



STRATEGIC POLICING AND CRIME BOARD

Notes of meeting held on Tuesday, 17 July 2018

Main Conference room (G2), Lloyd House

Present:

- Ashley BERTIE - Senior Assistant Police and Crime Commissioner
- Sarah BOYCOTT - Assistant Chief Constable
- Jo CLEWS - Chief Superintendent
- Brendan CONNOR - Board Member
- Nicola COURT - Chief Inspector
- Ernie HENDRICKS - Board Member
- David JAMIESON - Police & Crime Commissioner
- Jonathan JARDINE - OPCC Chief Executive
- Gurinder Singh JOSAN - Board Member
- Cllr Dr Lynnette KELLY - Assistant Police & Crime Commissioner
- Mark KENYON - OPCC Chief Finance Officer
- Tom McNEIL - Strategic Adviser to the PCC & Board Member
- Dr Sarah MARWICK - Board Member
- Alex MURRAY - Assistant Chief Constable
- Waheed SALEEM - Board Member
- Dave THOMPSON - Chief Constable

9 observers

A note taker and a webcaster

Please note:

- (i) The meeting was recorded and a webcast of the entire discussion can be viewed here [WEBCAST 17 JULY 2018](#)
- (ii) Any actions arising from the discussion during the meeting are highlighted in bold text.

087/18	The Commissioner opened the meeting, reminding attendees that it was being webcast.
08818	Item 1 – Conflicts of Interest There were no conflicts of interest declared.
089/18	Item 2 – Apologies Apologies were received from DCC Louisa Rolfe, ACC Gary Cann and Dr Cath Hannon Board Member

090/18	<p>Item 3 – Notes of last meeting LINK</p> <p>There were two actions from the last meeting and the information for this had been shared with board members therefore not required to be brought back to today's meeting. Minutes from the last meeting were accepted as an accurate record.</p>
091/18	<p>Item 4 – Acceptance of Petitions</p> <p>There were no petitions received.</p>
092/18	<p>Item 5 – Public Questions</p> <p>There were no public questions.</p>
079/18	<p>Item 6 – Questions from the Board on matters not on the agenda LINK</p> <p>1. Can the Chief Constable set out the number of vacancies for detectives and outline steps taken to fill vacancies where they exist? <i>(asked by Waheed Saleem)</i></p> <p>The Chief Constable responded making the following points:</p> <ul style="list-style-type: none"> • In West Midlands Police there are currently about 100 posts vacant. There is a lot of work being done to promote opportunities within this area; this includes the Detective academy which has a single point entry also available to students in second year of service. • There is some good work going on nationally in this area, such as in South Wales and London. The Force will also be looking into recruitment programmes with Police Now and adopting best practices. The main challenge in this area is the range of skills required for the role - reference was made to disclosure skills and major enquiries. There is constant change in the skill level therefore this is something which will be monitored. <p>2. To ask the Chief Constable what impact reduction in resources for WMP has had on investigations not being pursued? <i>(asked by Waheed Saleem)</i></p> <p>The Chief Constable responded:</p> <ul style="list-style-type: none"> • There are a number of factors which play a part, this includes the Force recording more crimes due to the national crime recording standards, the type of crime the Force is recording and the increased categories in crime e.g. human trafficking, modern day slavery. • Public Protection Unit (PPU) has developed over the last few years as there is an increase in domestic abuse reporting. This means there is an increase in the number of crimes to investigate and many may be complex or have named offenders on them. • Serious crimes such as murder are always investigated to protect members of the public. • Volume crimes include car theft, breaking of the window, damage etc. This requires tougher assessments to see if they will result in an outcome and whether the resources can be afforded. Although these crimes are less serious they affect most of the population, and this could be the first experience they have with the police. <p>3. What impact has the recent visit of the President of the United States had on:</p> <p>a) the deployment of officers in local communities; and</p>

	<p>b) the welfare and wellbeing of officers after the cancellation of rest days? <i>(asked by the Commissioner)</i></p> <p>The Chief Constable responded making the following points:</p> <ul style="list-style-type: none"> • When there are major events to manage, many forces including those in England, Scotland and Wales come together to provide mutual aid and resources where possible. • The President’s visit came at a challenging time as there was high demand in policing due to the weather, World Cup and incident at Salisbury. • The initial request for officers was much higher than the Force’s mutual aid obligation. There was a range of officers who assisted in this operation including firearms, dog handlers and response officers. There are approximately 1000 rest days which need to be reaccredited to officers. • There is no compensation for cancelled rest days; however there is payment for overtime, accommodation and overnight allowance. The rest days will be reinstated to the officers • Overall officers had a very positive experience. There is a backlog with rest days but this will be picked up. <p>The Commissioner thanked the Chief Constable and officers for their work during this deployment and asked whether there was anything in place if officers from other forces came to West Midlands, taking into account the wellbeing and accommodation requirements.</p> <p>The Chief Constable confirmed there was a lot of learning which came from this deployment. This is an area that the Shared Services team are using their expertise around in terms of travel, accommodation and other bookings. The Federation also has an input in this to ensure officer wellbeing. The Chief Constable made reference to the Commonwealth games as this would require mutual aid from other forces therefore certain elements would need to be in place to ensure standards are met.</p>
	<p>EMERGING ITEMS</p>
<p>080/18</p>	<p>Assistant PCC, Cllr Lynnette Kelly chaired this item.</p> <p>Item 7a – Force Management Statement 2018 LINK Presented by the Chief Constable and Chief Superintendent Jo Clewes.</p> <p>The Chief Constable provided headlines from this report. Members of the Board raised a number of questions which were addressed by the Force. The following comments were made:</p> <ul style="list-style-type: none"> • The grading for the overall assessment for each section was discussed and some gradings can change over time if there are performance improvements or if there is still work to be done in this area.. • There will be work done to make the FMS publically available; there is currently an executive summary available. • The figure £80,000 does not account for the time spent by senior staff or the executive team. • The FMS will assist in quantifying and assessing future demand. • FMS consists of 338 pages; this may vary between forces in terms of content and the length of the document. This may also impact the level of inspection HMIC conduct as there has been some indication that they expect to reduce the

