transition process for Craig Guildford's appointment.
- The Victims Commissioner had conducted surveys on the impact of the cost of living on victims of abuse and service providers. Findings were being used to inform policy research and fund-raising activity.

- The West Midlands had secured £1m Safer Street funding. Consisting of £365k secured by Wolverhampton City Council, £227k secured by Sandwell MBC, and a region-wide allocation of £458k.
- The PCC undertook to provide Members with a full breakdown of where Safer Streets phases 1,2, and 3 funding has been allocated across the West Midlands. It was noted that to date all local authority areas had successful bids except for Solihull.
- The PCC praised the efforts of the police and partners to secure a safe Commonwealth Games 2022. He reminded members of his oversight and scrutiny of the police planning for the event and advised that his Strategic Police and Crime Board would also consider a debrief report.
- The PCC advised that he had been granted responsibility for a multi-agency force-wide West Midlands Combatting Drugs and Alcohol Partnership to deliver the aims of the new Government's Drug Strategy. The existing Community Safety Partnership structure would be used to progress this work.
- Birmingham has been selected to establish a pilot Problem-Solving Court designed to help female offenders break the cycle of crime by referring them to wrap-around support services treating issues leading to offending.
- £2m Youth Endowment Funding had been secured for a Community Initiative to Reduce Violence (CIRV) to be delivered in Wolverhampton and Coventry with the Violence Reduction Partnership. The project aimed to engage with gangs and individuals by providing intensive support to them and their families to reduce gang affiliated violence, crime and exploitation.
- The PCC reflected on the passing of Queen Elizabeth II and recent appointments of the new Prime Minister (Liz Truss), Home Secretary (Suella Braverman) and Policing Minister (Jeremy Quin).
- The PCC reported that WMP was not compliant with its Citizen's Charter or service level agreements in relation to force contact and force response. The meeting reflected on the unprecedented level of call demand and the National Performance Measure that ranked WMP of all 44 forces to answer 999 calls.
- The PCC assured the Panel that he was subjecting the force to scrutiny of its contact and response improvement strategy. The strategy included recruitment, expanding online reporting, establishing a support desk for high level vulnerability callers, a dedicated line handling ambulance demand (100k calls a year), dealing with repeat callers suffering from mental ill health or substance addiction, and diverting non-emergency calls made to 999. Jonathan Jardine OPCC advised that there had been some signs of improvement in the last three months as call waiting times had reduced. He commented that the national focus on call pick up time was poor quality measure to take in isolation
- Responding to a question as to how much of the call demand related to avoidable service failures such as repeated calls from a member of the public trying to obtain an update or action on a reported crime, the PCC was not aware it was possible to measure repeated calls of this nature.
- A regional-wide community consultation would to be launched to understand what further challenge and change was required to build trust and confidence in the police service and ensure the Fairness and Belonging Strategy was relevant and up to date. The PCC was asked how to ensure survey work did not disenfranchise those without internet or mobile phones.
- The PCC provided an update on police recruitment and was confident the West Midlands would reach its 1,200 Police Officer Uplift target by March 2023. WMP had also committed to recruit an additional 10 officers at the invitation of Government.

- Progress towards the PCC's pledge to allocate 450 Uplift Officers to community policing was approaching 60% (256 officers).
- Progress towards the PCC's pledge to build a force representative of the community it serves was reported. In August 2022, 15.1% officers and staff, and 13% of police officers were from Black, Asian and minority ethnic communities (compared to levels in April 2010 9.3% and 8%). In August 2022 44.1% officers and staff, and 35% of officers were women (compared to April 2010 levels of 40.6% and 29.4%).
- The PCC was asked how confident he was that his strategic focus on partnership was working 'on the ground', the role of the police in this, and how he monitored impact. To illustrate the question, concern was expressed that a successful local project had been established because of the personal commitment of local members, the local police sergeant and partners, but this focus on partnership was not mirrored across the borough.
- Alethea Fuller, OPCC explained it worked on several levels and monitored the impact of work taking place. The OPCC worked closely with the Heads of Community Safety, the seven local CSPs, and command teams. It monitored interaction at a local level to ensure the Force was taking part in partnership activity. The OPCC had not identified any issues but would intervene if necessary. She suggested concerns be put to the relevant Head of Community Safety to raise with their commander directly. The PCC also encouraged members to raise any concerns that the system is not operating as it should with the OPCC.
- The PCC agreed to arrange for a representative of the Violence Reduction Unit to provide an overview the partnership so members can understand the impact of its work.
- Responding to concern expressed that the region had the highest level youth violent crime despite the range of interventions, the PCC advised that the Strategic Policing and Crime Board was due to receive a performance report, he understood there had been some positives, with a 25% decrease in homicides and a reduction in hospital admissions for serious violence. He assured the meeting that the OPCC, VRU and partners were committed to constant action to reduce and prevent serious violence combining operational policing and a public health approach.
- The PCC was providing oversight and scrutiny of the policing response to the recent racial tensions in Smethwick. The Assistant PCC had been working with local faith groups to talk through the issues aimed to set up better lines of communication.
- The PCC confirmed his commitment to youth engagement and provided examples of this area of focus including the Youth Commissioner scheme, an annual Youth Summit, the Police Cadets scheme, junior PCSO scheme and hosting youth panels on the consultation of the Police and Crime Plan and Chief Constable recruitment.

