



STRATEGIC POLICING AND CRIME BOARD

Notes of meeting held on Tuesday, 20 March 2018

Main Conference room (G2), Lloyd House

Present:

- David Jamieson - Police and Crime Commissioner
- Ashley Bertie - Senior Assistant Police and Crime Commissioner
- Dr Lynnette Kelly - Assistant Police and Crime Commissioner
- Dave Thompson - Chief Constable
- Louisa Rolfe - Deputy Chief Constable
- Sarah Boycott - Assistant Chief Constable
- Kenny Bell - T/Assistant Chief Constable
- Dr Cath Hannon - Board Member
- Dr Sarah Marwick - Board Member
- Brendan Connor - Board Member
- Gurinder Singh Josan - Board Member
- Waheed Saleem - Board Member
- Cllr Liam Preece - Board Member
- Mark Kenyon - Chief Finance Officer
- Neil Chamberlain - Director of Commercial Services
- Andy Kelly - Assistant Director Corporate Asset Management
- Ali Layne-Smith - Director of People & Organisation Development
- Chris Thurley - Assistant Director Business Partnering
- Mary Jacobs - OPCC Public Engagement Officer
- Connor Fowler - Youth Commissioner
- Jack McTavish - Youth Commissioner

10 observers/member of the public

A note taker and a webcaster

030/18	The Commissioner opened the meeting, reminding attendees that it was being webcast.
031/18	Item 1 – Conflicts of Interest There were no conflicts of interest declared.
032/18	Item 2 – Apologies Apologies were received from Board Member, Ernie Hendricks, OPCC Chief Executive, Jonathan Jardine and Independent Chair of Building Blocks, Emma Kelly.

033/18	<p>Item 3 – Notes of last meeting</p> <p>There was one outstanding action from February’s SPCB meeting. Brendan Connor had asked - <i>“Would the Chief Constable please provide an update on the progress that has been made on the Crown Prosecution Service (CPS) removing the need for CD data transmission from West Midlands Police (WMP)?”</i></p> <p>The Deputy Chief Constable committed to return to the board at the next meeting with details regarding whether the Force or WMP are causing any delays or problems with this process.</p> <p>DCC Rolfe confirmed at today’s meeting that this is part of the Digital Evidence Solution project under development and that there is currently no change in the position already reported i.e. the Force are still burning CDs and sending them to the CPS.</p>
034/18	<p>Item 4 – Acceptance of Petitions</p> <p>The Commissioner advised that 3 petitions had been received for submission during this Board meeting.</p> <p>The first of those asked for improved police resources and improved communications for the Streetly area. The organiser, David Erfani, did not attend and the petition was submitted on his behalf.</p> <p>In response, the Chief Constable confirmed that he had spoken to the local MP and NPU Commander, Chief Supt Andy Parsons, was picking up the local concerns. Mr Thompson felt that the current police provision in Streetly was good but he understood some of the local residents’ concerns and these were being looked into.</p> <p>The second petition opposed the closure of Sutton Coldfield police station. The Commissioner invited Kath Scott to present it. She advised that there were 2,000 signatures asking, at the very least, for a police presence to remain in Sutton Coldfield town centre with a neighbourhood team. There were also 200 comments from local residents and she asked for those comments to be taken into consideration on this last day for consultation.</p> <p>The Commissioner responded to this petition, thanking Ms Scott for its submission and for hers and Cllr Pocock’s question raised at last month’s board meeting concerning the siting of the police front desk. He said that for clarity on the matter of building closures, consultation and engagement has not yet started. He added that the Chief Constable had provided a list of properties for potential closure during February’s meeting. Most of the buildings that will close will not do so for at least 2 years so there is plenty of time for further engagement. Mr Jamieson wanted to make it very clear that none of the 24 buildings would close without proper alternative provision has been arranged, which meets the operational needs for policing in the area, with conveniently sited front desks for the public. In addition, the Commissioner will not allow any building to be closed without consideration of any social value that can be obtained for the site and potential income from the site has been maximised.</p> <p>The third petition was submitted by Acocks Green Focus Group and opposed the closure of Acocks Green police station. The organiser, Julia Larden, was unable to attend and so the petition was submitted on her behalf. The Commissioner said that a response would be made in the appropriate manner.</p> <p>Separately, the Commissioner reported that he had received 2 letters from MPs who wrote opposing building closures on behalf of their constituents. He thanked them for their comments and confirmed that responses would be sent shortly with their comments fed into the engagement exercise. The Commissioner also advised that he</p>

