



STRATEGIC POLICING AND CRIME BOARD
1 April 2014

ACC Security

Purpose of Report

1. The purpose of the report is to update members of the Strategic Policing and Crime Board on issues concerning the ACC Security.
2. It is not a detailed description of the portfolio or all the activity it encompasses (this can be found in the report to SPCB in November 2013) <http://www.westmidlands-pcc.gov.uk/media/260253/12-spcb-05-nov-13-acc-security-portfolio.pdf>
3. This report will provide portfolio updates on the following areas:
 - West Midlands Counter Terrorism Unit
 - Equality, Diversity and Human Rights
 - Health and Safety
 - Forensics
 - Evidence Based Policing
 - Strategic Policing Requirement

Background

4. This report outlines to members of the SPCB the areas that combine to make up the ACC Security Portfolio. The paper aims to ensure that members have a brief summary of current activity, updates and work streams in each of the distinct main areas of business, as well as highlighting risks that are relevant to the specific work, which are perceived to be of interest to the board members and may assist in the discharge of their scrutiny and accountability functions.

Area of business update – West Midlands Counter Terrorism Unit (WM CTU)

Threat Assessment

International Terrorism

5. International Terrorism presents the greatest threat to the UK in terms of Counter Terrorism (CT) and Domestic Extremism (DE). The current threat level is **SUBSTANTIAL** = an attack is a strong possibility.
6. Islamist extremists continue to view the UK as a legitimate and high priority target for attack, both at home and abroad.
7. Whilst sustained activities against the Federally Administered Tribal Areas (FATA) have severely disrupted Al Qaeda's (AQ) ability, the group and their key affiliates have displayed resilience and attack planning remains a principal threat.
8. Increasingly, the greatest risk of attack planning emanates from self-organised domestic plots inspired by AQ ideology.
9. Travel presents an ongoing threat nationally. Whilst the FATA remains an attractive destination, the increasing number of British nationals travelling to Syria presents a significant risk.
10. Four individuals from the West Midlands region have recently been disrupted following travel to Syria. A further three have been arrested for activities in support of Syria, one of whom has been released without charge. Reasons for travel are diverse and include the historical and religious significance of Syria and the ongoing humanitarian crisis.

Northern Ireland Related Terrorism

11. The overall threat to the UK mainland from Northern Irish Related Terrorism is **MODERATE** = an attack is possible but not likely.
12. Between the 11th-13th February, seven small postal IEDs were recovered at military recruitment centres in the South of England. All seven contained crude but viable explosive devices. The New IRA claimed responsibility for these devices in the Irish News on the 17th February. Due to the construction of the devices, it is assessed the intent was to attract publicity rather than to cause serious injury.
13. Whilst this highlights the continued threat from Republican terrorist groups who maintain an aspiration to attack the UK mainland, this has not changed the overall threat level.

Sikh Extremism

14. There has been a low level response by Sikh communities in the West Midlands following the release of documentation which suggests possible HMG links to the 1984 Amritsar atrocity. However, Sikh extremists in the UK continue to engage in attack planning when the opportunity presents itself. This was evidenced in the West Midlands region in September 2012 when two individuals (Wolverhampton & Birmingham) were charged with Wounding with intent following an attack on the former Indian Army General Khuldeep Singh BRAR who was involved in the Golden temple operation.