RESOLVED: -

- I. That the information presented in the Police and Crime Commissioner's Update report, the list of recent key decisions and the verbal updates provided at the meeting, be noted.**
- II. The Police and Crime Commissioner provide Members with a full breakdown of where Safer Streets phases 1,2, and 3 funding has been allocated within the region.**
- III. The Police and Crime Commissioner to arrange for a representative of the Violence Reduction Unit to provide a briefing on the partnership so that members can understand the impact it has made.**

677 POLICE AND CRIME COMMISSIONER AND WMP JOINT AUDIT SERVICE

Mark Kenyon, OPCC introduced the report that set out the PCC and WMP Joint Internal Audit Strategy, the work programme and the role of the Joint Audit Committee in monitoring the progress of the plan and audit findings.

RESOLVED: -

That the report be noted.

678 MEETING INQUORATE

At this point in the meeting the Panel became inquorate and continued on an informal basis, noting the remaining two agenda items.

679 PANEL WORK PROGRAMME 2022/2023

The Panel work programme was received and noted.

680 MEETING VENUES 2022/2023

The list of future meeting venues was noted.

The meeting ended at 13:20 hours

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CHAIR

MINUTES OF THE MEETING OF THE WEST MIDLANDS POLICE AND CRIME PANEL HELD ON MONDAY 14 NOVEMBER 2022 AT 14:00 HOURS – WALSALL COUNCIL CHAMBER

PRESENT: -

Cllr Alex Aitken – Birmingham
Cllr Paul Bradley – Dudley
Cllr Alan Feeney – Solihull
Cllr Jasbir Jaspal – Wolverhampton
Cllr Abdul Khan – Coventry
Cllr Richard McVittie – Sandwell
Cllr Gareth Moore – Birmingham
Kristina Murphy - Independent Member
Cllr Waheed Rasab - Walsall
Cllr Suky Samra – Walsall
Cllr Kath Scott – Birmingham
Cllr Pat Seaman - Coventry

ALSO PRESENT: -

Simon Foster – West Midlands Police and Crime Commissioner
Jonathan Jardine –Chief Executive, OPCC
Alethea Fuller – Deputy Chief Executive, OPCC
Mark Kenyon – Chief Finance Officer, OPCC
Richard Costello – Head of Communications, OPCC
Amelia Murray – Overview and Scrutiny Manager, BCC
Sarah Fradgley– Panel Scrutiny Officer, BCC

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682 APOLOGIES

Apologies for non-attendance were received on behalf of Councillor Akhtar (Coventry), Cllr Hussain (Sandwell) Cllr Millard (Sandwell), Cllr Razzaq (Dudley) and Lionel Walker Independent Member.

683 DECLARATIONS OF INTEREST

None declared.

684 PANEL MEMBERSHIP

RESOLVED: -

That the Birmingham City Council appointment of Councillor Ray Goodwin to replace substitute member Councillor Akhlaq Ahmed, be noted.

685 MINUTES OF LAST MEETING

RESOLVED: -

That the minutes of the meeting held on 19 October 2022 be confirmed as a correct record and signed by the Chairman.

686 PUBLIC QUESTION TIME

No public questions were submitted.