	<p>had had a number of discussions with other MPs and Leaders of local authorities as part of the initial stage of this process..</p>
<p>035/18</p>	<p>Item 6 – Public Questions</p> <p>The Commissioner advised that he would be taking Item 6 (Public Questions) before Item 5 (Questions from the Board) because the public question concerned Estates and therefore logically followed the petitions.</p> <p>Councillor Claire Horrocks asked, <i>“How can this board justify making a decision on its Estates Programme Proposal, a decision that will affect the lives of almost 3 million West Midlands residents, when it has made extraordinarily little effort to engage with any of them, their elected representatives, local organisations or forums? Why has this board failed to carry out the agreed consultation details in sections 37 and 38 of the proposal presented at the last board held on 20 February?”</i></p> <p>The Commissioner responded by confirming that Councillor Horrocks’ concerns had been noted but added that an assumption had been made that the process was coming to an end, when in reality it is only at the beginning. He went on to say that there are 2,000 fewer police officers now than in 2010 due to Govt cuts; there are 1,000 or so less staff due to Govt cuts and about £145m less in the budget. It is obvious with fewer staff the same size estate is no longer required. Sutton Coldfield site was one of the 24 listed for possible closure. It is currently under-occupied by 90% and is costing £273,000 per annum to maintain which would be better spent on manpower. The present position is that there will be a conveniently located town centre police front desk, probably in the library. Meanwhile, talks with the Fire Service are well advanced. The Commissioner turned then to the matter of the Sutton Coldfield town centre regeneration scheme which was first published in 2009 and since refreshed by Birmingham City Council. The vision of this framework is predicated on a relief road running parallel to the High Street. This would better protect the historic centre and make it more attractive to businesses and pedestrians. The Commissioner pointed out that the plan shows that the relief road would run through the police station. He added that he was quite surprised that when this plan was discussed at a Council meeting in Feb 2017, which Cllr Horrocks attended, nothing was said, or objections raised, about the fact that the police station would have to be closed or demolished.</p> <p>At this point in proceedings the Commissioner asked Andy Kelly and Neil Chamberlain to clarify if he or any of his office had been involved in drawing up the list of buildings for possible closure. Andy Kelly confirmed that there had been no involvement by the Commissioner or the OPCC and that the Estates Strategy proposals were being put forward based on operational need, building conditions, over provision of space for the teams and the inability of the current estate to flex to adapt to new ways of working going forward.</p> <p>The Commissioner commented that Sutton Coldfield MP, Andrew Mitchell, had suggested in the House of Commons that it had been a political decision as to which buildings were to be closed. Based on what had been said today, the Commissioner asked Cllr Horrocks if she might go back to Mr Mitchell and suggest that he withdraws his comments and apologises to the Chief Constable, to him and to the Board for making his inference in the House. Meanwhile, he thanked Cllr Horrocks for her question.</p>
<p>036/18</p>	<p>Item 7a – Estates Strategy</p> <p>The Chief Constable set out some context to the Estates Strategy paper from a Force perspective. For those who had taken time to organise petitions and submit questions, he especially wanted to provide some reassurances about the approach the Force was</p>

taking; this on the clear understanding that these are the recommendations he has made. He explained that over the years WMP have worked hard to ensure that the voice of the public is heard through the Police Authority or more recently through the Police and Crime Commissioner. Operational decisions are made independently but with the voice of the people around them. He was concerned that there had been a lot of conversation about what is going but not so much about what is staying or being invested in. Mr Thompson felt that it was important to address the balance because this is the start of the journey and not the end. He pointed out that there were two main elements driving the debate – (i) operational and (ii) financial.

To be considered under 'operational' are:

- The Force is smaller than it was and so current building accommodation is excessive.
- Ways of working are changing (i.e. more digital technology) and so trying to keep staff out of buildings making them more visible.
- Type of building required is changing i.e. for open plan working, accommodating more staff and making better use of space, increasing efficiency and team working.
- Need to look to deliver world class secure event when the Commonwealth Games come to Birmingham. Some of the Estates' facilities are out of step with this.

Under 'financial' considerations:

- Although this year sees a rise in the Force budget of £9.5m, the first since 2010, the financial context is still challenging with expenditure being greater than funding
- The Force grant is frozen and the rise is based on local taxation (which is still 2nd lowest in the country). That local taxation has meant a budget increase of 1.7% against a national rise of 2.4% nationally and the Forces with the biggest rise at 3.6%.
- West Mids has the youngest population in the country; it's the second most diverse and has almost half the population living in the top 20% deprived areas and therefore the highest level of need in the country. This is a challenging backdrop for policing.

The Chief Constable then spoke about the 3 main elements of what the Estates Strategy aims to do.

- Disposal:** There is a need to invest in a more strategic estate and to make better use of the buildings available.
- Uneconomical sites:** There are some architecturally beautiful buildings but regrettably they are very expensive to run. Some of the buildings have passed their sell by date; they are no longer fit for purpose and the cost to bring them up to standard is prohibitive. In addition, it is hard to keep these at a basic health and safety level and this is not a good environment for the staff to work in. Another key consideration is location of neighbourhood teams and their proximity to the communities they serve. 22% of the Force are neighbourhood officers and the aim is to sustain that number, allowing them work with partners and the community in the geography they serve. The strategy sets out the possibilities of co-location of neighbourhood teams and one such possibility would be with the Fire service which, because of their operating model, has a lot of their assets based locally. There are other public buildings which could lend themselves to co-location and schools have already shown interest. A large part of what is intended by the Force will be to investigate opportunities to re-

provision locally.

- iii) **Public contact facility:** A number of years ago the Force reset the level of publicly accessible enquiry offices available to the public. There will be no change to that through this strategy. The Chief Constable acknowledged the importance of the front desk and specifically mentioned Sutton Coldfield as it had been spoken about earlier. He said that although the current police building is very expensive and under occupied he felt that it is important to provide a facility and a neighbourhood team in the town. There was no plan to relocate out of the centre. The Chief Constable gave assurance to concerned elected representatives and the community that a lot of work in the Estates Strategy was around where re-provisioned bases will be. He felt that there would be a real advantage to basing police officers in the community with partner agencies or in community facilities for the style of policing that should be delivered.