Operational Learning re Use of TACT (Terrorism Act) Custody Block

15. The TACT Detention Facility has been available for use since the summer of 2011. It was first used for the detention of persons arrested on suspicion of being 'terrorists' in September 2011 (Operation Pitsford).
16. Maintenance of the Facility is arranged by the West Midlands CTU Facilities Manager and a weekly inspection is undertaken by his team, and custom check-lists have been compiled to assist in ensuring the facility is well maintained.
17. The general use of the TACT facility is as follows:
 - The detention of all persons arrested under the provisions of sec 41 Terrorism Act 2000 by the West Midlands Counter Terrorism Unit
 - It is the Regions designated Detention Facility for persons arrested under the provisions of sec 41 Terrorism Act 2000 if deemed the most suitable location after liaison with the West Midlands Counter Terrorism Unit
 - A National Detention Facility for persons arrested under the provisions of sec 41 Terrorism Act 2000.
 - The detention of persons arrested under the provisions of the Police & Criminal Evidence Act for offences under the Terrorism Act by West Midlands Counter Terrorism Unit
 - The detention of persons arrested for Hi Profile or sensitive Investigations by the West Midlands Police after liaison with West Midlands CTU
18. The facility, when designed, had to conform to the requirements to detain persons for up to 14 days. For extended periods it is unused but remains in a state of readiness and can be utilized at extremely short notice.
19. In the past 12 months it has been used for the detention of 16 persons arrested and dealt with by the West Midlands Counter Terrorism Unit. Other persons arrested by the unit using PACE powers were dealt with at other detention facilities.
20. A Guidance Document has been compiled by the West Midlands Counter Terrorism Unit on the detention of persons arrested under the provisions of sec 41 TACT 2000. The document details the staffing levels and roles within the detention facility when dealing with persons detained. The document also gives guidance on required custody staff (Custody Sergeants & DEO's) that are resourced by the CJU. The resourcing seeks wherever possible to utilize custody trained staff in 'duty time'. Staffing numbers reflect the numbers of persons detained, the risk that they pose while at the detention facility, and the time of day/night the tour of duty is required.
21. To assist in the safe and professional detention of persons arrested under the Terrorism Act the WM CTU seek to supply experienced staff to certain defined roles. Again this is not overly prescriptive and is adapted to the requirements of each investigation.

Independent Custody Visitors

22. It has become good practice to arrange for Independent Custody Visitors to visit the TACT Custody Suite while persons are being detained. Persons utilized from the Independent Custody Visitor Scheme are volunteers who have undergone a higher form of vetting together with enhanced advice regarding security. Visits should be arranged after consultation with the SIO.
23. It has been stipulated that at least one visit by the Independent Custody Visitors will take place within the first 24 hours of a person being detained under the provisions of sec 41 TACT 2000.
24. Regular visits are then undertaken (usually once a day) throughout the persons detention.

Debriefing:

25. Debriefing is undertaken for all matters involving 'executive action' undertaken by the investigations department. In the main this debrief will be in the form of a 'hot debrief' which is conducted with staff within a few days of the action. 'Hot Debrief' forms are forwarded to the CTU Organisational Learning & Development Department for further dissemination.
26. For larger investigations involving multiple disciplines a staged structured debrief is undertaken by the CTU Organisational Learning & Development Department. The 'learning' is shared both locally and nationally.
27. Following the most recent detention as part of Operation Clarin, the Custody Visitor Manager arranged a debrief of the Independent Custody Visitors who had attended. The Detention Manager was invited to the debrief session to share the learning.

Syria

28. Syria continues to dominate the threat picture in the region with individuals travelling from the West Midlands to Syria. The greatest threat is posed by those individuals who travel to Syria and then return to the UK with increased intent and capability. A number of individuals have returned to the West Midlands having travelled to Syria and are assessed to have engaged in nefarious activities whilst overseas. The main threats can be categorised as follows:
 - An attack is planned against the UK by groups in Syria using returnees from the UK;
 - An attack is planned in the UK by self-organised and inspired individuals who use their experience and training gained in Syria.
 - Individuals who return to the UK with enhanced status following their time in Syria and use this to influence other British residents to attack the UK.
29. Syria continues to be of significant concern with local communities, particularly the Muslim community, with charity events and aid fund raising taking place. We are aware of members of the community travelling out to Syria in support of the aid effort and some of our key community contacts who have returned from Syria have been able to share their experiences and help us to begin to shape our partnership approach to supporting local communities.
30. It is clear that there is large scale support locally for the humanitarian effort and funds being collected through events and at many religious establishments across Birmingham and the

West Midlands. Local community members refer to a religious obligation to protect fellow Muslims which has resulted in local individuals travelling to Syria to help charities and the general humanitarian effort as well as others becoming involved in the conflict.

