



**west midlands
police and crime
commissioner**

STRATEGIC POLICING AND CRIME BOARD

**Notes of meeting held on Tuesday, 07 January 2014
in the Main Committee Room, Lloyd House**

Present: Jones, Bob – Police and Crime Commissioner
Connor, Brendan – Non-executive
Foster, Cllr Judy – Assistant Police and Crime Commissioner
Hannon, Cath – Non-executive
Hendricks, Cllr Ernie – Non-executive
Mosquito, Cllr Yvonne – Deputy Police and Crime Commissioner
Nazir, Cllr Mohammad – Assistant Police and Crime Commissioner
Sawdon, Cllr Tim – Non-executive

In attendance: Burgess, Supt Rick
Cann, Gary – Assistant Chief Constable
Courtney, Jacky – Chief Executive
Fuller, Alethea – Policy Manager
Hickman, Fiona – Committee Manager
Jardine, Jonathan – Policy Manager
Proctor, Andy – Head of Technology Services
Rowe, Sharon – T/Deputy Chief Constable
Rowson, Chris – Head of Human Resources
Sims, Chris – Chief Constable
Smith, Lisa-Marie – Deputy Director of Legal Services
Wilkin, David – Director of Resources
Williams, Mike – Chief Finance Officer

Observers: Approximately 4

001/14 Conflicts of Interest 001/14

None.

002/14 Apologies 002/14

Apologies had been received from Cllr Faye Abbott and Richard Meffen, T/Assistant Director of Resources.

003/14 Notes of the Last Meeting 003/14

The Board approved the notes of:

- a) the meeting held on 03 December 2013 in public
- b) the meeting held on 03 December 2013 in private

004/14 Public Questions 004/14

No questions from the public had been received.

005/14 Finance: Revenue Monitoring 005/14

The Board noted that there was no report for this item because it had been included in the report for agenda item 8 on the provisional police funding settlement for 2014/15.

006/14 Performance against the 2013-14 Milestones and Deliverables in the Police and Crime Plan 006/14

The Temporary Deputy Chief Constable introduced the report which outlined performance against the milestones and deliverables set out in the 2013/14 Police and Crime Plan.

During the discussion, the Board noted:

- The figures in the report were as at the end of November. There had been low level of crime recorded over the Christmas period. The December figures were looking very positive – they were likely to be lower than last December. This was as a result of good planning.
- Operation Sentinel had been running for six months and had had an effect on the figures, particularly in priority areas.
ACTION An evaluation of the operation would be reported at the April meeting
The item has been included in the work plan for April
- There were pockets of car crime in Birmingham East and Solihull. The Force was alerting the public to it. Corporate Communications could provide Board Members with details of the specific interventions.

007/14 Variations to the Police and Crime Plan 007/14

The Chief Executive introduced the report which set out the approach that was being taken by the Commissioner to the making of variations to the Police and Crime Plan that he had approved on 28 March 2013.

The Board considered the report and a suggestion was made about using more proactive language in relation to people trafficking and child exploitation.

008/14 Provisional Police Funding Settlement

008/14

The Chief Finance Officer introduced the report which provided an update on the provisional funding settlement for 2014/14 and the implications for the 2014/15 Budget Strategy and Medium Term Financial Plan (MTFP). In respect of the funding settlement, he highlighted in particular paragraphs 3 (headlines from the settlement) and 6 (proposed response to the consultation).

The Board considered the report and, in relation to the settlement for 2014-15, noted that:

- the 'top slicing' was the significant difference in the settlement this year. Not only would it affect funding, but some of the areas that it was intended to support such as the IPCC and HMIC would add more demands on Force activities;
- the Chief Constable was concerned that HMIC would be conducting a large inspection exercise in February and another one soon after and the Force no longer had people in place to support them because Government policy was to not have such large central inspections in the future.

The Board supported the Commissioner's response to the consultation on the provisional settlement.

In relation to the budget strategy, the Board noted that:

- there was a possibility of further 'top slicing' for the IPCC in future years;
- there had been a recent announcement about further reductions in public expenditure into the future;
- it would be necessary to keep recruitment levels under review given the funding uncertainties for 2015-16 and 2016-17;
- steps would be taken to phase recruitment to later in 2014 and towards the end of 2014-15. Some might even need to be moved into 2015-16.

The Board endorsed the proposed 2014-15 budget strategy.

009/14 Human Resources Update

009/14

The Head of Human Resources introduced the report which provided an update on a number of areas of current HR activity.