Assurance was also given that there would be continuous engagement throughout the process and the reason why this had not happened to date was because the Force are not taking away a service around the front office enquiry office. In addition, it is recognised that there are some issues which would be hard for the public to comment on, for example, the condition of some buildings which is not immediately obvious to the outsider. However, there will be a high level of public engagement with elected representatives and members of the public over the next few years. The Chief Constable hoped that the context provided had taken away some of the anxieties expressed and stressed that the Estates Strategy is not about withdrawing, it is about making the best use of money, having the right estate, not having staff working in poor quality buildings, making sure the estate is fit for purpose and ensuring that neighbourhood officers are based in communities.

The Commissioner asked if it was true to say that an extra £22m was required by the Force this year to stand still and so the £9.5m allowed by the Govt via Council Tax, still leaves about £12.5m short of what would have been available if the rise had been in line with taxation. The Chief Constable commented that the Force still requires reserves to balance the budget and the use of reserves is not viable in the long term because they are one off. A lot of emphasis was being put on efficiencies and technology but long-term challenges remain.

The Commissioner added for the avoidance of any doubt, when he came to office he undertook an oath not to interfere in any operational matters. He asked the Chief Constable to confirm that the decision of the 24 properties is owned by him operationally. Statute sets out that for the next stage, which concerns disposal, falls within the remit of the Police & Crime Commissioner. The Chief Constable confirmed this is the case.

Neil Chamberlain then gave a quick explanation his role as Director of Commercial Services and that of his Assistant Director, Andy Kelly. Their portfolio includes Corporate Asset Management and so they have been key in drawing up the Estates Strategy. Mr Chamberlain wanted to re-iterate that the condition of the current police buildings is such that there is a backlog of maintenance running at £20m and this does not include any improvements. Investment is required but it is not possible to do that in all the buildings and so it is necessary to rationalise. He emphasised that the provision of neighbourhood policing is not going to be reduced as a result of the Estates decisions.

Andy Kelly then spoke about the re-provision stating that local neighbourhood policing based in local areas is absolutely key and Chief Supts of the NPU's have confirmed that

numbers will stay as they are, if not increase. He described ongoing discussions with Solihull MBC who are extremely keen for WMP to re-locate in their refurbished Council House. They are also keen to have first refusal on the Homer Road station site. He added that in regard to Sutton Coldfield, those discussions are ongoing. He confirmed that the front counter would definitely be in the town centre. Birmingham City Council are keen to discuss all the space they have in their buildings, including libraries, so there are opportunities to co-locate with them. He finished by recommending the Estates Strategy paper to the Board for the decision by the Commissioner as to whether to proceed or not.

The Commissioner clarified that the Board is an advisory body and the decision remains with him around the future estate.

Dr Kelly commented that officers and staff deserve to be treated with respect and some of the buildings they work from fall short in that respect. She added that the public would not be aware, but on visits to stations she has seen windows blocked up with newspaper or kitchen roll and 'scene of crime' tape sealing gaps where windows simply do not close. Changing facilities and showers are also inadequate and she felt that decent facilities for the staff should be welcomed.

Gurinder Singh Josan asked about the social value element and whether any work had been scoped out in terms of what that might look like and who would be consulted. The Chief Constable responded re-iterating what he had said about the financial issue around disposals and the opportunities that needed to be investigated in line with land use around the West Midlands. He went on to state that the balance to be struck is between creating the capital base to deliver the necessary investments versus other options in terms of provision. He made the point that the Force has a social responsibility to ensure that they do not create a situation where a building is left empty to be vandalised. He commented that the market at the moment is such that some of the sites are proving attractive to buyers.

The Commissioner asked Andy Kelly to confirm that discussions with Solihull MBC have been ongoing for 3 years and included a temporary decant into the police station whilst the Council House was being refurbished. Mr Kelly confirmed that was the case.

Brendan Connor said that the public and the Board will require re-assurance that the quality of 999 response will not suffer as a result of the Estates Strategy, particularly in outlying areas. The Chief Constable agreed adding that response teams are being used to cover across the Force area and at peak times, moving to cross boundaries. He assured everyone that centralising does not mean bringing everything into Birmingham. He will be looking very carefully to ensure that the right things are located locally and are based so that they are accessible. He finished by saying there is a lot of work to be done over the next few years.