31. 3 arrests of young Muslim men have been made from the Birmingham area in recent weeks following their return from Syria and their suspected involvement in terrorist activity abroad. 2 have been charged and await trial, with the 3rd individual currently on Police bail pending further enquiries by West Midlands Counter Terrorism Unit.
32. These cases of travel for terrorist purposes are similar to those seen in other regions across the country.
33. The recent arrest and charge of Moazzam Begg and 2 others in Birmingham prompted further local discussion within the community, particularly raising concerns regarding what is perceived to be conflict between the Government's Foreign Policy and the national messaging from the Home Office and Police Forces relating to travel to Syria.
34. Planning is currently ongoing to prepare a Partnership event on 1st April in Birmingham involving the community, Local Authority, Police, and other partner agencies to raise awareness of the issues relating to Syria and to agree a 'Syria' action plan. The main aims of the plan are to identify ways of supporting the local community in managing vulnerability and safely supporting the humanitarian effort.

Terrorism Prevention and Investigation Measures

35. All individuals previously subject of TPIM's are now managed through joint plans between our partners and WM CTU in order to monitor activity and manage the risk they may pose to local communities and national security. These plans include direct engagement with the individuals and their families through Prevent officers. Regular strategic and operational meetings continue to take place between WMCTU and partners to oversee the plans and provide a continual risk assessment.
36. One West Midlands subject remains on remand following a number of breaches of his TPIM order. A trial date is yet to be identified. Any breaches of TPIM conditions are robustly investigated and referred to CPS with a view to securing a successful prosecution.

Op Insight – Schedule 7 Research

37. The experimental phase of Op Insight concluded on the 2nd October 2013. The subsequent results analysis indicated that when comparing the use of a Procedural Justice Check List compared to a compensatory offer to passengers subject of Schedule 7, the Procedural Justice Checklist resulted in higher levels of public feelings of police legitimacy and public willingness to cooperate with the police. These results were statically significant.
38. These results have been communicated to ACC Security and Head of WMP CTU along with Ports officers and supervision at Birmingham International Airport. As a result of the findings, the use of the Procedural Justice Checklist has now been adopted as a common working practice by ports officers at Birmingham International Airport. In addition, the findings have been incorporated into the Communities Engagement Strategies being progressed by the Prevent Team within WMCTU.
39. At a National level, briefings have now been held to the Home Office Borders and Aviations Security Unit and the National Coordinator for Ports Policing. Discussions are now taking

place with both the Borders and Aviations Security Unit and the NCPP to replicate the West Midlands approach at a number of other different ports border security environments across the UK.

Operational Updates

40. Operation Windflower

Following a WMCTU investigation Usman Hussain Choudhary from Dudley was arrested in relation to the distribution of a terrorist publication entitled Join the Caravan to a number of individuals. Following interview he was subsequently charged with this offence and currently is remanded in custody awaiting trial.

41. Operation Tatton

Christopher Phillips (formerly known as Darren Clifft) from Wednesfield has been sentenced to 12 months in prison for stirring up racial hatred after he pleaded guilty to posting a video of himself on Youtube, dressed in a Ku Klux Klan costume and carrying out a mock hanging of a life-sized golliwog doll.

The incident was reported to the police and investigated by WMCTU where it was found that it had occurred at a music concert held by an extreme right wing organisation at a club in Abercynon, South Wales The police investigation showed Philips to be an avid user of social media, using a variety of pseudonyms such as "Ultimate Dazzler". He used accounts on Facebook and Youtube to espouse his extremist ideology - including support of Norwegian mass murderer Anders Breivik.

42. Operation Clarin

Following an investigation by WMCTU, on 1st March 2014 Moazzam Begg from Birmingham was arrested and subsequently charged with providing instruction and training for terrorism and funding terrorism overseas.

As part of the same operation Gerrie Tahari and her son from Birmingham were charged with funding terrorism overseas. These were all in connection with Syria related terrorism. All three were subsequently remanded in custody by Westminster Magistrates Court.

43. Operation Handler

Following an investigation by WMCTU Mohammed Nahin Ahmed and Yusuf Sarwar from Birmingham were arrested by officers from the West Midlands Counter Terrorism Unit on Monday 13th January 2014 at Heathrow Airport after arriving back in the UK on a flight from Istanbul. They were questioned about Syria-related terrorism offences and subsequently charged with Engaging in conduct in preparation of terrorist acts contrary to section 5(1) of the Terrorism Act 2006. Both men were subsequently remanded in custody by Westminster Magistrates Court.