	<p>level of inspections over time.</p> <ul style="list-style-type: none"> • There is work being done on customer satisfaction; going forward there will be more data to share on this.
POLICE AND CRIME PRIORITIES: Protecting people from harm II	
081/18	<p>Senior Assistant PCC, Ashley Bertie chaired this item.</p> <p>Item 8a – Offender management LINK Presented by Assistant Chief Constable Sarah Boycott and Chief Inspector Nicola Court.</p> <p>ACC Sarah Boycott and Chief Inspector Nicola Court provided headlines from this report. Members of the board raised a number of questions which were addressed by the Force. Issues discussed included:</p> <ul style="list-style-type: none"> • The structure and approach of offender management was discussed with emphasis on the opportunity to connect and assess opportunities to prevent re-offending. There are programmes such as ‘Early help’ and ‘Troubled Families’ which allow early intervention opportunities where adverse childhood experiences are identified. • One of the challenges with offender management is measuring success. IDIOM is a web based offender tracking pool provided by the Home Office, to support IOM arrangements. There is clear data comparison since TS1 to now. There is an approx. saving of £49 million in this area. • Best practices are shared nationally. There are also practices being developed between CJS, IOM and prisoner intervention and preventions teams to ensure criminal justice processes reflect learning from the evidence. • Future challenges include the Transforming Rehabilitation programme. In particular CRC payment by results being affected and therefore reducing funding affecting the ability to deliver and commission services. • In 2019 there will be a national GPS roll out which would increase offender management as more custodial sentences will be managed within the communities². • The reducing reoffending steering group allows partnership working and draws out the needs of different areas allowing gaps to be identified and any need for future commissioning. • The number of registered sex offenders is increasing in the West Midlands, this is a challenging and developing area. <p>There was a ten minute break at 1120 hrs.</p>
082/18	<p>The Commissioner chaired this item.</p> <p>Item 8b – Diversionary Schemes LINK Presented by Assistant Chief Constable Alex Murray.</p> <p>A summation of the report was offered which highlighted the following points:</p> <ul style="list-style-type: none"> • Diverting people from the traditional criminal justice system increases victim satisfaction and allows early intervention to prevent reoffending. • There are two types of diversion pathways within the criminal justice system,

	<p>one is community resolution which is used mostly for low level offences and the second is conditional cautions, where intervention is needed to reduce offending behaviour.</p> <ul style="list-style-type: none"> • Last year over 7000 people were diverted to such schemes. There are many diversionary schemes from alcohol and drug programmes right through to victim awareness courses. • The OPCC has funded a number of diversionary schemes including ANAWIM which supports over 250 people and is well recognised across West Midlands. • Non-criminal justice interventions include the Prince’s Trust and the Red Thread project. • There are a number of challenges in this area including finance, demonstrating the positive impact, measuring effectiveness, language barriers and disproportionality. <p>Brief comments followed the presentation of the report, this included:</p> <ul style="list-style-type: none"> • The need for partnership working between different agencies. Reference was made to the success of Operation Jigsaw which illustrated intervention on a journey to organised crimes; this demonstrated a 57% reduction in reoffending. • The referral to the schemes is an area of development where training, eligibility criteria and provision of waiting list all play a part. • There are many programmes which show the need for offender management to prevent reoffending. Restorative Justice has demonstrated this; reference was made to lifelong burglars who work closely with police and have not reoffended following the programmes and support the courts ordered them to get involved in. • Data has shown that 800-900 drug tests are conducted in custody on a monthly basis, from which approx. 75% test positive. There were concerns as to why it was becoming increasingly difficult to test for NPS as there are so many different compositions, however where there was clear signs of NPS this was looked into and treated where possible. • There are different intervention needs across the geographical areas. This is managed depending on the needs and resources available.
083/18	<p>The Commissioner chaired this item.</p> <p>Item 8c – Building trust and confidence in our police: Secure handling of security marked documents LINK Presented by Chief Constable Dave Thompson and Superintendent George Tracey.</p> <p>The Chief Constable provided headlines from this report. Members of the Board raised a number of questions which were addressed by the Force. The following comments were made:</p> <ul style="list-style-type: none"> • The report aims to provide reassurance as to how the Force handle security classified information both inside and outside of police buildings. • A Metropolitan Police investigation led to a number of recommendations made in relation to the handling of security marked documents. • Independent scrutiny from the Information Commissioner will adopt a mature and learning based approach. There will be a very robust role around regulations with serious fines and implications; they were consulted when reviewing this matter. • Learning opportunities have been identified and measures have been put in place to protect data, staff and buildings. • Emphasis on secure culture is being communicated on a regular basis through newsletters, emails and signs.