The Commissioner spoke about wanting to engage with local authorities, councillors and others who have an interest going forward regarding the police estate. He added that there are a number of uses sites could be put to including for example social housing or provision for children held in custody. He added that he would be very interested to hear from Sutton Coldfield Town Council on such matters and if they wanted to engage directly, like Solihull, then he would be very happy to do so. He went on to remind people of the savings to be made in the region of £5m per annum, in terms of lighting, heating and maintenance if the buildings were to close. This equates to about 100 officers. The Commissioner re-iterated that efficiencies are being explored, cutting unnecessary costs whilst at the same time ensuring that all front desks will be re-positioned in convenient or more convenient locations. Police teams will be in the

	<p>community and response teams will be available to serve their communities. Given that, he confirmed that he was minded to receive the list of 24 buildings and the report and to accept the professional advice from the officers who have advised the Chief Constable. He was minded to accept the Chief Constable's advice and confirmed that engagement and consultation on each of the sites individually can now begin. In the cases of Solihull and Sutton Coldfield, engagement will continue possibly for 2 years or more, providing an adequate time to hear what people have to say.</p> <p>On a separate issue, the Commissioner said that in recent days everyone had been reminded of the courage and bravery of police officers. The attack in Salisbury was brazen and callous and brought brutality to the streets of Britain. His confirmed that his thoughts were with Wiltshire's DS Nick Bailey who was seriously injured. This was a further indicator of officers throughout the country putting their lives at risk for the general benefit of the public. The Chief Constable confirmed that incidents of this nature are often subject to national response and so as part of normal arrangements for counter terrorism in policing, WMP had played its part at Salisbury.</p>
037/18	<p>Item 5 – Questions from the Board on matters not on the agenda</p> <p>There were 5 questions raised by Board members.</p> <p>Dr Sarah Marwick asked the first question:</p> <p>Q1. “Can the Chief Constable detail West Midlands Police response to the recent Supreme Court ruling in the case of John Worboys? Can he describe his assessment of the implications of this case on the Force’s approach to past, current and future investigations?”</p> <p>The Chief Constable responded by saying that the John Worboys’ case had attracted a lot of attention. The issues in the case are of litigation concerning a positive legal duty on the police to investigate, under Article 3 of the Human Rights Act, to ensure that where there are crimes which fit this, people are adequately protected from torture and degrading treatment. The verdict given by the Supreme Court does have significant implications for policing. He went on to state that the general position for policing in the case of Hill-v-the Chief Constable of West Yorkshire, is that there is no duty of care owed in negligence in relation to the investigation of crime. However, the Court found that the police are obliged under Article 3 in cases where that is engaged, to conduct an investigation into crimes involving serious violence. A breach of that investigative duty, including operational, can give rise to a claim against the police. The Court identified that the investigation must be capable in principle of leading to the establishment of the facts of the case and the punishment of those responsible. That creates a legal standard around which certain types of serious offences have to be investigated. Many of those serious cases are ones where there is a considerable level of investigative effort but obviously courts are now likely to spend more time on these and the Chief Constable said that the implications for WMP could be quite substantial. He felt that the level of obligation will increase resulting in an increased level of litigation.</p> <p>Brendan Connor asked the second question:</p> <p>Q2. “What is the average day rate paid by West Midlands Police to third party agencies for substitute investigative staff to support PPU operations?”</p> <p>The Chief Constable advised that the average hourly rate is £23.09 which equates to £184.72 per day, based on an 8-hour shift; rates are negotiated and no payments are made for holidays or sickness.</p>

He added that levels of resources have been increasing and the plan is to replace and recruit to a number of roles, although there will probably always be a need for some temporary staff. An area under consideration for the future is whether to develop a bank staff arrangement run by the Force. Mr Thompson commented that this is a genuine challenge shared across policing and that quite a lot of work was being carried out on this issue by the Chief Constable of South Wales.

Brendan Connor responded by saying that the reason for his question was not because of the use of third party temp agencies but rather as a result of a presentation on the reorganisation of PPU where the structural reality of strength versus available staff, showed 35% deficit. He questioned whether a more adventurous stance needed to be taken when provisioning staff.

The Chief Constable said that the demand for PPU services is increasing year on year and so the way in which that unit is organised is being looked at. Transition Stage 1 saw 50 posts moved into PPU but that is still not enough to meet the demand. He added that there is a finite limit and it will not be possible to continually transfer staff across as the Force is now not large enough. Bank staff have a part to play seasonally but there is also other work on-going, for example, the Detective Academy, creating a balance. Mr Thompson said that in some areas there had been recruitment up to establishment and occasionally over, for example, in Force Contact, and PPU will be looked at as part of that. He added that the challenge faced is the time required to skill people appropriately rather than getting people through the door.

Dr Cath Hannon asked the third question:

Q3. “Could the Chief Constable describe the welfare support in place for those staff who are regularly faced with traumatic situations (e.g. Forensic Scene Investigator or those staff dealing with fatal collisions on roads or motorways?)”

The Chief Constable responded by confirming that there is a 24/7 care first provision in place for those involved in attending traumatic incidents (from initial responders to forensic staff) and that a lot of work is being undertaken on the doctrine now. He added that it has been recognised that there are a number of roles where the workforce are constantly faced with an enhanced level of exposure to traumatic incidents. This is a lot wider than it was because with fewer staff, the same staff are attending incidents more frequently. The type of work also has an impact, for example, those counter terrorism staff who, as part of the evidential chain, have to view horrific videos that have been distributed - they are also exposed to a level of risk. This means that there are a range of staff who may require a more clinically focussed supervision and Organisation and Development are doing some work on this. Some proposals should be brought back to Force leadership in May/June for decisions on where to go next but it is likely that the Force will need to look externally for the necessary support. In summary, the Chief Constable confirmed that the universal service is good but there is more to be done in the future.

Gurinder Singh Josan asked the fourth and fifth questions:

Q4. “What impact does the Chief Constable feel Brexit will have on policing in the West Midlands and on West Midlands Police national commitments and can he give an overview of the preparations he is carrying out and future plans to address this?”