Area of business update - Equality, Diversity and Human Rights (EDHR)

44. In relation to the current Police Officer Recruitment Programme we are progressing a number of targeted Communications strategies to improve representation of BME and other communities (eg East European, Chinese etc), as well as representation of young persons in the workforce. Additional activity includes:

- Engagement of police representatives of staff associations including Sikh Police Association, Muslim Police Association, Black Police Association and LGBT Police Association. Staff representatives from within these support groups have been identified as buddies to potential police recruits.
- Identification of Ambassadors' on each LPU who will act as a SPOC for the targeted recruitment and marketing campaign. Each ambassador has been tasked to look at their areas specifically looking at community groups, educational establishments and places of worship etc. where targeted recruitment marketing can take place.
- LPU ambassadors have also identified high footfall areas on their areas where specific recruitment events/stands can be held whereby a high footfall of young BME people meet, socialise, travel through etc. Events to date have included Birmingham University, some local colleges and high footfall areas such as shopping centres. Alongside the local LPU events a targeted marketing and communications strategy is taking place. Local community radio stations and networks have been utilised to spread this message (over 50 events)
- Places of worship have been engaged with across the Force with numerous local events taking place on a regular basis involving important members of the community ie. Willenhall Gurdwara 16th Feb.
- Identification of members of the community who are willing to either observe or be involved in the recruitment process, including being on recruit interview panels at final stage.
- Marketing literature has been designed in consultation with the staff associations to ensure a consistent message is delivered in relation to WMP recruiting people from within the diverse communities of the West Midlands.
- Engagement with Universities and Higher Education establishments specifically around targeting the diversity of their students is taking place.
- Use of Social Media in the marketing and recruitment campaign has been identified as a key element to reaching our target audience. Numerous updates have been and will continue to be delivered using social media.
- Work is taking place with Birmingham City Council on positive action initiatives using their existing community networks
- Looking to work with Recruitment agencies, which specialise in BME recruitment to help identify suitable candidates for the process
- Programmes of Discovery Days are being planned to support BME Candidates ahead of the selection process opening in April (these will be repeated at various stages over the course of the recruitment programme). These will take place at community locations with WMP staff, and will brief individuals on the process, value of transferable skills, explain the role of the Police Officer etc (11 events planned- with just over 1000 candidates attending).

Area of business update – Health and Safety (H&S)

Background

45. In April 2012 Internal Audit completed an audit of the Health and Safety Department, and the audit brief was '*To ensure that there are clear and effective policies and procedures in place to manage Health and Safety risks across the Police Authority and Force*'.
46. The particular areas that were reviewed are:
- Health and Safety Policy and Procedures;
 - Management structures and reporting arrangements;
 - Communication of health and safety information throughout the Authority;
 - Staff competencies in health and safety issues;
 - Implementation of health and safety policy.
47. The auditor made 14 recommendations following the audit.
48. The Audit was reviewed in January 2014, when the auditor reviewed the action taken to address the recommendations made initially, it was identified that 11 recommendations were closed, 1 was ongoing and 3 were outstanding.
49. Since the previous audit review, the auditor felt that significant progress has been made to introduce and embed health and safety management processes across the Force and ensure a more focused agenda for the Force Health, Safety and Welfare Committee.
50. The overall opinion based on the follow up review, was that the area is controlled, although some improvement is still required to ensure that the business objectives are met.
51. The 2014 Internal Audit report has been added as a standard agenda item of the Force Health, Safety and Welfare Committee until all action is complete. Actions have also been added to the Health and Safety Development Plan.

Area of business update - Forensics

New Senior Leadership Team

52. Following the completion of the Senior Management Review programme at WMP, the following roles have been confirmed as the official Senior Leadership Team for the Forensic Services Department:

Head of Forensic Services - Richard Small

Head of FSI & Major Crime - Michelle Painter (FSI, Major Crime DNA Lab, Quality Standards)

Head of Identification & Technology - Amanda Scrivens (Digital Forensics, Fingerprints, FP Lab)

Performance Information

53. Forensic Services Department has maintained its PBB Service levels and productivity milestones (year ending and year to date) have been achieved within the services of DNA and Fingerprints for both recoveries and hits. Productivity achievements have also been reflected in the latest year ending iQanta forensic data with WMP Forensics placed above our most similar group average for both DNA and Fingerprint Hits.

