



**STRATEGIC POLICING AND CRIME BOARD**

**Notes of meeting held on Tuesday, 6 September 2016  
Committee Rooms 3 & 4, Birmingham City Council House**

**Present:**

- David Jamieson - Police and Crime Commissioner
- Cllr Judy Foster - Assistant Police and Crime Commissioner
- Ashley Bertie - Assistant Police and Crime Commissioner
- Cath Hannon - Board Member
- Gurinder Josan - Board Member
- Cllr Liam Preece - Board Member
- Waheed Saleem - Board Member
  
- Mark Kenyon - OPCC Chief Finance Officer
- Alethea Fuller - OPCC Partnerships & Engagement Manager
  
- David Thompson - Chief Constable
- Louisa Rolfe - Deputy Chief Constable
- David Wilkin - Director of Resources

Observers + Note Taker- 12 individuals

<b>065/16</b>	<b>Opening remarks</b>  The Commissioner opened the meeting by welcoming everyone and reminding them of the webcasting protocol.  Sue Goodman also attended the meeting to observe as part of her new role as the interim head of HR for West Midlands Police.  There were no reported conflicts of interest.	<b>065/16</b>
<b>066/16</b>	<b>Apologies</b>  Apologies were received from Dr Sarah Marwick, Jonathan Jardine, Robert Ainsworth and Ernie Hendricks.	<b>066/16</b>
<b>067/16</b>	<b>Notes of Last Meeting</b>  The board agreed the minutes of the previous meeting held on 5 July 2016 as an accurate record.	<b>067/16</b>
<b>068/16</b>	<b>Acceptance of Petitions</b> - There were no petitions.	<b>068/16</b>

069/16	<p><b>Questions from the public</b> - There were no questions from members of the public.</p>	069/16
070/16	<p><b>Questions from the Board</b></p> <p>The Commissioner raised the first of 5 questions:</p> <p><b>Q1: “Can the Chief Constable report on:</b></p> <ul style="list-style-type: none"> <li><b>a) The level of demand currently being experienced by the West Midlands Police Vetting team;</b></li> <li><b>b) The average time taken to respond to a vetting request;</b></li> <li><b>c) His assessment of current backlogs or delays being experienced by the team;</b></li> <li><b>d) What additional resources are required in order to manage backlogs or delays; and</b></li> <li><b>e) His assessment of whether the depth of inquiry undertaken during vetting is appropriate to the risk faced by the organisation?”</b></li> </ul> <p>In response the Chief Constable:</p> <ul style="list-style-type: none"> <li>- Outlined the work of the vetting team and that different levels of vetting are required depending on the job role.</li> <li>- Confirmed that there were 557 outstanding vetting jobs which include new recruits and reviewing the vetting of existing staff.</li> <li>- Stated these outstanding items are prioritised where there is the greatest need for example in the Counter Terrorism Unit, transferees to the firearms unit and contractors.</li> <li>- The time a check takes depends on the level of vetting required. The average was 4.25 days, against a service level target of 14 days.</li> <li>- This is impacted when information is required from other agencies or forces. There is an on-going discussion as to whether a national scheme could assist with this process.</li> <li>- There is a national vetting policy, but the Force is reviewing the extent of local discretion that may be available during the vetting process for new officers.</li> </ul> <p>This question was then extended to include DBS checks as the Commissioner has received complaints regarding the length of the time this has been taking. This was a particular problem for those working with children and venerable people who are due to start at the begging of the academic year because delays could cause staffing shortages.</p> <p><b>The Chief Constable confirmed this is a separate issue to vetting and would require a separate report.</b> He did however think that some checks were being requested when they were not required by statute.</p> <p>It was also suggested people may also be requesting higher level checks than is necessary.</p> <p>Overall the Chief Constable was confident the force has a good system in place.</p>	

**Q2: Councillor Judy Foster raised the second question from the Board asking:**

**“Could the Chief Constable provide assurances regarding the use of Taser by the West Midlands Police and how Tasers are being used both effectively and proportionately?”**

The Chief Constable gave a detailed response to this question which he then summarised as follows:

- Generally Tasers are a more effective restraint and are less likely to result in injury than other methods of restraint available.
- The Home Secretary sets rules for the use of and the issuing of Tasers.
- They are not issued to every officer and their use is still unusual.
- Those who are issued with Tasers are trained and further training is given on a monthly basis.
- Tasers were deployed in 131 incidents in the previous year (situations where the red dot is used as a warning is included in this figure).
- This figure is lower than last year.
- The use of Taser reflects the population served by West Midlands Police and Taser is not used disproportionately on BME members of the community.
- The use of Taser will continue to be monitored.

