



**STRATEGIC POLICING AND CRIME BOARD**  
**6 January 2015**

**Variations to the Police and Crime Plan**

Report of the Chief Executive

**PURPOSE**

1. This report sets out the approach being taken by the Commissioner to the making of variations to the Police and Crime Plan.

**BACKGROUND**

2. Under section 5 of the Police Reform and Social Responsibility Act 2011 a Police and Crime Commissioner must issue a police and crime plan (the Plan) within the financial year in which an ordinary election is held. A plan is required to cover the:
  - Commissioner's police and crime objectives
  - policing which the Chief Constable is to provide
  - financial and other resources which the Commissioner will provide to the Chief Constable
  - means by which the Chief Constable will report to the Commissioner on the provision of policing
  - means by which the Chief Constable's performance will be measured
  - crime and disorder reduction grants which the Commissioner is to make and the conditions to which such grants are to be made
3. A Plan covers the term of office of a Commissioner, although it is possible to vary the Plan during this period. A Commissioner taking office after an election following a vacancy may vary the Plan. Former Commissioner Bob Jones issued a Plan on [28 March 2013](#) and agreed a variation on [5 March 2014](#). After taking office in August 2014, Commissioner David Jamieson intends to vary the Plan.
4. Before varying a police and crime plan the Commissioner must:
  - prepare a draft of the variation
  - consult the relevant chief constable in preparing the variation
  - send the variation to West Midlands Police and Crime Panel (the Panel)
  - have regard to any report or recommendation by the panel in relation to the variation

- give the Panel a response to any report or recommendations, and
  - publish any such response
5. The Commissioner has stated his commitment to develop the Plan to a timetable which complements that required to set the precept for 2015-16. There is a separate paper on this agenda covering the budget and precept. The Commissioner is required to notify the Panel of his proposed precept by 1 February. The Panel is required to review the precept by 8 February. The Panel can veto the proposed level and if exercised the Commissioner would need to submit a revised precept by 15 February for review by the Panel by 22 February. This timetable has been established to allow the Precept to be settled by the end of February. The Panel's schedule of meetings in January and February of this year accommodate this timetable should it be needed.

## **DEVELOPMENT OF VARIATIONS TO THE POLICE AND CRIME PLAN**

6. The Commissioner has taken full ownership of the plan and led development of the variations. The Commissioner wanted the plan to be shorter, simpler in style and clearer in structure. The Plan should be a public-facing document that West Midlands Police and partners can use as they plan ahead.
7. The Plan is informed by a number of strategic themes and new priorities:
- The financial challenge facing West Midlands Police, which is in part due to unfair implementation of the national police funding formula
  - The importance of the WMP2020 partnership with AccentureUK to deliver savings while maintaining and improving performance and services
  - The necessity for an honest approach to meeting public expectations for policing and supporting empowered and self-reliant citizens as part of the response to community safety challenges
  - A more strategic approach that recognises both the shared issues facing the West Midlands' cities and boroughs, and the economic inter-relationships that exist
  - A unifying ambition to promote economic development
  - Further develop "pride in our police", notably so that members of the public have the confidence to come forward and report "hidden crimes" such as domestic abuse and child sexual exploitation – and recognising therefore that increased crime reports can be a sign of progress rather than a problem
  - Increased emphasis on road safety and denying the roads to criminals
  - Recognising the importance of local accountability and oversight for policing
  - Ensuring partnerships are effective, offer value for money and achieve recognised outcomes
8. The Plan will be built around six straightforward sections, making it an easier read than previously. In each section there are sub-headings reflecting the issues and priorities that the Plan addresses. These are set out in draft below:
- i. Pride in our police
    - a. Confidence in policing
    - b. Satisfaction with service
    - c. Accurate crime recording
    - d. Increased appropriate crime reporting
    - e. Complaints and misconduct
    - f. Stop and Search
    - g. Access to police services – Contact
    - h. Effective accountability
    - i. Evidence based policing

- ii. Stronger, safer, more prosperous communities
  - a. Perceptions of safety
  - b. Local Policing and Crime Boards
  - c. Better services for victims
  - d. Better support for people with mental health needs
  - e. Supporting local policing and public engagement
  - f. Supporting economic development
  - g. Safer Travel
  - h. Effective partnerships
  
- iii. Protecting people from harm
  - a. Reducing crime
  - b. Reducing reoffending
  - c. Preventing and detecting “hidden crimes”
  - d. Organised crime and urban street gangs
  - e. A safe and secure road network
  - f. Preventing Violence Alliance
  - g. Priority areas
  - h. Animal cruelty and crimes involving animals
  
- iv. Better use of our people and resources
  - a. Budget
  - b. Developing a workforce that meets future needs
  
- v. Creating a new era in policing
  - a. New ways of working
  - b. WMP2020
  
- vi. Playing our part in responding to national threats
  - a. Strategic Policing Requirement
  - b. West Midlands Counter Terrorism Unit
  - c. West Midlands Regional Organised Crime Unit
  - d. Cyber crime
  
- 9. The review of the Plan takes place in the context of the WMP2020 programme with AccentureUK. The partnership has completed an assessment of the “Current Operating Model” and is developing the “Target Operating Model” or “Blueprint”. The contract with Accenture includes a [performance framework](#) that will be incorporated into the Plan. This includes:
  - Skills transfer
  - Maintenance of relative performance compared to similar forces
  - Compliance with the in-year affordability envelope
  - Improved satisfaction with service on crime and antisocial behaviour issues
  - Improved standards for answering and responding to requests for service
  - Public participation increases in the identification of policing priorities and in support of community safety
  - West Midlands as a region continues to see nationally low levels of re-offending
  - Demand for police services from the public reduces
  - Increase staff confidence in their own capabilities
  - Increase staff confidence in WMP
  - WMP continues to reduce crime overall
  - Confidence in policing in the West Midlands improves
  - Conduct complaints against the police to reduce

## **FINANCIAL IMPLICATIONS**

10. As stated earlier in this report the agenda for the meeting includes a separate paper dealing with the budget and precept for 2015-16. The budget and precept proposals are made in the knowledge of the proposed approach to the variations to the Plan.

## **LEGAL IMPLICATIONS**

11. The legal position of making variations to the Plan and the consideration of those variations by the Police and Crime Panel are covered in the background section to this report.

## **RECOMMENDATIONS**

12. The Board is asked to consider the report and support the approach it outlines in respect of variations to the Commissioner's Police and Crime Plan.