687 POLICE AND CRIME COMMISSIONER'S ANNUAL REPORT 2021-2022

Introducing the item, the Chair referred the meeting to the report of the Lead Panel Officer setting out the Panel's statutory responsibilities for reviewing the Police and Crime Commissioner's annual report.

The Police and Crime Commissioner (PCC) introduced his draft annual report 2021-22 and Alethea Fuller, Deputy Chief Executive of the OPCC gave a detailed presentation on the content of the document. The PCC invited comments on the draft report before a final version would be presented to the Panel in January 2023.

During the question-and-answer session relating to the content of the report, the following points were made: -

- **Vetting** - The PCC had obtained assurances that all West Midlands Police employees were vetted to the appropriate level for their role and the Force had completed its aftercare vetting plan in February 2022 to bring the backlog of re-vetting and the security clearances up to date. The OPCC analysed police vetting data to identify, understand and respond to any disproportionality in vetting processes.
- **Police culture** - The PCC's Strategic Policing and Crime Board continued to provide oversight of WMP Operation Santos, that focused on the WMP response to the IOPC Operation Hotton recommendations and the HMICFRS inspection into vetting, misconduct, and misogyny in the police service.
- **Recruitment** - The WMP Officer Uplift was on target to be achieved. However, the Police and Crime Plan objective to increase the number of Black, Asian and Minority Ethnic police officers by 1,000 was not on target and stood at 329 at the end of the reporting period.
- **Total headcount** - PCC was asked to provide the Panel with data on how police officers and staff were currently distributed across West Midlands Police. PCC highlighted that the WMP police staff ratio was below the benchmark ratio of 1 member of staff for every 3 police officers.
- **Officer morale and resignations** - The OPCC was monitoring resignation rates, which were elevated in some areas. The PCC made a commitment to ensure the exit interviews were undertaken by the Force. The Panel was further advised that the attrition rate for new officers was not a concern and a 'remain interview' process for potential leavers had been introduced as part of the Uplift Programme. Jonathan Jardine, OPCC offered to provide a further briefing on the package of support for student officers balancing studies with operational duties, the

findings from the recent police officer and staff survey on morale at West Midlands Police, and data on resignation rates.

- **Neighbourhood policing** - The PCC advised that his Police and Crime Plan commitment of 450 additional neighbourhood officers was on target to be achieved before the end of his term of office. He acknowledged that deployment of officers was an operational decision for the Chief Constable, but he wanted each area to receive its fair share of officers.
- **Major incident response** - The PCC explained he chaired the National Counter Terrorism Collaboration Strategic Board. He was satisfied with the robustness of WMP response to a major incident and highlighted how the Commonwealth Games 2022 had demonstrated embedded working arrangements across blue light services. The PCC's Strategic Policing and Crime Board in January 2023 would consider the annual report on Strategic Policing Requirement, including an assessment of the compliance of WMP of the Manchester Arena Attack inquiry recommendations.
- **Stop and Search** - Responding to concern at the rate of progress towards the PCC's 50% Stop and Search positive outcome rate target, and the continuing negative trend in the disproportionality of those that are subject to a Stop and Search, the PCC advised that he had expressed his disappointment to WMP earlier in the year. He outlined the range of mechanisms in place to scrutinise the use of Stop and Search and assured the Panel of his quarterly monitoring of the data to address performance against both issues.
- **Performance trends and demonstrating impact** – The PCC was asked to include more performance data, case study examples on activities to deliver objectives and details of the impact monitoring conducted by the OPCC of commissioned services and funded activities. It was suggested that including pre-pandemic data would provide the public with a fuller picture of trends specifically in relation to Stop and Search and calls for demand for service. It was noted that a performance dashboard would be added to the final document.
- **Force Contact** – The PCC reported that WMP was failing to meet service level agreements for force contact. He summarised the WMP improvement plan and assured the meeting he was regularly monitoring progress and wished to see significant improvement over the next 12 months. Responding to a question as to the strategy for prioritising non-emergency calls for service reported through the Street Safe App and WMNow, the PCC explained that all calls for service and responses were graded.
- **Funding** - Responding to some concern expressed at the meeting about the PCC's focus on the level of government funding for WMP, the PCC felt it important to provide the public with the context of resourcing but acknowledged that the Force must make the best of available resources.
- **Violence Reduction Partnership** – The OPCC summarised a range of intervention and prevention education programmes coordinated by the VRP. It was explained that the Home Office and Youth Endowment Fund required rigorous assessment of the impact of funding. The VRP was currently developing its Joint Strategic Needs Assessment that the PCC would use to focus activities.
- **Impact areas** – The PCC explained that impact areas were geographical areas with focussed intervention and prevention activities over a 10-year period to reduce crime and address structural and systematic issues. He undertook to advise the panel of the establishment date of the Impact Area programme.

