



**west midlands
police and crime
commissioner**

STRATEGIC POLICING AND CRIME BOARD

**Notes of meeting held on Tuesday, 04 March 2014
in the Main Committee Room, Lloyd House**

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

In attendance: Barton, Dan – Head of Corporate Communications
Cann, Gary – Assistant Chief Constable
Fuller, Alethea – Policy Manager
Gabbitas, Andrea – Policy Manager
Hickman, Fiona – Committee Manager
Meffen, Richard – T/Assistant Director of Resources
Nicholson, Andy – T/Assistant Chief Constable
Rowe, Sharon – T/Deputy Chief Constable
Williams, Mike – Chief Finance Officer
Winch, Chief Supt Ron - Operations

Observers: 3

017/14 Conflicts of Interest 017/14

None.

018/14 Apologies 018/14

Apologies had been received from Cllr Ernie Hendricks, Cllr Tim Sawdon, the Chief Executive and the Chief Constable.

019/14 Notes of the Last Meeting 019/14

The Board approved the notes of the meeting held in public on 07 January 2014.

020/14 Public Questions

020/14

No questions from the public had been received.

021/14 Finance: Revenue and Capital Monitoring

021/14

The Chief Finance Officer introduced the report which provided the forecast financial outturn based on the position at the end of December 2013. He drew the Board's attention to the Airwave issue.

The Board considered the report and noted that:

- the Police and Crime Panel had supported the proposed precept and budget which they had considered at their meeting on 3 February 2014. The Panel had agreed the proposed 3% increase in the precept but had noted that the referendum trigger had not yet been announced. In that regard the Panel noted that the Commissioner had no intention to trigger a referendum so a series of options below the proposed 3% increase had been provided. **ACTION The Commissioner would make a decision on the precept and budget as soon after the announcement as possible. This would be before the next Board meeting.**
The decision was made on 13 February 2014. Decision 002/2014 Revenue Budget 2014-15 can be found on the Commissioner's website www.westmidlands-pcc.gov.uk
- the cessation of the implementation of Regulation A19 in December 2013 might have effect on the underspend.

The Commissioner commended all the work that had gone into managing the budget, particularly the work around the Proceeds of Crime Act (POCA) income. In that regard, the Board noted that the Commissioner was still supporting the PCC for West Yorkshire's campaign for police forces to get a better share of the POCA income.

022/14 Performance against the 2013-14 Milestones and Deliverables in the Police and Crime Plan

022/14

The T/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 that:

- there were no significant changes in performance since the last report;
- there were signs of improvement in satisfaction;
- there was still a downward trend in burglary;
- there was still an increase in violence with injury;

- when compared to the position in January 2013 there was a 4% increase in total recorded crime in January 2014;
- the Force had provided the Commissioner with the figures for domestic violence – recording and prosecution levels were both up;
- in the recent HMIC report on rape investigations, the Force was an outlier in respect of ‘no-criming’. The T/Deputy Chief Constable assured the Board that the Force regularly audited its figures and was confident that recording was being done properly. **ACTION Further details would be provided.** *The matter was discussed at the informal Group meeting of the Board on 18 February.*
- engaging more with the public was a critical area of work for the Force and was included in the Police and Crime Plan. The Force wanted to understand, for example, what impact national policing issues had on confidence in the police at a local level,
- HMIC had held a special Crime and Policing Monitoring Group event on 30 January 2014. HMIC would be providing a report in due course.
- Her Majesty’s Chief Inspector of Constabulary had recently made comments in *The Times* which appeared to suggest that there were areas in the Midlands where some communities were taking the law into their own hands. The T/Deputy Chief Constable assured the Board that the Chief Constable had challenged this and had given evidence at the Home Affairs Select Committee on 21 January 2013 on this matter. The Chairman of the Committee had now invited Mr Winsor to appear before the Committee. The Commissioner had also written to Mr Winsor asking for evidence of his claims. He understood that Mr Winsor had spoken to the Chief Constable on the telephone and assured him that he was not referring to the West Midlands.

023/14 Variations to Police and Crime Plan

023/14

The T/Deputy Chief Constable introduced the report which sought the views of the Board on the variations that the Commissioner proposed to make to his Police and Crime Plan.

The Board considered the report and noted that:

- the Police and Crime Panel had considered the proposed variations to the Plan at its meeting on 3 February 2014. There was general sign up to the Plan but the Commissioner was awaiting written feedback;
- the Panel had been pressing for more targets in the Plan, particularly in detections. The Commissioner explained that the Plan did have some targets (described as ‘milestones’). He was concerned that target setting could distort policing priorities and he would not like to see that in the West Midlands. He had tried, in the Plan, to balance the views of the public with the professional advice

he received from the Force;

- the draft Plan reflected the views of the Board which had been discussed at previous informal meetings;
- the T/Deputy Chief Constable was not aware of any government plans to change the Strategic Policing Requirement. HMIC were currently reviewing organised crime capability in the region. The whole area of cyber crime was unclear with the Force having a subsidiary role to the NCA. **ACTION There would be a report at a future meeting on the Regional Fraud Unit and cybercrime. A note has been made on the work plan to schedule the item in at an appropriate time.**

024/14 ACC Operations Portfolio

024/14

ACC Cann introduced the report which provided an overview of his operations portfolio which also included criminal justice.