The Board considered the report and noted that:

- the Force would be attending the informal group meeting of Board members on 23 January to discuss in more detail approach to the recruitment process;

- the Force were in discussion with the College of Policing about the extent to which it could push and change the restrictive regime around the way in which new people were recruited;
- the proposed starting salary for new recruits was competitive but not overly generous and would, hopefully, attract the quality and calibre of candidates that the Force was looking for;
- the proposed recruitment exercise was not about additional resources; it was about protecting the level of resources. Changes in resourcing levels in individual Local Policing Units were unlikely to change;
- the contract specification for the trauma risk management (TRiM) package was in the process of being drawn up. The Force assured the Board that managers would still be discussing traumatic events with individual members of staff as normal. There would be careful and sensitive management but without too much intrusion;
- in respect of the future disciplinary process following the Stage 2 transfer of staff, the Force were considering a procedure where appeals would be dealt with at ACPO level. This would not be dissimilar to the previous arrangements where the Police Authority Members used to hear appeals and the Authority was the employer. Board members had some concerns but noted that the forthcoming development of the Scheme of Governance would involve some consultation where this matter could be brought up.

010/14 ACC Local Policing and Service Improvement Portfolio

010/14

ACC Garry Forsyth introduced the report which provided an overview of his portfolio.

The Board considered the report and noted that:

- Cllr Hendricks expressed an interest in being involved in the reviews of both the Resource Allocator and Dispatcher (RAD) and Service Desks and the front offices. ACC Forsyth indicated that he would be most welcome;
- the Force assured the Board that the list of threats to the confidence project listed in paragraph 21 were not areas of great concern. They reflected choices that the Force had to make over the next few months;
- in relation to hate crime (paragraph 60), the Chief Constable would be reluctant to have additional categories of hate crime identified, such as misogyny. It was more important to ensure that victims of hate crime received the most appropriate service from the Force.

- Police officers involved in the mental health triage pilot had had bespoke training. ACC Forsyth expected that there would be sufficient demand for the services of the project but he did not have the expected numbers of people going through the pilot with him. He could supply the data outside the meeting. The Board noted that the pilot was due to be launched officially on 8 January 2014. This was a different pilot to the diversion scheme in Coventry which had recently been announced.

The Board congratulated ACC Forsyth on the depth and range of the report and acknowledged that such a report could not do justice to all of the work going on in this portfolio. **ACTION The Board would consider at its 'awayday' in March whether it might now be better to have reports on more discrete areas of the portfolio.**
A note has been made to raise this matter at the 'awayday'

011/14 Deputy Chief Constable Portfolio

011/14

The T/Deputy Chief Constable and the Deputy Director of Legal Services introduced the report which provided an overview of Legal Services and organisational change programmes both of which were key aspects of the Deputy Chief Constable's portfolio.

The Board considered the report and noted that:

- in relation to the civil claims figures it was not easy to compare the figures from one year to another because some cases could take years to close and this could distort the figures;
- civil claims figures were not published nationally but the Chief Constable considered that the Force was in a reasonably healthy position;
- the Deputy Commissioner had regular meetings with the Deputy Director of Legal Services;
- the Force confirmed that it had circulated widely the lessons learnt when obtaining the Force's first Brothel Closure Order;
- the Service Transformation work affected around 2000 officers and staff. The Board acknowledged how much hard work the Force had put in to this programme.

012/14 Information Services Update

012/14

The Head of Technology Services introduced the report which provided an update on activities in Information Services.

The Board considered the report and noted that:

- the work on the procurement of an innovation and integration partner (IIP) was about finding ways of breaking down the barriers to providing an excellent policing service and providing

an injection of innovation and resources. The Commissioner was keen to ensure that it was not creating the impression that Information Services were not making a contribution to the service. They were doing excellent work;

- the Chief Constable paid tribute to Information Services and cited, in particular, the work carried out on the data centre which had been a massive undertaking;
- webcams for video conferencing would be supplied as part of the New Ways of Working (NWOW) programme although not every workstation would have one.

013/14 Turning Point/University of Cambridge

013/14

ACC Forsyth introduced the report which provided the background and latest position of the Turning Point Project which was a partnership between the West Midlands Police and Cambridge University.