Drawing the discussion to a close, the Chair explained that the Panel would prepare a report and recommendations on the Annual Report 2021-2022 for the Police and Crime Commissioner to consider.

RESOLVED: -

- i. That following the conclusion of the meeting, the Panel report and recommendations based on its review the Police and Crime Commissioner’s Draft Annual Report 2021-2022 be prepared.**
- ii. That a copy of the Panel report, together with and the Police and Crime Commissioner’s response to it, be published on the Panel’s website.**
- iii. That the Police and Crime Commissioner provide the panel with the following information requested during the debate: -**
 - Data on how the total headcount of police officers and staff were currently distributed across the West Midlands Police Force.**
 - The package of support provided to student police officers.**
 - The findings from the recent police officer and staff survey to understand the current picture of officer and staff morale.**
 - Data on resignation rates across the Force.**
 - The establishment date of the West Midlands Impact Area Programme.**

688 PANEL WORK PROGRAMME 2022/2023 AND FUTURE MEETING DATES AND VENUES

The Panel work programme and future meeting venues was noted.

The meeting ended at 16:40 hours

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CHAIR

MINUTES OF THE MEETING OF THE WEST MIDLANDS POLICE AND CRIME PANEL HELD ON 6 FEBRUARY 2023 AT 14:00 HOURS – SOLIHULL COUNCIL CHAMBER

PRESENT: -

Cllr Alex Aitken – Birmingham City Council
Cllr Paul Bradley – Dudley Metropolitan Borough Council
Cllr Alan Feeney – Solihull Metropolitan Borough Council
Cllr Zahir Hussain – Sandwell Metropolitan Council
Cllr Abdul S Khan – Coventry City Council
Cllr Danny Millard – Sandwell Metropolitan Council
Cllr Gareth Moore – Birmingham City Council
Cllr Waheed Rasab – Walsall Metropolitan Borough Council
Cllr Zee Russell – Wolverhampton City Council
Cllr Suky Samra – Walsall Metropolitan Borough Council
Cllr Kath Scott – Birmingham City Council
Kristina Murphy – Independent Member (Attended part of meeting - from minute 709)
Lionel Walker – Independent Member

ALSO PRESENT: -

Cllr Nicky Brennan – West Midlands Victims Commissioner
Simon Foster – West Midlands Police and Crime Commissioner
Alethea Fuller – Deputy Chief Executive, OPCC
Jonathan Jardine – Chief Executive, OPCC
Mark Kenyon – Chief Finance Officer, OPCC
Brendan Warner-Southwell - Policing and Prevention Policy Manager, OPCC
Sarah Fradgley – Panel Scrutiny Officer, BCC
Kevin O’Keefe – Chief Executive, Dudley MBC (Online)
Amelia Wiltshire – Overview and Scrutiny Manager, BCC

702 NOTICE OF RECORDING

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

703 APOLOGIES

Apologies for non-attendance were received on behalf of Councillor Akhtar (Coventry), Councillor Jaspal (Wolverhampton), Councillor Razzaq (Dudley) and Councillor Seaman (Coventry).

704 DECLARATIONS OF INTEREST

None declared.

705 MINUTES OF LAST MEETING

RESOLVED: -

That the minutes of the meeting held on 9 January 2023 be confirmed as a correct record.

706 ACTION TRACKER

The Panel Officer undertook to liaise directly with the OPCC to secure responses to two outstanding actions for the next panel meeting.

RESOLVED: -

That the updated action tracker be noted.

707 PUBLIC QUESTION TIME

No public questions were submitted.

708 INDEPENDENT PANEL MEMBER RECRUITMENT

Introducing the report, the Chair thanked Lionel Walker for his service on the Panel since 2012. He noted that Mr Walker planned to attend the next meeting.

Members considered the report of the Panel Lead Officer setting out the process and timetable for recruiting to fill the upcoming independent member vacancy before the beginning of the next Municipal Year and recommended the Panel consider reviewing the Independent Member allowances to include a discretionary allowance

The Chair put it to the meeting that this recruitment provided an opportunity for the panel to look for two independent members. He noted there was unanimous agreement.