The Board considered the report and the discussion focussed on the following areas:

Roads Policing

- CMPG had a comprehensive plan to raise awareness about the wearing of seat belts;
- In relation to the Camera Enforcement Unit:
 - The number of people opting for speed awareness courses had fallen. It used to be around 30% and had now dropped to around 21 %. There were a number of reasons for this including: fixed safety cameras had gone; activations related to higher speeds; drivers were making different choices; and processes in the central ticket office had improved.
 - Speed thresholds were likely to change in future which might mean that more people would choose speed awareness courses.
 - The Force and the Commissioner were in discussions with local authorities about investment in the safety camera infrastructure. The driving force behind investment in the infrastructure lay with local authorities. The seven local authorities were in different positions and the Force could only monitor what was happening. It was hoped that following the digital camera pilot in Birmingham and Solihull in October, the other local authorities would follow suit.

Conservative Party Conference (Operation Pelkin)

- The Commissioner was considering writing to other police and crime commissioners in whose areas party political conferences were held about funding for the policing of such events. Forces were likely to be able to recover 85% of the costs while private security companies could recover 100% of their costs. If a private

company failed to provide the service the police would step in to provide it but would only be able to recover 85% of the costs.

National Police Air Service (NPAS)

- The Force was generally pleased with how well the transition from the West Midlands Air Unit to NPAS had gone. The Force was beginning to see some benefits but was working through some issues that had been predicted. The Force would be monitoring the service level agreements, performance and financial profiles of NPAS.

Police led prosecutions (PLP)

- The Force was not making a profit from PLP. The overhead costs needed to be taken into account.

025/14 WMP Freedom of Information Update

025/14

The Head of Corporate Communications introduced the report which provided an update on the Freedom of Information issues facing the Force.

The Board considered the report and noted that:

- action had now been taken on all of the 231 FOI requests in the pre-January 2013 backlog;
- the Force expected the post-January 2013 backlog to be around 20 by the end of April 2014.

The Commissioner congratulated the Force on the substantial progress that had been made.

026/14 Victims and Restorative Justice Funding Update

026/14

Alethea Fuller introduced the report which provided an update on the current position on funding for victims of crime which will transfer to the police and crime commissioner in October 2014.

The Board considered the report and noted that:

- the Commissioner would need to make a decision before the next Board meeting on how the funding will be spent. He would work with Cath Hannon;
- the Police and Crime Panel were keen to consider the arrangements in due course.

027/14 Decisions

027/14

There was one draft decision to be considered:

Dip Sampling of Complaint Files

The Board supported the process for the dip sampling of completed complaints files as set out in the report. **ACTION The Commissioner**

would make a formal decision to introduce the process. *The Commissioner made the decision on 7 February 2014. Decision WMPCC 001 2014 Dip Sampling of Complaints Files can be found on the Commissioner's website www.westmidlands-pcc.gov.uk*

028/14 Referrals from Local Policing and Crime Boards, Police and Crime Panel and partner bodies 028/14

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.

029/14 Chief Constable Update 029/14

The Temporary Deputy Chief Constable raised two matters:

a) Command Team changes

- The T/Deputy Chief Constable welcomed Andy Nicholson to the Command Team as the temporary Assistant Chief Constable with responsibility for the crime portfolio. He had taken over from Clive Burgess who had retired recently from the Force.
- The Commissioner, on behalf of the Board, welcomed T/ACC Nicholson and wished Clive Burgess all the best for the future.

b) Recruitment

- The T/Deputy Chief Constable was delighted to announce the forthcoming recruitment exercise for police officers, following the West Midlands Police and Crime Panel's approval of the Commissioner's budget and precept proposals for 2014-15.
- Significant elements of the recruitment exercise were as follows:
 - The Force would be recruiting up to 450 police officers over the next two financial years.
 - Applicants would be able to register on-line from 10 February 2014
 - The full application process would start April 2014
 - The criteria would be available on the Force website. In respect of academic criteria, applicants will have to have a level 3 qualification but not a Certificate in Knowledge of Policing at this stage
 - The starting salary will be £21,999
 - Training will begin in October 2014
 - After training, there would be a two-year probationary period
- The Commissioner raised the matter of individuals who had previously been successful in their application to join the Force but had their application placed on hold as the Force had ceased recruiting and had then gone on to become PCSOs, Police Staff or Special Constables. At that time the level 3 qualification was not a

requirement. He had proposed to the Force an interim arrangement for a short period of time whereby these individuals would be eligible to apply even though they did not have the qualification. If they were successful in their application they would be offered the post subject to obtaining the qualification prior to appointment within 12 months. The T/Deputy Chief Constable confirmed that these individuals were few in number and the Force would endeavour to identify and contact each one to discuss and explain the special interim arrangement. She also confirmed that results from the last national assessment centre which was held in 2010 would be out of date as they lasted for only two years. Anyone who had been through that assessment and wanted to apply now would have to go through a new assessment.

- The Commissioner hoped that the Force might consider extending the interim arrangement above to all PCSOs and Special Constables. The T/Deputy Chief Constable stated that the interim position only related to those who had been successful in their application in the previous process and would not extend to all PCSOs and Specials.
- On other aspects of the recruitment exercise, the T/Deputy Chief Constable confirmed that the Chief Constable was in discussions with the College of Policing and the Metropolitan Police about potential recruitment. In the meantime, she assured the Board that the online assessment would be tailored to the Force's local needs as would the training in October. The Commissioner had also received assurances from the College of Policing that adjustments could be made to elements of the recruitment process where necessary.

	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
	<ul style="list-style-type: none"> ○ 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 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.	
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. 	
014/14	Stop and Search Action Plan – Outcome of Consultation	014/14
	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.	