



**STRATEGIC POLICING AND CRIME BOARD  
7<sup>th</sup> November 2017**

<p><b>Questions from the Board on matters not on the agenda</b></p>
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- 1) Would the Chief constable confirm that 96% of respondents from the pay and morale survey felt that:
- a) morale in WMP was low.
  - b) what measures have been put in place since the report was released three months ago to address the problem and;
  - c) offer some commentary in relation to the factors that contribute to low moral based on the table below?

	Negative effect on morale (West Midlands Police)	Negative effect on morale (England and Wales)
Pay and benefits (including pension)	74.1%	72.9%
Day-to-day job role	50.2%	48.1%
Workload and responsibilities	57.7%	61.1%
Work-life balance	64.7%	65.3%
Opportunities for development and promotion	62.6%	52.9%
Health and wellbeing	66.9%	61.5%
How the police as a whole are treated	90.4%	84.9%
Treatment by senior managers	56.2%	48.5%

*(To be asked by Ernie Hendricks)*

- 2) Can the Chief Constable set out the number of unsolved crimes in the West Midlands and the number attributed to victims unwillingness to cooperate with police investigations?

*(To be asked by Waheed Saleem)*

3) Would the CC make a statement about concerns raised by Independent Custody Visitors that staffing levels at some custody sites are at times inadequate and that this is having an impact on detainees?

(To be asked by David Jamieson)

4) Can the Chief Constable confirm whether

a) WM Police has utilised the services of Radox Testing Services to carry out forensic testing including blood testing?

b) Are there any WM Police investigations caught up in the alleged falsifying of tests?

c) How many cases are involved; how is the issue being addressed and has there been any additional financial cost to the force?

(To be asked by Gurinder Singh Josan)

5) Would the Chief Constable make a statement about the reasons why:

a) Recent published figures show an increase in recorded hate crimes of 29% in the 2016/2017 financial year over the previous year?

b) What has been the impact within the West Midlands force area and what steps are being taken to address this?

c) Does the Chief Constable have figures in relation to arrests and convictions for hate crimes in the force area?

(To be asked by Gurinder Singh Josan)

6) Can the Chief Constable outline what lessons have been drawn by the force from the recently published Race Disparity Audit and the related Ethnicity Facts and Figures website across all the areas relating to the work of the force but particularly in the areas of crime, policing and criminal justice? Does the force have any future plans in relation to the information contained in this study?

(To be asked by Gurinder Singh Josan)