The Board considered the report and noted that:

- the Force was committed to continuing with the project even though it sat outside the Government's out of court disposal framework;
- there would be no detailed findings from the project until 2015;
- the project was funded initially by Cambridge University. For the Force it entailed mainly the opportunity costs though there would be IT implications but nothing that could not be easily absorbed;
- the Out of Court Disposal Review Group should be made aware of the project. Inspector Jamie Hobday was the Force lead for both the project and the Group and was therefore well placed to do this. The next meeting of the Group was scheduled for 20 January 2014.

The Commissioner commended the Force on this work and hoped for some more details on initial findings at some stage.

014/14 Stop and Search Action Plan – Outcome of Consultation

014/14

Jonathan Jardine and Chief Superintendent Rick Burgess introduced the report which presented the outcome of the consultation on the Stop and Search Action Plan and an update on related developments.

The Board considered the report and noted that:

- Board members would be most welcome to attend any of the training sessions for police officers and their supervisors. Conflict management was included in the training;
- the consultation had gone out to West Midlands Office for

Policing and Crime and Force contacts through the web and social media. 106 responses had been received, some of which had been very detailed and helpful. **ACTION Cllr Foster was disappointed at the number of responses to the consultation and would discuss with Jonathan Jardine outside the meeting some thoughts on how to improve the response rate;**

The discussion has taken place.

- the EHRC had visited the Force on 16 January to discuss the action plan;
- the concerns around the use of body-worn cameras was raised again. It had been discussed at a previous meeting. The Force was already running a pilot but it would be important to await the outcomes of the pilot to fully understand how it worked in practice and any issues that might arise.

The Board supported the conclusions of the report. **ACTION The action plan would be updated with the direction of travel on technology and the plan would be reviewed when the outcome of the Home Office consultation on Stop and Search became available.**

015/14 Decisions 015/14

There were no draft decisions to be considered.

016/14 Referrals from Local Policing and Crime Boards, Police and Crime Panel and partner bodies 016/14

There were no referrals from Local Policing and Crime Boards, the Police and Crime Panel or partner bodies. No thematic issues had yet been raised by any members of the Board.

017/14 Chief Constable Update 017/14

The Chief Constable gave an oral update on significant operational matters including following:

- The Christmas period had been unexceptional as a result of good seasonal planning.
- The Deputy Chief Constable, David Thompson and Neil Evans a past Chief Superintendent in the West Midlands Police had both been awarded the Queen's Police Medal for distinguished service in the New Year's Honours. The Board joined the Chief Constable in congratulating them both.
- The Command Team would be considering at the end of the week the year ahead, which looked to be an interesting and exceptional year in respect of performance, project work, IIP and financial challenges.

The Board noted that the Chief Constable had nothing confidential to report so the private meeting that had been scheduled to take place immediately after the public meeting was cancelled.

	Outstanding Actions from Previous Meetings	
016/13	Professional Standards Department, Quality of Service	016/13
	West Midlands Police Working Group on disproportionality. The Board welcome the work being done on disproportionality. ACTION The Force would circulate the action plan to members of the Board.	
040/13	Performance against the 2013-14 milestones and deliverables in the Police and Crime Plan	040/13
	ACTION The Deputy Commissioner would discuss with the Force how she might promote the good work of the Counter Terrorism Unit in ensuring public safety.	
045/13	Collaboration Update	045/13
	There were no further details yet about the £50m innovation funding mentioned in the Comprehensive Spending Review statement. ACTION The Board would be updated on the innovation funding once the details had been received.	
046/13	Outcomes from the Victims' Consultation	046/13
	The Board considered the report and supported option 1 which was to set up a West Midlands-wide structure, led by Victims Support, working with other voluntary, community and social enterprise (VCSE) organisations. ACTION The Commissioner and Cath Hannon would explore this option further taking into account the concerns raised by some of VCSE organisations.	
064/13	ACC Operations Portfolio Update	064/13
	○ ACTION. The Force and the Commissioner would explore whether it would be possible for a representative from the West Midlands Police to attend the regional NPAS board meetings as an observer.	
107/13	Professional Standards	107/13
	The Board considered the report and the discussion focused on what could be done to improve public and police officer confidence in the	

	<p>police complaints system. Greater transparency was perhaps just one step; something more radical such as a redrawing of the whole complaints systems might be needed. ACTION. Brendan Connor and ACC Cann would discuss outside the meeting what might be done within the Force.</p>	
108/13	West Midlands Office for Policing and Crime Casework	108/13
	<ul style="list-style-type: none"> it would be useful to seek the public's view of the service they received. ACTION. The Chief Executive would consider how this could best be achieved. 	