**Q3. Asked by APCC Ashley Bertie:**

**“What assessment has the Chief Constable made of the value of implementing a West Midlands Police Volunteer Cadets’ scheme?”**

The Chief Constable confirmed that:

- He is cautious of the scheme being implemented on the basis that it engages young people as several other agencies already successfully do this.
- The proposal needs to be balanced with the new apprenticeships and could possibly be linked to this scheme in some way.
- A voluntary cadet scheme could help engage communities that would not traditionally engage with the police
- There are various issues to be resolved before a scheme could be launched e.g. volunteers to help run the scheme and funding.

**Q4. Asked by Gurinder Singh Josan**

**“Following the announcement of a new round of recruitment of police officers, PCSOs and staff what specific actions is the Chief Constable taking to ensure that the new cohort more accurately reflects the diversity of the West Midlands?”**

The Chief Constable confirmed:

- The force had learnt lessons from the recent round of 450 recruits where the response did not initially produce as many BME applicants as they may have hope for.

- There is a dedicated Positive Action team which uses Facebook campaigns and work with networks.
- There is a successful buddy system in place whereby people who have shown an interest in joining the police can be matched with someone of a similar background to discuss their experience with the force.
- The force is considering ways of attracting underrepresented communities and is also examining the current process to ensure factors such as unintentional bias in the selection process are not affecting the diversity of successful applicants,
- **It is also important that all police staff are representative of the community and the force is currently working with other forces to address this issue and to produce a positive action strategy which will be shared with the Commissioner's office.** Factors such as a residency requirement and language skills are being considered.
- Consideration should also extend to career progression.

The Chief Constable commented further that WMP has been confirmed as the UKs 7<sup>th</sup> most inclusive employer and the most inclusive police force on the list. Also he suggested all areas of the community look at this ranking when considering applying for the force.

Following questions from the board the Chief Constable confirmed retention of staff is good although opportunities for career progression are limited. More work is underway to identify ways to address this.

**Q5 Asked by Gurinder Singh Josan:**

**“In view of the recent commemorations of World War I across the region and the importance that the act of remembrance holds for all our communities, what plans has the Chief Constable for policing of remembrance events this year and in the future?”**

The Chief Constable in response confirmed:

- There has been a welcomed resurgence in acts of remembrance and the Force takes part by laying wreaths at events and having memorials in stations.
- The issue is being discussed with local authorities to balance the general policing needs and the best use of police officers at these events.

Tribute was paid to the Royal British Legion for their part in the organisation of such events.

The Commissioner commented on a minority of people, particularly in the Walsall area who have raised issue with the Force involvement in such events. Last year of the 240 officers on duty 93 were in Walsall, which makes up approximately 10% of the West Midlands. He therefore feels the idea that the police are not doing their bit in this area is untrue and confirms this subject should not be used for political gain.

It has been agreed funding will be provided this year in Walsall, for particular aspects of remembrance parades, on the condition it is matched by the council and that next year they will follow the approach taken by other local authorities.

<p><b>071/16</b></p>	<p><b>Performance Report</b></p> <p>Deputy Chief Constable Louisa Rolfe presented this report which updated the board on performance and progress against the milestones and deliverables included within the Police and Crime Plan.</p> <p>Following questions from the board the following issues were discussed.</p> <ul style="list-style-type: none"> <li>- The force is working with Action Fraud to review how accurate data regarding cybercrime against businesses can be obtained.</li> <li>- Reviews take place to ensure the correct response is provided to each report of crime.</li> <li>- The force reviews previous data to project crime figures so they can plan effectively. For example, spikes in crime in the summer months.</li> <li>- There will be a change of satisfaction and perception surveys from autumn 2016. This should provide a larger sample.</li> <li>- There is no definitive answer as to why there has been a drop in satisfaction for ASB but the Force is monitoring this.</li> <li>- The Force is reviewing whether the issue of ASB can be tackled in partnership with other agencies and local authorities.</li> <li>- Best practice is being shared with other forces. For example, the Force has worked with Greater Manchester Police on a domestic violence peer review.</li> <li>- Independent Advisory Groups (IAGs) are a valuable partner in community engagement work but they differ across each area so it is difficult to assess them in general. The force is looking at achieving the best outcomes from IAGs without being too descriptive as to where and how they are run.</li> </ul> <p>The Commissioner noted whilst the number of fatalities from road accidents is stable serious injuries appear to be increasing. The Commissioner questioned if this could be due to better safety features in cars. The effect of the recent activation of speed cameras across Birmingham and Solihull will need to be assessed once data is available.</p>	<p><b>071/16</b></p>
<p><b>072/16</b></p>	<p><b>Human Resources Update</b></p> <p>The Director of Resources presented the report which updated the Board on the current work and commitments of Corporate HR.</p> <p>It was noted this report was produced prior to the announcement of 800 extra police officers and staff last week and should be read in this context. There had been significant interest in this recruitment drive with over 6000 people registering their interest.</p> <p>The detective academy is helping to develop the appropriate skills and opportunities across all departments and a board will oversee its progress. This will be included in future HR updates as the scheme develops.</p> <p>Following questions from the board the following was discussed and agreed:</p> <ul style="list-style-type: none"> <li>- PPU will remain a priority as detectives from the academy begin</li> </ul>	<p><b>072/16</b></p>

