



**STRATEGIC POLICING AND CRIME BOARD**

**Notes of meeting held on Tuesday, 1 November 2016  
Main Conference room (G2), Lloyd House**

**Present:**

- David Jamieson - Police and Crime Commissioner
- Judy Foster - Assistant Police and Crime Commissioner
- Ashley Bertie - Assistant Police and Crime Commissioner
- David Thompson - Chief Constable
- Louisa Rolfe - Deputy Chief Constable
- Alex Murray - Acting Assistant Chief Constable
- Ernie Hendricks - Board Member
- Brendan Connor - Board Member
- Bob Ainsworth - Board Member
- Liam Preece - Board Member
- Gurinder Josan - Board Member
- Cath Hannon - Board Member
  
- Jonathan Jardine - Chief Executive
- Mark Kenyon - Chief Finance Officer
- Alethea Fuller - Partnerships & Engagement Manager
- Saba Kayani - Business Support Officer
- Chris Todd - Chief Superintendent, Head of Force Intelligence
- William Salt - Constable
  
- Martin Mullaney } Kings Heath BID
- Adrian Edwards } attended for item 4 only
- Chris O'Neill }
- Stan Hems }
- Gary Baines }

2 members of Press  
3 observers & a note taker

<b>094/16</b>	The PCC welcomed everyone to the meeting which commenced 1000 hrs.	<b>094/16</b>
<b>095/16</b>	<b>Item 1 – Conflicts of Interest</b>  There were no reported conflicts of interest.	<b>095/16</b>

096/16	<p><b>Item 2 – Apologies</b></p> <p>Apologies were received from Waheed Saleem, Dr Sarah Marwick, ACC Michelle Larmour and Marcus Beale.</p>	096/16
097/16	<p><b>Item 3 – Notes of last meeting</b></p> <p>It was noted that there were errors of omission in the last set of minutes. Brendan Connor, Bob Ainsworth and ACC Alex Murray were in attendance but were not listed as present. In addition, it should have been noted that the Chief Constable committed to bring a report back to the Board in 6 months' time (ie April 2017) as part of his response to a question raised by Brendan Connor regarding the M6 Inquiry.</p> <p><b>Action : Records to be corrected.</b></p>	097/16
098/16	<p><b>Item 4 – Acceptance of Petitions</b></p> <p>Martin Mullaney and Adrian Edwards from Kings Heath BID, formally presented the petition which asked for a review of that the decision to transfer PC Andy Collis from Kings Heath to Acocks Green. Both Mr Mullaney and Mr Edwards spoke briefly to provide background and support for the petition. Additional signatures were also provided bringing the total to an alleged figure of 1400.</p> <p>The Commissioner thanked Kings Heath BID for their attendance and explained the petition process.</p> <p>The Chief Constable advised that he would look at the petition and then have a conversation with LPU Commander Chief Supt Richard Moore and with Kings Heath BID members</p>	098/16
099/16	<p><b>Item 5 – Public Questions</b></p> <p>There were no questions from members of the public.</p>	099/16
100/16	<p><b>Item 6 – Questions from the Board on matters not on the agenda</b></p> <p>There were 3 questions from the Board.</p> <p><b>Q1: 3-part question asked by APCC Judy Foster:</b></p> <p><b>“Given that November is Islamophobia Awareness Month, can the Chief Constable please confirm –</b></p> <ul style="list-style-type: none"> <li>a) <b>What is the current rate of recorded crime in which the perpetrator’s behaviour is motivated by the belief that the victim is of the Islamic faith?</b></li> <li>b) <b>To what extent is the Chief Constable satisfied that Muslim victims of hate crime are reporting offences?</b></li> <li>c) <b>To what extent is the Chief Constable satisfied that West Midlands Police is effectively preventing and responding to hate crimes against Muslims?</b></li> </ul> <p>The Chief Constable responded:</p> <ul style="list-style-type: none"> <li>a) Faith crime has been monitored separately since 2014. Perpetrators’ behaviour motivated by belief that victim is of the</li> </ul>	100/16

Islamic faith equates to 2% of hate crime with 144 offences since 2014.

- b) It is recognised that there is some under-reporting and that people do accept a level of hate crime. There is probably not an accurate level of reporting and encouragement is given to all to come forward. This is an area of focus for the Force.
- c) West Midlands Police encourage reporting and work with a variety of organisations to this end (ie 'Tell Mama' and third sector parties). There is also work ongoing with the Muslim community and via the PREVENT strand.

APCC Judy Foster asked how matters are dealt with when the crime does not reach the recording threshold.

The Chief Constable gave an example of verbal insults. Whilst not a criminal offence this is nonetheless rude and offensive. People should not think that matters need to be really serious to be reported. The answer in how to deal might not lie with the police alone but also via local authorities and/or mediation. The response needs to be proportionate around all areas of discrimination. The Commissioner was pleased to hear the Chief Constable's assurances around zero tolerance in this area.