The Chief Constable advised that the National Police Chiefs Association had identified 6 key areas to look at when considering Brexit. They are:

- i) The European Investigation Order which enables police to gather evidence from

	<p>EU states.</p> <ul style="list-style-type: none"> ii) The European Arrest Warrant which is used to extradite individuals between EU states. iii) The work of Joint Investigation teams which allows states to work together. iv) The Schengen Information System which allows for real time circulation of information across EU states. v) ICRIS which allows checks to be made by EU partners on criminal convictions overseas. vi) Europol works around serious and organised crime affecting 2 or more member states. <p>Mr Thompson advised that there is very little preparation that WMP can do independently as the issues mentioned are the focus of current political process. He added that there is a national police chief lead on this and WMP will work alongside to support as and when appropriate. In respect of an impact on resources in the future, he said that the terms of UK exit are not yet known so he could not comment further until all details are known.</p> <p>Q5. “Will the Chief Constable give an assessment of the impact alcohol consumption by members of the public has had on policing in the West Midlands and the associated financial cost over the last three years?”</p> <p>The Chief Constable said that it is difficult to do that individually as an organisation other than to say that alcohol does have a substantial impact. He quoted figures from research carried out by the Institute of Alcohol Studies in 2015, which measured the impact of alcohol on emergency services:</p> <ul style="list-style-type: none"> • 80% of weekend arrests were alcohol related • 50% of violent crime was committed under the influence of alcohol • 53% of police time is spent dealing with alcohol related incidents • 76% staff on duty dealt with drunken persons • A conservative estimate for time and costs to the police criminal justice service was £1.7b across the country. <p>Mr Thompson added that there has been some changes since this research was produced, for example, the mix in the night time economy of drink and drug usage, however the statistics still provide a picture of the significant impact alcohol has on policing issues.</p> <p>Gurinder Singh Josan commented that profit was being made from the sale of alcohol and asked if any work was being undertaken to identify where / how the Force might recover some costs. The Chief Constable explained that there are some technical areas around night time levies that can be operated. In addition, people often “pre-load” before going out at night. This has an impact on licensed premises and on policing. However, he pointed out that it is important to recognise that the night time economy is part of a vibrant city centre and so the police try to manage activity accordingly. He added that the recent Ipswich Town FC ruling puts quite big restrictions on what police can charge for but the Force will continue to liaise with Planning Authorities to identify opportunities to consider levies.</p>
038/18	<p>On a separate matter, the Commissioner asked the Chief Constable if he would provide an update on ACC Marcus Beale. The Chief Constable advised that whilst he recognised this is a matter of considerable public interest, he was restricted in what he could say as the matter is ongoing and subject to law. He summarised that:</p> <ul style="list-style-type: none"> • In February 2018 a special case hearing found the case for ‘serious misconduct’

	<p>against ACC Marcus Beale to be proven.</p> <ul style="list-style-type: none"> • The panel recorded their recommendation that the officer be dismissed from the Force. • A judicial review has been brought against the Force and the Panel. • A hearing date of 28 March was set to address the recommendation made by the panel but this has cannot now go ahead until the outcome of the judicial review proceedings are known. <p>The Commissioner thanked the Chief Constable for the update and advised that there would now be a short comfort break (1113 hrs).</p>
<p>039/18</p>	<p>The meeting reconvened at 1122 hrs and the Commissioner invited ACC Sarah Boycott to present the next item.</p> <p>Item 8a (i) – Standing Up for Young People</p> <p>ACC Boycott confirmed that this paper serves as an update on specific areas of policing in relation to the WMP Children & Young People Strategy as part of Standing Up for Young People. She assumed that the Board had read the report and so proceeded to go through some highlights only including:</p> <ul style="list-style-type: none"> • The Children and Young People strategy covering those up to 24 years of age. • CJS and Youth Justice work • Custody provision - The challenge facing those young people detained in custody as there are insufficient beds for them from local authority provision. • A thematic review carried out last year of youth provision and youth services alongside the Prince’s Trust. • Work with the Prince’s Trust – Cohorts up by 50%, predominantly made up of ex-offenders. PCSOs will work with Prince’s Trust and continue to deliver the programme for the rest of the academic year. • Community Projects including Active Citizen Fund • Youth engagement work – the survey carried out is being extended. • A youth community reference group is now in existence. • The Force continues to engage digitally with young people including use of social media. • Voice of the Child – training is being rolled out to officers. • Tackling guns and gangs – very much engaged with OPCC and others. <p>Examples are given in the report.</p> <p>Ashley Bertie highlighted point 23 and asked for assurances that PCSOs undertaking the Prince’s Trust work will be allowed the development that will enable them to take on that role and for any issues they have to be rectified so that they are better able to carry out that role for young people. He also highlighted point 44 which states that under 18s will not be able to make online crime reports. On this point he asked for assurance that there are technical solutions in place to allow young people to report crime online.</p> <p>ACC Boycott responded by explaining that the Prince’s Trust operates with a mix of police officers and PCSOs. The review looks at what skills are required and recognises the value in the worth of PCSOs taking this work forward. They will work with YOM [Youth Offender Management] teams to make sure young people can be identified to go on the Prince’s Trust courses in the future. She confirmed that PCSO will be able to continue in this role if they choose to do so and a recruitment exercise will be undertaken for any shortfall in numbers. They will be able to shadow those already in the programme and there is a line to the college with opportunities through YOM to</p>

understand the work with young people. On point 44, ACC Boycott confirmed that the crime reporting portal is currently aimed at over 16s but the team is looking at appropriate safeguarding measures to open this up to younger people. She added that the work on Fairer Policing will help to inform how the Force delivers its services better for young people.