	<p>their roles to meet demands in certain areas such as child protection.</p> <ul style="list-style-type: none"> <li>- The movement of some officers in neighbourhood teams has been managed by Local Policing Unit commanders and the few who have moved often have not moved far. This should provide continuity.</li> <li>- The approach to attracting more BME candidates is becoming more sophisticated. For example looking at data of those who view vacancies but do not apply, the use of Facebook and the buddying system.</li> <li>- -The Police Now scheme is similar to the Teach First programme for graduate teachers whereby training is completed with the Met Police and recruits are then placed into roles within neighbourhood policing. This is a new scheme working closely with universities.</li> <li>- The Force is confident they have the capacity to deal with the significant recruitment drive and will continue to ensure the Learning and Development team has capacity when the new recruits are in their roles.</li> </ul>	
<b>073/16</b>	<p><b>Finance Report.</b></p> <p>The report, presented by the Chief Finance Officer and the Force Director of Resources, detailed a revised revenue and capital budget for 2016/17 and a predicted outturn for 2016/17 compared to the revised budget. The report also provided the Board with the medium term financial plan for the period 2017/18 and 2019/20, based on current information and assumptions.</p> <p>The key points of both reports were summarised and it was confirmed the plan was well received at the Police and Crime Panel on 5 September 2016 and is in line with the Commissioner's manifesto.</p>	<b>073/16</b>
<b>074/16</b>	<p><b>Domestic Violence Perpetrators' Programme</b></p> <p>The report, presented by Partnerships &amp; Engagements Manager, updates the board on the progress regarding the work being undertaken in the development of a West Midlands Domestic Violence Perpetrator Programme.</p> <p>The Board recognised the importance of this scheme, the enthusiasm of the partners to the scheme and congratulated the work of Alethea Fuller and her team. There is work to be done in this area which is a growing area of demand but this is an excellent starting point.</p> <p>Following questions from the board it was agreed the level of governance is believed to be appropriate for now. This will be evaluated when the scheme is live.</p>	<b>074/16</b>
<b>075/16</b>	<p><b>Restorative Justice</b></p> <p>Partnerships and Engagements Manager presented the report which sets out how Restorative Justice (RJ) is being delivered in the West Midlands.</p>	<b>075/16</b>

	<p>It was noted that this report discusses the work of the Commissioner's officer only and a report would be needed to review RJ as a whole. It was agreed there is work to do to implement a new model for the Ministry Of Justice vision to offer all victims RJ, which is currently inconsistent across different areas.</p>	
<b>076/16</b>	<p><b>SPCB Workplan</b></p> <p>The SPCB Workplan was presented to the board and there were no comments or queries from the Board.</p>	<b>076/16</b>
<b>077/16</b>	<p><b>Chief Constable Update</b></p> <p>The Chief Constable thanked the staff for their hard work during the busy summer period. The Chief Constable also commented that the Force will continue to be busy with events such as party conferences due to take place shortly.</p> <p>Special mention was also given to the Counter Terrorism Unit for their work with several detainees in custody during recent months and weeks.</p>	<b>077/16</b>
<b>078/16</b>	<p><b>Private session</b></p> <p>There was a private session after the meeting.</p> <p>The Commissioner thanked everyone for their attendance and closed the public meeting.</p>	<b>078/16</b>