



west midlands  
police and crime  
commissioner

## STRATEGIC POLICING AND CRIME BOARD

Notes of meeting held on Tuesday, 3 November 2015  
in Committee Room 2, Council House, Victoria Square, Birmingham

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

In attendance: Sims, Chris – Chief Constable  
Thompson, David – Deputy Chief Constable  
Jardine, Jonathan – Chief Executive  
Larmour, Michelle – Assistant Chief Constable  
Wilkin, David – Director of Resources  
Robinson, Mark – Chief Superintendent  
Wharmby, Lee – Superintendent  
Youds, Richard – Superintendent  
Matta, Sarah – Business Support Officer

Observers: 6

### 097/15 Opening Remarks

097/15

The Deputy Commissioner welcomed members of the public to the meeting. She made reference to recent gun shootings that had taken place in Birmingham and assured the public that the police were doing everything that they could, including increased patrols in the affected areas. The Deputy also wanted to reassure the public that these incidents are rare.

The Chief Constable also added that the issue of gun crime dated back to 1999 when it was prevalent in the West Midlands but commented that it had been the communities and partners that had helped to transform the position. The Chief Constable stated that they had no intention of going back to those days and made assurances that the Force would do all that they could to track down the perpetrators.

The Deputy Commissioner made reference to two police officers, PC Adam Koch and PC Jean Stevens who had recently been awarded the National Police Bravery award. She commented on how proud she was of them and that she would be sending letters to the both of them.

**098/15 Conflicts of Interest**

**098/15**

None.

**099/15 Apologies**

**099/15**

Apologies had been received from the Police and Crime Commissioner and Faye Abbott.

**100/15 Notes of the Last Meeting**

**100/15**

The Deputy Commissioner noted that Cath Hannon had not been included in the previous minutes for 6 October meeting and apologised for the error.

The Board approved the notes of the meeting held in public on 6 October 2015.

**101/15 Public Questions and Petitions**

**101/15**

There were no questions or petitions from the public.

**102/15 Questions from the Board on matters not on the agenda**

**102/15**

Two questions had been submitted to the Chief Constable. The questions were as follows:

1. To what extent is the Chief Constable satisfied with the level of engagement by West Midlands Police officers in child protection strategy meetings in Coventry?

*(Asked by Tim Sawdon)*

In response, the Chief Constable and Deputy Chief Constable indicated that:

- There had been changes to the Public Protection Unit (PPU) structure with specific staff now being responsible for attending strategy meetings.
- The Force would look at Sandwell as an example to learn from and that Multi-Agency Safeguarding Hub (MASH) would be used more on critical risk.
- The Force were looking to develop MASH and agreed that if a review was to take place, that multiple-agencies would be best placed to provide an independent evaluation.

During the discussion that followed, the Board noted that:

- There had been concerns raised about officers' attendance at meetings.
- There had been teething problems and more work was needed to address how they functioned. Looking more in depth and closely at outcomes.

#### **ACTIONS**

- **Chief Executive to liaise with WMP regarding MASH evaluation standards**
- **Chief Executive to seek a briefing from WMP on welfare support for WMP officers engaged in public protection duties**

2. Could West Midlands Police further update the board on the last wave of recruitment. In the last HR report submitted to the SPCB it was reported that:

“The current wave of recruitment has seen 30.6% of applications from BME candidates with the proportion stable at 30.8% of candidates progressing to national assessment. From experience this should produce c.30% intake for the November cohort.”

How successful has West Midlands Police been in recruiting c.30% of the new intake from BME candidates?

*(Asked by Cllr Judy Foster)*

In response, the Chief Constable indicated that:

- Until the outcome of the spending review was clear, he was unable to comment on plans for future recruitment.
- The Force has been doing some positive and detailed tracking and had found that there had been a positive selection of good candidates.

#### **103/15 Financial Monitoring 2015/16**

**103/15**

Chief Finance Officer Mark Kenyon introduced the report which presented the estimated revenue outturn position for 2015/16, and the capital expenditure position based upon actual spending to September 2015.

The Board considered the report and during discussions noted the following points.

- Under *Other Employee Expenses*, the Force had not budgeted for redundancy and balanced the cost elsewhere. Variants in age, service etc. would impact on how much redundancy was paid.

- The Force had used a third party agency called the National Police Systems but stated they had no control over them.
- The transport overspend was due to mileage payments.  
**ACTION – Chief Finance Officer to seek a summary of costs pertaining to transport overspend**
- The Commissioner had been challenging the Home Office on the funding formula used to calculate Police finances together with the Force objectively questioning the funding formula.
- During the summer, the Force had worked on the proposed funding formula excluding the Band D question. The aim was to gain a greater understanding of the financial impact the formula could have on the Force.
- The new funding formula is to be introduced in 2016-17 with the possibility that the West Midlands will benefit. However, there could be a delay if a judicial review takes place.
- The Force is utilising opportunities to maximise external income by looking at figures closely, taking into consideration risk factors. Certain contracts work better than others and the Chief Constable informed the board that David Wilkin was working hard to get the best deals when it came to procurement. Policing of football events and speed awareness were discussed but it was agreed that speed awareness courses did not generate extra income.