Gurinder Josan asked the Chief Constable if religious based hate crime was monitored by individual faiths and pointed out that 28% of victims targeted because of their faith were not Muslims.

The Chief Constable agreed that there is a lot of misunderstanding around different faiths and that not all faith crime is against Muslims.

**Q2: Raised by APCC Judy Foster:**

**“Can the Chief Constable give an update on the current recruitment of new police officers and his efforts to ensure that as broad a range of applications as possible are received?”**

The Chief Constable provided the following update:

- The recruitment process is currently at the 'open for expressions of interest' stage
- 11,000 have submitted expressions to date and of those 23% are from BEM groups
- The focus is on under-represented communities
- There will be bill-board campaigns from 7 November
- Positive Action Team is putting on special events around the region (Handsworth last week) and also visiting colleges
- The next stage will come at the end of November and meanwhile the Force will continue positive action work

APCC Bertie asked what was being done to keep people interested in the recruitment process given the exercise is protracted.

The Chief Constable replied that updates were being provided to groups, although it was not possible to contact all 11,000 people, but

	<p>under-represented groups were being prioritised.</p> <p><b>Q3: Raised by Police &amp; Crime Commissioner David Jamieson</b></p> <p><b>To what extent do recently published ONS knife crime statistics suggest an upward trend in knife crime in the West Midlands and,</b></p> <p><b>a) what causes does the Chief Constable regard as laying behind the increase?</b></p> <p><b>b) What action does the Chief Constable propose in response?</b></p> <p>The Chief Constable responded:</p> <p>a) ONS knife crime statistics cover a wide range of offences – not exclusively stabbings leading to deaths. Nationally between July 2014 – 2015 statistics showed an increase of 9%. The West Midlands’ increase was 25%, although not the highest in the country. There has been a steady increase of 2 years. This is a very serious complicated situation and the response needs to be re-thought. It is not only gang-based crime. Knife crime is on the street but also within domestic violence.</p> <p>b) It is recognised that the main group of offenders are males aged 15-24 years. It is not a geographical problem. WMP are working with Aston University to try to ascertain why more people are carrying weapons. It may be too late to work with 15-24 years’ group as they have often grown up within an environment where weapons are the norm. There is therefore a need to do preventative work with younger groups. There has been action already undertaken – for example Operation Sceptre and zombie knives. The Force is also working with Trading Standards and Public Health on violence prevention. There is no quick fix, but rather a need to re-double efforts generally. The best protection for a victim is not to carry a knife in the first place.</p> <p>The Chief Constable added that there is an issue around understanding on the part of perpetrators. One of the most common stabbings is to the leg which often proves to be fatal because of the presence of main arteries. It is important that there is an increased understanding of the consequences of actions taken.</p> <p>The Police and Crime Commissioner thanked the Chief Constable for his comprehensive responses and welcomed his reassurances.</p>	
101/16	<p><b>Item 7 – IIP Transition Stage 1</b></p> <p>DCC Louisa Rolfe presented this report and highlighted some of the key points together with a reminder of why the WMP 2020 programme is necessary -</p> <ul style="list-style-type: none"> <li>• Change in crime profile ie from public into private (Cyber crime / CSE)</li> <li>• Citizens expect digital progress</li> </ul>	101/16

	<ul style="list-style-type: none"> <li>• Quicker response</li> <li>• Eliminate waste</li> <li>• Long term to deliver efficient pro-active service to the public</li> </ul> <p>Ernie Hendricks asked about:</p> <ul style="list-style-type: none"> <li>- connectivity between work strands. For example, Active Citizens and Community Engagement;</li> <li>- Call Centre issues, querying whether training could keep pace with TS1 and whether morale was high enough; and</li> <li>- confirmation around partnership work.</li> </ul> <p>The DCC responded:</p> <ul style="list-style-type: none"> <li>• On connectivity – all neighbourhood staff know where they will be posted. There is a lot of training underway now and this includes how WMP work with the communities and how engagement of Active Citizens etc can be harnessed. A lot of staff are very optimistic and positive. As Digital Citizens come on-line engagement will be assured.</li> <li>• Contact Centre – recognition of challenge. A lot based on resources and while recruitment is underway, new staff will require 6 weeks’ training. The Chief Constable has visited to help boost morale. In addition, the Summer demands will now hopefully reduce.</li> </ul> <p>Brendan Connor said that he would like to spend time with response teams and neighbourhood officers to see how changes are bedding in and taking effect. This suggestion was welcomed by the DCC and the Chief Constable.</p> <p>The Commissioner thanked the Deputy Chief Constable and the Chief Constable for the report.</p>	
102/16	<p><b>Item 8 – Community Remedy, Community Trigger and Out of Court Disposals</b></p> <p>Acting ACC Alex Murray gave a brief overview of the report and commented separately on each element. A discussion then followed which covered the following issues:</p> <ul style="list-style-type: none"> <li>• What thought had been given to the huge variances between the differing approaches across the authorities within the West Midlands? ACC Murray advised that he could not explain the differences other than different local authorities have different resources available. He suggested that the Force could perhaps be more intrusive through Community Safety groups and do more around publicity.</li> <li>• How was Restorative Justice being used and were the Force aware of, and willing to take part, in the study being carried out by the Police and Crime Commissioner’s office regarding commissioning model and delivery? The response was that</li> </ul>	102/16