Dr Kelly spoke about points 11 and 12 of the report, expressing her concern that the number of requests made for secure beds for children in custody could not be met by any provider and so they had to stay in police cells overnight. She said that she was aware of the work currently being carried out by the WMCA who are trying to identify a pattern of need for secure accommodation for children in the region. Dr Kelly asked if ACC Boycott was confident that in all the cases shown in the report, it was the right decision for these children to stay in custody or whether she thought there was more work to be done on the police side. ACC Boycott responded by saying that all custody staff are trained in line with the Taylor review recommendations and this includes reducing time children spend in custody. However, it is also a fact that some young people carry out very serious crime and have complex needs and so there are times when it is appropriate for their and for the public's protection, that they are remanded in custody.

Waheed Saleem asked (i) what happens to children under 10 years of age i.e. under the age of criminal responsibility, who commit serious crime; and what support, referrals, interventions are there in place; (ii) was the decision to dis-establish 6 youth offending manager roles the correct one to make; (iii) how do PPU respond to the needs of young people when they are part of a family where there is domestic violence? ACC Boycott responded as follows:

- i) For U10s the Force work closely with their families and the Youth Offending service or referrals to see what is available for them but this does depend on the individual case. There are various packages which makes it possible to highlight children who have had a number of adverse childhood experiences so that teams can work with partner agencies to look at how best to prevent an escalation in their behaviour.
- ii) The role of the youth offender manager was introduced in 2016 and has developed in different ways across the neighbourhoods. The review has provided an opportunity to make the role more efficient and it is felt that a reduction in staff will have little impact because of the way in which that role will be utilised in the future.
- iii) There are safeguarding teams within PPU and their role will be to focus not just on young people but also the wider family, working with social care and schools developing a safeguarding package.

Dr Hannon asked ACC Boycott to explain how the Prince's Trust further cohorts, of which 50% would be vulnerable people or victims crime (re para 24), would be identified. ACC Boycott advised that the Young Persons' Officer would be working with schools and will be able to make referrals in to that pathway, as will youth offending services and YOM. She added that at the moment the Prince's Trust sits outside that area of work. A discussion then followed regarding links to other organisations involved with victims of crime and external support mechanisms.

Ashley Bertie asked about community-based projects (ref para 28), stating that roughly 40% of Active Citizen Funding had been spent on diversionary activities, and asking if ACC Boycott was confident that it has played a part in reducing anti-social behaviour and crime involving young people. ACC Boycott confirmed that the Active Citizen Fund work is currently focussed on getting initiatives started but there is nothing in place at the moment to evaluate the academic success of the projects.

The Commissioner thanked ACC Boycott for the report and commented that the concerns of the Board centred around young people in custody. He felt it was totally

	<p>inappropriate that any child should be held in a police cell unnecessarily. Mr Jamieson went on to say that a burden has been placed on the police by other services who are not stepping up to the mark.</p>
040/18	<p>Item 8a (ii) – Standing Up for Young People</p> <p>This report was precised by Mary Jacobs with assistance from Youth Commissioners, Jack McTavish and Connor Fowler. The aim of the report was to feedback on the work of the youth commission throughout the year. The precis of this report included:</p> <ul style="list-style-type: none"> • The establishment of the Youth Commission in partnership with the Youth Service, Youth workers and 7 local authorities. • The election process of youth commissioners. • Terms of reference and the pattern for meetings. • Activities undertaken by youth commissioners throughout the year. • Details of talks by subject experts given including hate crime, CSE, drug and alcohol misuse amongst young people, careers with WMP, FGM and Forced Marriage, perceptions on migrants, cyber bullying, mental health, fire arms & knife crime, the effects of peer pressure and gang culture and suicide awareness. <p>Mary Jacobs advised that Connor and Jack had both had invaluable work placements with the Force and the OPCC and Connor had been part of an Active Citizen Fund scrutiny panel. She added that she encouraged WMP to use the Youth Commissioners as part of any service development which impacts directly on youth people. A good example of how this would work was highlighted as Mary Jacobs explained the Commissioner had tasked the Youth Commissioners with carrying out a piece of research as part of the review of the Victims’ Strategy. They had to find out what support services were available from a young person’s perspective.</p> <p>Jack McTavish and Connor Fowler then introduced themselves and took turns in reporting back their findings on the research set by the Commissioner. This involved contact with many organisations including CRASAC, Relate, Compass, Advocacy Matters, YMCA, Urban Devotion and many more. Some organisation who did not respond included Victims Support Birmingham, Coventry Haven, Victims Support Coventry, CAB Birmingham and True Vision. They detailed what services were available and agreed the following measures need to be in place to effect improvements:</p> <ul style="list-style-type: none"> - Strengthen information to schools - Information available on websites sounds very positive but in reality half the sites do not actually work properly, so this needs to be rectified. - It is hard to find details of Victim Support Services - Live webchats are seen as a good way for victims to communicate - Victim Support services need to reduce the amount of jargon - There is a need to place information in football clubs, school toilets, doctors’ surgeries, school newsletters and target bus routes used by secondary schools. - There is a need to publish material in different languages. <p>The Commissioner thanked the Youth Commissioners for their research which he found to be insightful. Ashley Bertie also wanted to place on record his thanks for the work of the Youth Commissioners as a whole as he felt they provided a real positive contribution on decisions made by the Commissioner and the Force.</p>
041/18	<p>Item 8b – Standing Up for Young People through WMP workforce</p> <p>Ali Layne Smith advised that she was asking Assistant Director Chris Thurley to present this report as he has portfolio responsibility for this area of work within the Force. Mr Thurley commented that he would give highlights only as he assumed everyone would have read the report. To give some context, he went on to say that delivery is in</p>