	<ul style="list-style-type: none"> • There are a number of processes which need to be followed when printing documents marked as SECRET or TOP SECRET. There are clear audit trails to show who has handled or had sight of the information. • On a monthly basis there are audit checks to ensure the electronic copy matches the hard copy. There are counter signatures for all documents destroyed which are again recorded and monitored.
	REGULAR ITEMS
084/18	<p>The Commissioner chaired this item.</p> <p>Item 9a – Joint Audit Committee LINK Presented by Waheed Saleem in the absence of Sue Davis.</p> <p>Background context to the report was provided:</p> <ul style="list-style-type: none"> • The effectiveness of JAC was measured against national standards. • There has been a review against the Terms of Reference and updated where required. The committee reviewed many areas including internal control environment, corporate risk management and internal/external audits. • The internal audit programme has made a huge amount of progress since the new team has come together. • Since the DPCC has joined the committee there has been a lot more focus on the recommendations. • JAC has added value to many areas providing independent scrutiny to both PCC and the Chief Constable. The committee has made an impact on the governance of both organisations and there are many examples which highlight this (see paragraph 4.3) • There are regular meetings with internal/external audit teams and the Chair meets PCC/Chief Constable on a regular basis also. <p>The Commissioner and the Chief Constable both thanked the committee members for their contributions and commented on the value this adds.</p>
085/18	<p>The Commissioner chaired this item.</p> <p>Item 9b – External Grants to Organisations LINK Report presented by Mark Kenyon, Chief Finance Officer.</p> <p>This report was summarised as:</p> <ul style="list-style-type: none"> • Discussion on the grants and funding to external organisations, Active Citizens Fund, Victims Fund and Community Safety Funding in 2017/18. • £3.322m was received from the Ministry of Justice for the Victims Fund; table 3 shows the different service areas and breakdown of expenditure and carry forward. The full grant has been use in this area therefore there is nothing to carry forward. • Community Safety Funding is a police grant distributed between local authorities. The funding stream in this area will be changing as it will be covering the wider West Midlands. • Appendix 1 shows all the different projects being funded through police grant and reserves. For some projects it will need to be reviewed how the projects can continue without using the police grant. • Projects such as the European Social Fund Youth Employment Initiative are of high value - around £30m - and work very well in Birmingham and Solihull. The

	<p>programme is due to come to an end this month.</p> <ul style="list-style-type: none"> • Domestic Violence Perpetrator Programme and Violence Prevention Alliance are other projects of high value and positive outcomes. <p>Brief comments followed the presentation of the report, this included:</p> <ul style="list-style-type: none"> • Doing work around the sustainability of the programmes which demonstrate positive outcomes. • Active Citizens Fund has a huge amount to carry forward. There is a good initiative to work with local communities on projects and this is done through various community engagement including World Cafes. This is an approach adopted to explore the ideas and needs within the communities. This is a developing area and going forward the aim is to use more of the funding on community projects.
<p>086/18</p>	<p>The Commissioner chaired the remainder of the meeting</p> <p>Item 9b – Strategic Policing and Crime Board work plan LINK Presented by Jonathan Jardine, OPCC Chief Executive</p> <p>A report on plastic policy will be brought to the board in October or November. Once the date has been agreed it will be updated on the work plan.</p>
<p>087/18</p>	<p>Item 9d – Chief Constable Update The Chief Constable confirmed there was nothing to be discussed in private. He updated the Board on the following activity:</p> <ul style="list-style-type: none"> • IOPC has concluded the investigation into the officer who made remarks over black lives matter whilst on duty. The Force has re-launched its diversity and inclusion strategy; there is considerable focus on the behaviour of individuals inside the Force. • The England football team came back using Birmingham airport, this was managed very well by officers. • There was the highest number of 999 calls after the semi-finals, over a 1000 more than expected. During the summer the contact centre have been extremely busy and with high demands it is not always easy to respond to incidents right away; all incidents are logged and actioned accordingly. ACC Chris Johnson is doing some work around this area to ensure calls are being managed and vulnerability is being assessed. • 150 schools in the region have been involved in the prevention work the Chief Constable and PCC have been delivering across West Midlands. It has been a challenge trying to get all schools involved but going forward this is an area for development. • There have been 2500 responses to the online survey following the work of knife and gun campaign. <p>The Commissioner thanked the Chief Constable for the update, and especially for the work being done around the preventive work in schools. The Commissioner highlighted that he intends to continue the preventive work in September and reach out to the schools who not actively engaging. The meeting was closed at 1250 hrs.</p>