



west midlands
police and crime
commissioner

STRATEGIC POLICING AND CRIME BOARD

**Notes of meeting held on Tuesday, 5 May 2015
in Committee Room 6, Council House, Victoria Square, Birmingham**

Present: Jamieson, David – Police and Crime Commissioner
Abbott, Faye – Board Member
Connor, Brendan – Board Member
Foster, Cllr Judy – Assistant Police and Crime Commissioner
Hannon, Cath – Board Member
Hendricks, Ernie – Board Member
Mosquito, Cllr Yvonne – Deputy Police and Crime Commissioner
Sawdon, Cllr Tim – Board Member

In attendance: Cann, Gary – Assistant Chief Constable
Fuller, Alethea – Acting Joint Chief Executive
Gabbittas, Andrea – Policy Manager
Hickman, Fiona – Governance Manager
Jardine, Jonathan – Acting Joint Chief Executive
Norton, Paul – Community Engagement Officer
Sims, Chris – Chief Constable
Thompson, David – Deputy Chief Constable
Wentzell, Mark – Policy manager

Observers: 4

051/15 Opening Remarks 051/15

The Commissioner welcomed members of the public to the meeting.

052/15 Conflicts of Interest 052/15

None.

053/15 Apologies 053/15

No apologies had been received.

054/15 Notes of the Last Meeting**054/15**

The Board approved the notes of the following meetings:

07 April 2015, held in public
07 April 2015, held in private

subject to noting that Cllr Faye Abbott had been present at both meetings.

055/15 Public Questions and Petitions**055/15**

There were no questions or petitions from the public.

056/15 Questions from the Board on matters not on the agenda**056/15**

There were no questions from the Board.

057/15 Disproportionality in Police Misconduct and Discipline**057/15**

ACC Cann introduced the report which provided an overview of the work of the Professional Standards Department (PSD) to address perceptions of disproportionality in the police complaints and discipline process.

The Board considered the report and had a wide-ranging discussion during which the Board raised questions about several issues, including:

- the statistics provided in the report and what they might prove or disprove in respect of disproportionality in the way in which the Force dealt with police misconduct and discipline;
- the proposition that possible patterns of disproportionality were a product of a correlation between patterns of criminality and the mix of officers at different locations across the Force;
- the ethnicity of the complainants and whether any were vexatious complaints and, if so, how many;
- how the statistics for this year compared to previous years;
- the proportion of complaints against female BME officers;
- whether there were any differences in outcomes of discipline proceedings depending on who corroborated the complaints;
- how the Force engaged with staff associations on this matter;
- the current and future work of the Force on this matter, and linkage with other issues such as recruitment and progression.

Reference was made to Paragraph 2.22 of Major-General Chip Chapman's October 2014 report *An Independent Review of the Police Disciplinary System in England and Wales*, reproduced below:

"Research³⁶, based on quantitative and qualitative information

from Greater Manchester Police, West Midlands Police and British Transport Police, appeared to confirm that BME officers and staff are more likely to be the subject of internally raised disciplinary and misconduct proceedings, and receive different treatment through such proceedings than do white officers. A key finding of the research was that the police appear to have problems managing difference in their workforce, and that the sorts of issues that managers believe can be settled by an informal conversation with white officers often end up in full-blown disciplinary proceedings against officers from black and minority ethnic backgrounds.”

There was consensus that the data in the Force report was not sufficient to adequately address that statement. It was a very small dataset and simply adding in data about other factors could lead to spurious correlations and causal linkages. Consideration should be given to commissioning further research involving both the Force and the Commissioner’s office

ACTION The Commissioner’s office and the Force would have further dialogue about potential further research. In the meantime, the Force would consider the concerns raised during the discussion, the statistics available and how much work might be required to address the issue.

058/15 Performance against the Police and Crime Plan 2014-15

058/15

The Deputy Chief Constable introduced the report outlining the Force’s performance against the milestones and deliverables in the Plan.

A supplementary report was tabled which provided a summary of those deliverables in Police and Crime Plan 2014-15 allocated to the Office of the Police and Crime Commissioner. This report was introduced by Mark Wentzell and Alethea Fuller.

The Board considered both reports and during the discussion noted the following points.

- The Commissioner’s office had drawn up a matrix of actions to support its delivery of the Police and Crime Plan 2015-16.
- The Force had discussed each of the objectives in the 2015-16 Plan with its chief officer team. The chief officer team was subsequently discussing them with every Local Policing Unit (LPU) commander and department head. The LPUs would then agree their own annual plans which would reflect the Commissioner’s priorities as well as more local issues. For example, on the Commissioner’s theme of supporting economic development, many of the LPUs were considering the cost of crime. Support departments also kept this theme in mind. HR, for example, were looking at access to work and apprenticeship matters and the procurement section of the Finance Department always kept local suppliers in mind.