parallel with operational and financial challenges around resources. He said that some of the positive highlights included the Cadet Scheme, Police Now and Blue Line Specials. Mr Thurley continued by saying the paper also talks about the apprentice levy and the police education qualification framework.

The Commissioner asked how much of that levy has not been drawn down and other than PCSOs, how many apprentices are there within the Force?

Neil Chamberlain confirmed that the amount put into the levy is £2.4m and there are only 7 apprentices across the Force to draw down against, so only a small amount. The Chief Constable went into more detail explaining the constraints in place around police apprentices and it is this rather than a lack of desire to get the money back which is the problem. The Commissioner then asked how many student work placements the Force had taken on bearing in mind that they are an organisation of nearly 10,000 people. Ali Layne Smith stated that there had been 8 student placements so far. The Commissioner commented that he found that figure deeply disappointing especially in the light that his office of 35 staff had taken at least double that amount of students in the same period. He also said that he understood the restrictions surrounding apprentices but that he found that figure deeply disappointing too and would be looking for a better performance on this. He stated that this is an area of social responsibility and the figures are an embarrassment. The Chief Constable recognised that there is a need to do more this year.

There followed a discussion around the impact of the introduction of the police education qualification framework, especially considering recruitment engagement and diversity. Ali Layne Smith outlined the 3 routes into the Force for police constables. This includes (i) those who already have a police-accredited degree; (ii) those who have a non-related degree, where accreditation can be taken to then build on to give them full accreditation for a policing degree; and (iii) that which is linked to the apprentice levy where a police constable degree apprenticeship is provided. The Chief Constable confirmed that some of the entry routes do cause him concern but said other professions have been through such issues and he felt that there are some good opportunities with the new CEO of the College of Policing, Mike Cunningham, as he has a desire to look carefully to make sure this works well. Waheed Saleem asked if WMP could deviate from the framework but Chris Thurley advised that this is a nationally implemented framework for police recruitment and no one Force can deviate.

Ashley Bertie commented that on page 5 it states that shift patterns limit availability of cadet leaders at the same time each week. He wondered whether thought had been given to using external cadet leaders. Chris Thurley confirmed that it had been and that an advert should be live on Friday.

Dr Hannon asked for details of the 23 projects undertaken by those graduates included in the national police scheme. Page 4 of the report talks about 13 graduates who have spent 2 years making a real difference in neighbourhood teams. ACC Boycott provided a brief overview of the type of projects undertaken and how the outcomes are shared. She confirmed that she would get a list of these projects forwarded to Dr Hannon if she would find this helpful. Dr Hannon responded by saying that this would be helpful as there may be recommendations from the outcomes to take forward by the Commissioner.

The Commissioner asked for assurance that the Force will provide a dedicated officer who can handle the needs of the existing cadets and the expected growth in numbers. Chris Thurley confirmed that proposals had been put forward and the Force Executive had signed off for a team of 4 to take up the work to manage, develop and integrate the volunteer workforce of which cadets are a part.