54. Quarterly Performance Reviews are conducted with ACC Beale maintaining a qualitative focus on our service aspirations, meeting structures, budgetary planning and risk register updates.

Digital forensics (see below) continues to be our primary area of focus with continuous demand and device complexity (storage volumes) generating challenges to the department. The review of digital forensic services is a timely addition to the Service Transformation Project.

55. **Programme & Project Updates from November 2013**

- Implementation of Senior Management Review (SMR) recommendations and department status - COMPLETED
- Conformance to all enacted elements of Protection of Freedoms Act legislation – COMPLETED – AWAITING PNC UPDATE
- Implement revised service levels and budgets following Zero Based Budgeting (ZBB) Panels. – ZBB Delayed due to IIP commitments
- Implementation of Automatic Resource Location System (ARLS) to enhance FSI deployment – implemented and its impact is being monitored and developed further.
- Implementation of Image Management System – viewable forensic/scene imagery provision force wide – due to go live 1st April 2014
- Full evaluation of Coventry and BE Forensic Intelligence Pilot and subsequent roll out to rest of force area – Head of FSI commencing the roll out of forensic intelligence to all Force Intelligence Analysts.
- To roll out the National Footwear Database across the Force with some governance and guidance regarding the use – as part of forensic intelligence roll out.
- To continue to make use of mobile devices to enhance the forensic service provision in line with the Force Mobility Project and ACPO Science & Innovation Board 'Digitising the Crime Scene' National – initial pilot testing has been completed. Forensic service and ICT are now designing a mobile solution that integrates both forensic case management and the force data warehouse to provide real time updates to FSI via the use of mobile devices.

Accreditation

56. Following recent quality standard achievements within the Major Crime Laboratory (MCL), preparations are now in place regarding extending the scope of accreditation into further disciplines across forensic services. The roadmap now includes the Fingerprint Enhancement Laboratory, the Fingerprint Bureau and the Forensic Investigation Resource & Submission Team (FIRST - Tasking of FSI and All Forensic Submissions). Preparations are already underway with Standard Operating Procedures being drafted in these three areas.

Digital Forensics

57. Proposals have been presented to the Service Transformation Board that include a 24/7 CCTV Service for volume crime, Mobile Phone examination capability on LPU (low level crime) and a dedicated R&D capability that meets future demands of increasing device numbers, 'big data' volumes and software complexity. A digital stakeholder group will be established to progress internal requirements and the Chief Constable would like to establish a national strategy position for digital forensics for command team to consider the appropriate operating and costing models prior to implementation.

Area of business update – Evidenced Based Policing

Better Policing Collaboration

58. In order to improve innovation and evidence in policing; build regional networks and centres of evidence, College of Policing funded collaborations between criminal justice services and universities. West Midlands Police are part of a Better Policing Collaborative led by Nottingham University. The collaboration will run until April 2014 and provide the following:

- A research, education and training fair to bring together a wide group of individuals from the collaborative partners to both hear about current possibilities for collaborative work and to suggest and develop new ones. This will be held in The Great Hall, Birmingham University on 4th April at 10am
- Provide research seminars to key police personnel to address key academic techniques for example economic and financial evaluations, understanding statistics and how to synthesise and interpret evidence. These will be held over March and April at various locations across the collaboration community. These inputs will be recorded and made available via WMP website to all staff.
- Create a research agenda based on strategic priorities and research skills for which follow on funding will be sought from external sources.
- Develop an overall framework for a research design and mentoring service to support police officers and staff undertaking research, identify opportunities for research in priority areas that coincide with external funding bodies' priorities.
- Explore new opportunities and the underpinning protocols for data sharing to examine issues and problems.

MSC and Retail Crime - Wolverhampton University

59. A West Midlands Police funded development opportunity to undertake a Masters degree at Wolverhampton University. The aim is to understand the harm that retail crime causes and its drivers, with the ability to come up with a new approach focusing on prevention and reducing the harm. The findings will be used to significantly move forward our approach to partnership working in particular and policing in general. The MSc will provide partnerships and policing with an evidence based approach to reducing the harm that retail crime causes.