Volunteers were sought to join the selection panel and the Panel Office undertook to liaise directly with the volunteers on arrangements.

RESOLVED: -

- i. That the Panel proceed with the recruitment of an independent panel member in line with the process and timetable set out in the report.**
- ii. That Cllrs Suky Samra, Paul Bradley, Alan Feeney, Zahir Hussain, and Zee Russell form the selection panel to shortlist and interview candidates.**
- iii. That the Lead Panel Officer present a report to a future meeting to enable the Panel to review the Co-optee (Independent Member) Allowances to include a Discretionary Allowance**
- iv. That the Panel agree to appointing a third independent panel member, subject to agreement by the Secretary of State.**

709 POLICE AND CRIME COMMISSIONER KEY DECISIONS AND UPDATE

The Panel noted its responsibility under Schedule 5 of the Police Reform and Social Responsibility Act 2011 to review the Police and Crime Commissioner's proposed policing precept.

The Police and Crime Commissioner and Chief Finance Officer, OPCC presented the revenue budget 2023/24, capital programme 2023/2024-2026/2027 and the precept proposal for 2023/24 of £202.55 per annum for a Band D property, an increase of £15.

During the debate the following points were made: -

- Revenue saving of £28.1m had to found as the 2023/24 Funding Settlement plus additional £13.2m precept income did not maintain the required baseline budget. The budget remained under pressure with rising costs and inflation. A budget gap was also forecast for 2024/25.
- Over 60% of the budget was ringfenced to police officer pay and the force to maintain a police officer headcount of 7909 under the National Uplift Programme. Savings were therefore restricted to other areas. A Priority Based Budget review had identified £9.9m savings and the OPCC undertook to keep the panel updated with the ongoing PBB exercise. It was explained that the process assessed the risk to police services of savings from police staff vacancies. The meeting commented on the potential for warranted officers to backfill police staff roles that was at odds with the rationale of the Uplift Programme.
- The Reserves Strategy maintained a £12m General Reserve for emergency purposes. Other reserves were for specific purposes, so only the Budget Reserve could be called upon. Assurances were given that reserve levels were at a manageable position, but work was required on future budgets to avoid reliance on reserves.
- The Estates Strategy and operating model were under review. The budget included £5m revenue savings in line with the current Estates Strategy. Any further changes would have an impact on the revenue budget and capital receipts.
- It was clarified that short-term borrowing of £7m had been a one-off decision this year to finance investment in crucial capital assets. Assurance was given that this was a commonly used approach. There were borrowing costs, although preferential interest rates had been secured.
- The decision to freeze PSCO recruitment taken in July was to mitigate against a projected £10m energy cost increase. The PCC acknowledged the contribution of PCSOs and confirmed the 2023/24 budget assumed full establishment of PCSOs capacity in line with the Police and Crime Plan.
- The OPCC undertook to include in future budget reports details of all grant income receipts including grants received for undertaking specific purposes, or best estimates at the time reports are published.
- The PCC advised that he had not conducted an impact assessment of the ability of public to pay the additional £15 precept a year, however Council Tax benefit will mitigate the costs for the most vulnerable.

The Panel then voted unanimously on the following.

RESOLVED: -

- i. **That the Panel supports the Police and Crime Commissioner's proposed precept of £202.55 for 2023/24, an increase of £15 per annum for a Band D Property; and**
- ii. **That the Commissioner be requested to include in future budget reports details of all grant income received, including those ringfenced for specific purposes.**

710 COMMUNITY POLICING

The Police and Crime Commissioner presented his report updating the Panel on progress towards achieving his Police and Crime Plan pledge to rebuild community policing. He highlighted the 60% progress towards appointing 450 additional neighbourhood officers, his commitment to maintaining PCSOs, the wider role communities played, and the focus of the Chief Constable to implement a neighbourhood based operating model.

The Commissioner also summarised his oversight of West Midlands Police to deliver a safe and secure road network. He also referred members to the work of the West Midlands Community Safety Partnership and the range of community safety activities undertaken across the region.

Road safety

The Panel asked for more recent bus and train crime yearly comparison data covering 2022 and 2023 and for a breakdown of the data of speeding offences passed to the Central Ticket Office to determine the location of offences captured (motorways or smaller road network).