- On the Commissioner's theme of effective partnerships, the Commissioner enquired about progress with the Multi-Agency Safeguarding Hubs (MASHs). The Deputy Chief Constable confirmed that there were MASHs up and running in Birmingham, Sandwell and Coventry. Whilst they were all slightly different, they all had the key features of a good MASH. The Force were very keen to encourage all seven of the West Midlands local authorities to consider the concept of sharing information under the auspices of WMP2020.
- The Force had been encouraging partners, particularly the 7 local authorities, to provide a more consistent response to the work on the troubled families. More specifically, it had been discussing with the local authority Chief Executives a West Midlands approach to the troubled families programme and how to draw out best practice.
- In response to a question about the resilience of the Learning and Development Department (L&D) in this period of significant change, the Deputy Chief Constable indicated that some training, such as the public order training, would be delivered by L&D. The Force might go out to the market for the provision of other training, such as leadership and staff development. The Force endeavoured to ensure that the quality of its cascade training was maintained.
- There was some concern about the increase in public place violence which the Board wished to understand better. The Board noted that 'public place violence' was not a crime type that was recorded nationally. It was an artificial category on which the Force captured data. **ACTION This matter would be considered in more detail at the next performance workshop.** *The next workshop is scheduled for 16 June. A report on the outcomes of the workshop is on the SPCB Work Plan for September 2015.*
- There would be a report at the July Board meeting on the outcomes from each Local Policing and Crime Board on how they had spent their Community Safety Fund. This item was already on the work plan.
- The Deputy Commissioner praised Youth Commissioner Yusuh Ahmed for his contribution to the recruitment exercise for the new Assistant Chief Constable.

059/15 Independent Custody Visiting Scheme Annual Report 2014-15

059/15

Andrea Gabbitas introduced the annual report on the Independent Custody Visiting Scheme which the Commissioner was required by statute to operate.

The Board considered the report and during the discussion, noted the following points.

- The snapshot of examples of comments made by custody visitors during their visits contained in appendix A was a new addition to the annual report. It provided an interesting insight into the range of issues dealt with by the custody visitors.

- The importance of the scheme should not be underestimated. The custody visitors were all volunteers and were providing completely independent assessments.
- The volunteers conducted visits at the counter terrorism custody suite as well as at the Force's standard custody suites.
- The Commissioner had an agreement with the UK Border Agency to provide custody visiting services to the Birmingham Airport custody suite (decision WMPCC 003/2014 can be found on the Commissioner's website at <http://www.westmidlands-pcc.gov.uk/transparency/record-of-decisions/2014/wmpcc-003-2014-ukba-custody-visiting-provision/>) If detainees were arrested under PACE, they would be detained at a local police station. They could then be offered a visit by a custody visitor. **ACTION Paul Norton would confirm if custody visitors were able to visit Border Agency detainees held in Force custody suites who were not being held under PACE. He and ACC Cann believed that they could.** *It was subsequently confirmed that any detainee within the 'custody envelope' could be offered a visit.*
- The Commissioner's office had made arrangements to ensure that the forthcoming move to super custody blocks would not have a detrimental effect on custody visiting. Of the existing custody visitors, only three had indicated that they would not be able to travel the additional distance. The office had also recently recruited additional custody visitors.
- The Commissioner's office was the first police and crime commissioner's office in the country to provide live tweets of custody visits.

ACC Cann thanked Paul Norton for co-ordinating the scheme and providing feedback to the Force.

The Commissioner asked that his thanks to all the volunteers who did an extensive amount of work be put on record. This area of work was very important and an event for the volunteers to thank them for their services would be held in June.

060/15 SPCB Work Plan

060/15

The Board noted the report which introduced the Board's work plan as a standard item on the agenda for future meetings.

061/15 Chief Constable Update

061/15

The Chief Constable updated the Board on the following matters:

- **The recent stabbing in Northfield where one young man tragically lost his life over a minor dispute.** The Chief Constable acknowledged the work that the Commissioner was supporting in respect of knife surrender schemes.

- **The forthcoming busy public order period for the Force.** Two events in Dudley had been planned which would require significant police resource: one arranged by Britain First on 9 May and the other by Football Fans and Firms March against Islamisation on 13 June. The Force would be working closely with its partners in Dudley.
- **The general election on 7 May.** The Force would be supporting the electoral process by ensuring that law and order would be maintained on election day. ACC Cann was the national lead on electoral fraud.
- **The period immediately after the election.** This would be a period where the Force and the Commissioner would be engaging with the new government. It would be an opportunity to convey priorities. In that regard, the Commissioner planned to write to the new Members of Parliament. He would congratulate them and suggest that if they wished to discuss operational policing matters, they should do so with the relevant Local Policing Unit commander. He would also mention his intention to hold a cross party event in the House of Commons in June.
- **The partnership work with Accenture on WMP2020.** Extensive work was in progress to develop business cases and the programme of change which the Board would be considering at its meeting in June.
- **The new Assistant Chief Constable.** The Force had appointed Chief Superintendent Michele Larmour, who was currently serving with the Police Service of Northern Ireland, as a new Assistant Chief Constable. She would be joining the Force on 1 June.

The Chief Constable indicated that he had no items that he wished to raise in the private meeting. As there were no other items on the private agenda, the Commissioner cancelled the private meeting.

	Outstanding Actions from Previous Meetings	
057/15	Disproportionality in Police Misconduct and Discipline	057/15
	ACTION The Commissioner's office and the Force would have further dialogue about potential further research. In the meantime, the Force would consider the concerns raised during the discussion, the statistics available and how much work might be required to address the issue.	