042/18	<p>Item 8c – Building Blocks</p> <p>Mark Kenyon introduced this report which provides a brief update on where Building Blocks is in its development. He started by offering apologies on behalf of Emma Kelly, Independent Chair of Building Blocks, who was unwell.</p> <p>Mr Kenyon explained that Building Blocks started in 1999 with the aim of providing diversionary grants to young people across the West Midlands to give them the best start in life. It is an independent charity which is separate from both the OPCC and WMP. It mainly relies on small donations and limited income from mobile phone recycling. He went on to say that the charity has been dormant for a few years but, as part of the 2016 Police and Crime Plan, the Commissioner had said it should be revitalised. In 2017 recruitment of trustees took place and the work of the charity is only now starting up again. The charity's bank balance currently stands at approximately £150k and the trustees have recognised that that money will not last for ever. Mr Kenyon confirmed that the report sets out the objectives of the charity and its operating model; it looks at the potential for attracting external funding and also at sustainability. Meanwhile, use is being made of the money available and some has been used for the Cadets and other schemes/projects that the PCC's office and the Force has successfully supported in the past, for example, Active Citizen Fund projects that look like they fit the aims of Building Blocks. He finished by saying that those organisations would be prioritised over the coming months. The Commissioner thanked Mr Kenyon and the Trustees of the charity for the work they are undertaking.</p>
043/18	<p>Item 9a – Finance: Fees and Charges 2018/19</p> <p>This is a joint report between Mark Kenyon of the OPCC and Neil Chamberlain of WMP. Mark Kenyon set the context of the paper stating that every year a Fees & Charges booklet is produced which the Commissioner has to sign off as a 'decision'. This is used by the Force in terms of rates they charge individuals and organisations for services delivered. He went on to describe how the booklet, which is based on guidance from the National Police Chiefs' Council, is split into 3 main areas. Sections 1-7 covers common items and sets out minimum levels; section 8 contains the areas which are statutorily set predominantly by the Home Office; and sections 9 & 10 concern charging for special police services. Mr Kenyon described issues which were important in relation to the proposed charges for 2018/19. One of these was charges applied to football clubs. It was discovered that WMP had been undercharging football clubs for policing matches compared to other Forces, particularly over Bank Holidays. The new charges will bring WMP into line with the national guidance and engagement is currently taking place with local clubs. Another issue is the legal case brought by Ipswich Town FC against Suffolk police. Historically Suffolk Police has charged Ipswich Town FC for policing roads outside the footprint of the club but the Court ruled against the Force and the Supreme Court said there was no basis for an appeal. Mr Kenyon advised that this ruling will have financial implications for all Forces including WMP. Other issues drawn out from the report included the NPCC guidelines on what police forces should charge for full economic cost and the potential to reduce charges dependent on the type of event and whether or not there was charitable / community benefit. Mark Kenyon confirmed that a joint working group (OPCC & WMP) had been set up to identify a methodology to put a more systematic basis in place in order to reach a clear understanding of why things are being charged at certain rates. The final issue highlighted was that of charges for the provision of shotguns and firearm certificates. Mr Kenyon reported that the Force is making a loss of £37 per licence which is a significant loss at a local and national level. He confirmed that this matter was being taken up with the Govt and through Thames Valley police who lead on the publication of the national guidance.</p>

	<p>The Commissioner commented that the loss on firearms licences could be as much as £100k per annum and the Home Office which has set the charge has said that this cannot be increased. The Commissioner advised that he had written to the Home Secretary and made it clear that this is totally unacceptable. The figure equates to the cost of 2 policers officers to subsidise gun owners and that is simply not right.</p> <p>Gurinder Singh Josan raised the question of the cost for policing demonstrations where the community value is negligible or negative and where there is a detrimental impact on the community. The Chief Constable responded to this point advising that this is not something covered in Fees & Charges but rather it is the cost of democracy.</p> <p>Brendan Connor agreed that the situation with regard to firearms' certificates was entirely unacceptable and declared an interest as a shotgun owner himself. He offered to share correspondence in his possession which demonstrated the extent of the undercharging. He also raised a query around the charging rates for PCSO's which will be followed up by Mr Kenyon.</p> <p>Finally, in response to comments from Gurinder Singh Josan regarding his earlier points and public perceptions, Neil Chamberlain confirmed that his team was working with the Events' team and T/ACC Bell towards a methodology to inform a report which would be brought to the board in June.</p>
<p>044/18</p>	<p>Item 9b – Strategic Policing and Crime Board work plan</p> <p>This work plan has already been circulated and there were no questions raised.</p>
<p>045/18</p>	<p>Item 9c – Chief Constable Update</p> <p>The Chief Constable confirmed that he had nothing to cover in the private part of the meeting. He went on to say that he wanted to touch briefly on 3 issues in the public part.</p> <p>The first matter was confirmation that this week would see the Force launching the national policing CT Awareness campaign with a fair amount of media around it. The Chief Constable confirmed that 1 in 5 calls made to the anti-terrorism line provides useful information to the police. He explained that this campaign is being run by the National Anti-Terrorism Police, re-emphasising what is being asked of the public – what to look for, how to report and the key role the public play in defeating terrorism. Mr Thompson stated that the campaigns have been very good and are stimulating a lot of public interest.</p> <p>The second and third matters are items which were covered by the media at the weekend and concern visible policing, a matter often discussed by the Board. The Chief Constable said that there are some sensitive areas of policing that are less visible but the Force did put out quite a bit of information about the online activity being carried out around people who seek to abuse children; in particular the 85 people who have been arrested this year with a 100% conviction rate. They were engaged in identifying or soliciting children for sexual purposes. Mr Thompson commented that he thought it was worth highlighting that the way in which the Force is involved in protecting the public is increasingly a less visible part of policing and, whilst the visible parts will always be important, those less visible are very important.</p> <p>Finally, he stated that the Board may have seen reports of the work being carried out by regional prison investigation teams around 10 charges brought in relation to the supply of controlled drugs in prisons. The Chief Constable felt that this was a really good example of investigative practice that is not always front and centre for the public but which plays an important part of what the Force does. He added that both of the issues he has highlighted are as a result of the work being done with the Regional Organised</p>

	<p>Crime Unit. The Chief Constable commented that WMP plays a very big part in this and the outcomes shown here demonstrate the benefits of joint working with adjacent Forces.</p>
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	<p>At 1250 hrs the Commissioner closed the meeting by thanking the Chief Constable, his staff and Board members for the questions and answers provided today and to OPCC support staff.</p>
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