The PCC explained it was the responsibility of the local authority to finance and install average speeding camera, and enforcement was subject to agreement between WMP and individual local authorities. The meeting discussed the potential transfer of moving vehicle enforcement powers to local authorities and the focus on developing a joined-up approach and consistent enforcement regime. The meeting also discussed the potential for devolution of revenue income relating to speed enforcement, and the potential risks of displacing traffic and speeding problems.

Members discussed the current formula associated with dividing seizures under the Police Property Act and Proceeds of Crime Act between WMP, The Treasury, The Courts Service, and the Crown Prosecution Service, and noted the time factor and other complexities that came into play. It was noted that the WMP budget assumed £800k per annum. The OPCC had allocated £400K of Proceeds of Crime Act income to the Healthy Communities Fund small grants scheme for community organisations.

Community safety

The meeting discussed community safety work including the operational policing response to tackle serious youth violence, the range of initiatives of the Violence Reduction Partnership and acknowledged the role played by local community organisations to facilitate community engagement and community cohesion and improve communication with neighbourhood policing teams.

Community policing

The PCC undertook to make immediate inquiries into reports that WMP responses to licensing applications generated in its licensing and planning team did not reflect the views of local neighbourhood officers.

The PCC acknowledged the pause in PCSO recruitment, and that the internal recruitment to police officer posts through the non-degree entry process had impacted on the number of serving PCSOs. He emphasised his commitment to restore the establishment of 464 PCSOs and the availability in the budget.

RESOLVED: -

- i. **That the Commissioner be requested to provide more recent bus and train crime yearly comparison data covering 2022 and 2023;**
- ii. **The Commissioner be requested to provide a breakdown of the data on speeding offences passed to the Central Ticket Office to show the location of offences captured on motorways and the smaller road network; and**
- iii. **That the Commissioner be requested to update the Panel on his undertaking to make immediate inquiries into a report that police responses to licensing applications did not reflect the views of local neighbourhood officers.**

711 SUPPORTING VICTIMS – PUBLIC CONFIDENCE INQUIRY THEME

Councillor Nicky Brennan, West Midlands Victims Commissioner introduced the report setting out how the OPCC was working with the force to understand the needs of victims and to amplify the voice of victims.

The meeting noted the key findings of the Victims Commissioner's recent cost of living survey of domestic abuse victims and support services and the seven recommendations presented to the Home Secretary. She highlighted improvements to the collection of feedback from victims, including expanding the use of SMS surveys and the establishment of a Victims Voice Task and Finish Group.

The PCC provided oversight of the WMP compliance with the Victims Code soon to be enacted under the Victims Bill and explained how he held the force to account for progress around the objectives and measures in the management of rape and serious sexual offences.

The Victims Commissioner reported that an examination of the uptake of the Victims Right to Review found it was rarely utilised and the PCC has recommended to the Ministry of Justice the need for further publicity to victims.

The meeting discussed the PCC's commissioning of victim support services and educational programmes funded through the Victims Fund allocation, together with funding secured for Independent Domestic Violence and Independent Sexual Violence advocates. Members noted the focus on commissioning services from 'By and For Organisations' where directors and CEOs possessed lived experiences. The PCC emphasised that services were free to victims and accessible regardless of whether they had reported the crime to the police or not.

The PCC explained that service providers were subject to scrutiny on compliance with their SLA and expected to supply data on outcomes. The Victims Commissioner undertook to provide additional information on the number of people helped by commissioned services including Victims Support, and details of the type of help given to victims and outcomes. The Panel also asked for a gender breakdown of victims of domestic violence.

Drawing the debate to a close, the Victims Commissioner announced the launch of the PCC's <https://noexcuseforabuse.info> website providing the public with information about support available to victims and details of campaigns.

RESOLVED: -

- i. **That the information presented to the Panel be noted;**

- ii. The PCC be requested to provide the Panel with data on the number of victims helped through PCC commissioned victim services (independent providers and Victims Support), the type of support provided, and outcomes attained so that the Panel can understand impact that has been achieved; and
- iii. The PCC be requested to provide the gender breakdown of domestic abuse victims.

712 PANEL WORK PROGRAMME 2022/2023

RESOLVED: -

That the Panel work programme be received and noted

The meeting ended at 16:46 hours

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CHAIR