The Deputy Commissioner concluded the discussion and commented that it was an encouraging report.

#### **104/15 Police Vehicle Purchase Contact**

**104/15**

Director of Resources, David Wilkin introduced the report which updated the Board in relation to the arrangements for purchasing police vehicles.

The Board considered the report and noted the following:

- The Force had developed a new approach for strategic buying groups. The Director of Resources was due to attend a collaboration board meeting that afternoon and that a brief update could be provided to the board if they wished.
- The Force has increased its market leverage which in turn is expected to create future savings.
- Vehicle specifications will be looked at especially low carbon and air emissions. At the time of purchasing electric vehicles like the Nissan Leaf, the Force had been in a good position to accept an attractive deal that had been offered at the time. It was noted that other Forces may not have had the same opportunity, hence the

lack of electric vehicles within other Forces.

- The Force takes into consideration co2 emissions when purchasing vans, as a fine can be incurred by the Council for vehicles found to be contributing to air emissions.

Assurances were made by the Force that they were working hard to make savings. The Commissioner is due to sign off the contract shortly.

## **105/15 Community Remedy, Community Trigger and Out of Court Disposals 105/15**

Assistant Chief Constable Michelle Larmour introduced the report which provided an update to the Board on the progress around the implementation of the Community Remedy and the Community Trigger. In addition, an update on Out of Court Disposals and the Scrutiny Panel arrangements.

ACC Michelle Larmour highlighted:

- The purpose of the Community Remedy was to deal with lower tier crime e.g. shop lifting.
- Restorative Justice was used as an outcome, with a robust approach taken on how it is agreed, together with dip sampling carried out at LPUs.
- A year on since it was introduced, it was considered a work in progress.

Chief Superintendent Mark Robinson and Superintendent Richard Youds were then asked to the table to continue the update on report.

The Board considered the report and noted the following:

- There is a Governance Board in place for training with three LPUs already trained and others to follow, ready by Christmas. Inspectors will be attending the training and will be key as they will be a point of contact for officers. There is currently one expert per LPU but this was a work in progress.
- There were however, Information technology (IT) problems that were arising e.g. booking appointments and access to relevant persons.
- The scheme is hoped to take pressure off the criminal justice system.
- Seven local authorities have agreed to provide publicity around the Community Trigger so that the public can be made more aware of the scheme.
- When a Community Resolution is used, a record is created pertaining to the offender. It would be the responsibility of the Disclosure Officer to weigh up the decision as to whether that record was disclosed i.e. vetting

- It had been found that there had been a large number of Domestic Violence victims that had not supported cases at trial, which in turn results in significant costs did not constitute the best outcome. Resolutions, civil orders and out-of-court disposals could be considered in such cases.
- 70% of victims were satisfied with an out-of-court disposal as long as an explanation was provided.
- The Force were looking at the CARA (Conditional Cautioning and Relationship Abuse) project that Hampshire Constabulary were currently trialling, aimed at dealing with victims of Domestic Abuse and the offenders.

The Chief Executive informed the board that the Commissioner was sighted on the issue and intended to publish data on an on-going bases.

The board were pleased with the report and the clarity of issues explored.

#### **106/15 Innovation and Integration Partnership**

**106/15**

The Chief Executive introduced the report which provided an update on the Innovation and Integration Partnership with Accenture Limited, current outcomes of the shared change programme and the external validation of the programme.

The Deputy Chief Constable and Chief Executive made the following comments:

- Work had started on IT with a new app, Skype and digital interview recording all being introduced. The technology had been tested on officers to see how user-friendly it is.
- The Commissioner and Chief Executive were satisfied that the information they were receiving was sufficient and that the Commissioner would not exercise his right regarding the break point in contract. The Commissioner had acknowledged that overall police funding could impact on project.
- The Force would look at their tiers of management and would invest time in planning in order to pass on information relating to the WMP2020 project to officers and staff. The Force will also involve areas that will have the biggest change.

The Board considered the report and noted the following:

- The People and Leadership project was progressing less quickly than some members hoped, but oversight engagement with the Command Team was working well.

- The work being carried out so far had been exemplary.

The Board was pleased with the report and work done so far.

The Deputy Commissioner commented that the WMP2020 project had been informative and a learning experience. She was impressed by the work done by the Board. She wanted to express her thanks to the Board and Force.

Board noted the contents of the report and agreed on 1 & 2 of the recommendations.

**107/15 SPCB Work Plan**

**107/15**

No comments from the Board.

**108/15 Chief Constable Update**

**108/15**

The Director of Resources provided an update to the Board regarding delays to the completion of the Western and Central Custody Blocks:

- The Force had hosted discussions with the contractor Wilmott Dixon, setting out their poor performance.
- The custody block handover is delayed until 8<sup>th</sup> & 11<sup>th</sup> January 2016. Staff implications are under review.
- Throughout the process the Force had consistently identified where delays could occur and were unsatisfied with the position they were currently in. The Force was now enforcing penalties of £800,000 on Wilmott Dixon.
- The Force is meeting with Wilmott Dixon monthly and will only accept the completion of a block if built to Home Office standards.

	<b>Outstanding Actions from Previous Meetings</b>	
<b>109/15</b>	None	<b>109/15</b>