Statistician and Research Associate recruitment

60. Approval has been received to recruit the above two posts which will support the longer term development of evidence based policing and ensure key findings are embedded in to the organisation.

Overview of current/ongoing research

61. There are currently 70 research projects being undertaken by universities nationally in conjunction with officers and police staff from West Midlands Police in accordance with our strategic priorities. The research themes vary from public protection issues, human trafficking, youth justice, what works in Intelligence to the use of body worn cameras. Current research projects range from highly sophisticated randomised control trials to small scale data sharing.

62. In addition, the below details officers and staff currently receiving funding from West Midlands Police to complete further education up to the level of a Masters Degree:

63. Coventry Masters:

- A FCID Inspector Leading the fight against drugs: Leading and developing a multi-agency approach to tackle the long term effects of drug abuse in society.
- An LPU Inspector is analysing Police Leadership styles and traits across the Inspecting ranks on Local Policing Units within West Midlands Police.
- An LPU Inspector is exploring the impact of the current West Midlands Police change programme 'Continuous Improvement' on the psychological contract amongst first line managers (Police Officer) within Local Policing Units.
- An LPU Inspector is looking into can WMP make more effective use of UPP?
- A headquarters Inspector is studying whether the current West Midlands Police approach to promotion identify the best candidates.
- A Training and Development Manager within the CTU is studying the Effectiveness of Matrix Management

64. HPDS - Warwick:

- An LPU Ch Inspector is studying how agile are Police Forces in reacting to actionable intelligence within the intelligence cycle? What obstacles prevent the flow of intelligence throughout its lifecycle?
- An LPY Inspector is exploring the of the use of evidence based policing practices to address crime/offending patterns:
- A FCID Ch Inspector is studying the Peelian Principle 7: a study into the relationship between the police and the public.
- An LPU sergeant is asking - Are the police delivering what the public want or fixated on targets?

65. Criminology Masters – Cambridge

- A Chief Inspector carried out a randomised control trial on the use of the Schedule 7 legislation. Please refer to Op Insight as described above.
- A FCID Superintendent carried out analysis of nominals held on intelligence databases in relation to terrorism and organised criminality, the findings of which now forms the basis of Project Concord.
- A Local Policing Superintendent carried out a randomised control trial of confidence in policing.
- A Local Policing Superintendent studied longitudinal analysis of domestic abuse victims and perpetrators.

Area of business update – Strategic Policing Requirement (SPR)

66. In October 2013 (reported to SPCB Nov 2013) West Midlands Police took part in a HMIC inspection focusing on the Strategic Policing Requirement. The inspection focused our response to large scale public order and cyber-crime. We await the report of this inspection and are told it will be available in early April 2014.
67. The SPR programme of work continues, led by ACC Beale, which is embedded within the force planning process. Business leads will be meeting in May to discuss progress within their area of business and the HMIC report to identify any opportunities to improve our approach to the SPR.

68. Areas of note – Cyber Crime

- Ensured that the “Get Safe Online” website (which is a massive advice centre for individuals and businesses) is clearly signposted on the WMP website
- Have plans for web-chats around advising individuals and businesses on preventing cyber crime.
- Signed up for three modules of Cyber awareness training for frontline officers, investigators and Force Contact staff
- Worked with BAE Systems to understand our capability and capacity gaps
- Engaged with Higher Education establishments (such as University of Warwick) to explore opportunities to address cyber enabled crime (especially around Organised Criminality Groups)
- Organised cyber inputs for Senior Investigating Officer Continuous Development Professional Events
- Options paper for Service Transformation Board around increasing the capacity of the Technical Intelligence Development Unit (TIDU)
- Attended various seminars and events around cyber crime awareness
- Assisted other regions in dealing with high profile cyber attacks (e.g. Home Secretary’s website, offender who “stole” the details of 10,000 women who had had abortions)
- Established dialogue with Office of Surveillance Commission over the authority levels for some of TIDU’s tactics to tackle Organised Criminal Groups (clearly sensitive)
- Force investment in Digital Media Investigators

FINANCIAL IMPLICATIONS

69. These matters are covered in the individual department updates.

LEGAL IMPLICATIONS

70. These matters are covered in the individual department updates.

RECOMMENDATIONS

71. The Board is asked to note the content of this report.

Marcus Beale
ACC (Security)