	<p>WMP was very supportive of RJ and training for officers in this area is extensive. In addition, ACC Murray said he was happy to take part in the study.</p> <ul style="list-style-type: none"> <li>• What can be done about the under-reporting of Community Trigger within the community? ACC Murray said that he will bring this to the attention of Criminal Justice meeting and take appropriate action with Community Partnerships.</li> <li>• It was confirmed that these processes and remedies would show up in CRB / vetting checks.</li> <li>• Work on Community Remedy, CommunityTrigger, is fed back in Newsbeat articles, in policy, to senior officers and via Crime Managers' meetings in order to disseminate best practice.</li> <li>• Police officers have discretion to insist that the charging route is not appropriate. Victims can go through channels such as the IPCC or PCC if they are not happy.</li> <li>• There is no specific evidence around Community Resolution although it was felt that 'victim satisfaction' is much higher than for those going through the court experience.</li> </ul> <p>There was a comfort break at 1141 hrs and the meeting resumed at 1149 hrs.</p>	
103/16	<p><b>Item 9 – Body Worn Cameras</b></p> <p>Saba Kayani presented this report and gave a brief overview of the key points. Chief Supt Chris Todd and PC William Salt were in attendance to answer any questions arising.</p> <p>A discussion followed which provided the following answers and assurances:</p> <ul style="list-style-type: none"> <li>• Body Worn Cameras have been rolled out on time and under budget.</li> <li>• There is no any legislative consequence for an officer who did not announce he/she is using this technology, although it would always be best practice to announce that cameras are in operation.</li> <li>• Every officer with a body worn camera requires a licence at a cost of £54 per user per year. Licences will be automatically renewed and if an officer leaves the camera will be re-allocated elsewhere.</li> <li>• Chief Constable Suzette Davenport of Gloucestershire police, is leading on Section 163 and WMP will be following the best practice for traffic stops. S163 is on the agenda for discussion at Stop and Search meeting next week.</li> <li>• Current guidelines are that footage is kept for 31 days unless required for evidence.</li> <li>• The statistic quoted of 80% footage destroyed every month is a prediction only</li> <li>• Assurance was given that it was not possible to delete information</li> </ul>	103/16

	<p>in advance of docking.</p> <ul style="list-style-type: none"> <li>• Camera evidence can be accessed remotely once camera is docked.</li> <li>• Current issues around burning DVDs for the CPS is a work in progress.</li> <li>• The general public can request that a camera is activated.</li> <li>• Footage is kept for 31 days</li> <li>• Data Protection Act applies</li> <li>• Treated as other evidence and complies with CPIA. This may be kept for a few years but could be decades.</li> <li>• Options for the future will include rolling out to more officers within the Force but there would be cost implications.</li> <li>• The current £409K underspend would be returned to the wider programme.</li> </ul> <p>The Chief Constable and the Commissioner congratulated the team on delivering this project and welcomed this initiative in the fight against crime.</p>	
<b>104/16</b>	<p><b>Item 10 – Financial Monitoring 2016/17</b></p> <p>Mark Kenyon presented the report. He highlighted that there is an underspend increase of £1.4m since the last report due to:</p> <ul style="list-style-type: none"> <li>- Police officer pay (more officers leaving than estimated)</li> <li>- Police staff pay due to various reasons including the introduction of a cap on pension / redundancy payments on police staff</li> <li>- Transport and fuel cost has reduced</li> <li>- PCSO costs have gone down.</li> </ul> <p>He said that this overall underspend means there will not be as big a call on reserves to support this year's budget as previously planned. Any underspend will be carried forward to support future years' budgets.</p> <p>There were no questions but the Chief Constable commented that the underspend on salaries is a timing issue and that he will be pushing hard to try and close the gap so that the underspend does not build up further.</p>	<b>104/16</b>
<b>105/16</b>	<p><b>Item 11 – Anti-Fraud Bribery and Corruption Policy and Fraud Response Plan</b></p> <p>The anti-fraud and corruption policy prepared by Mark Kenyon had already been considered by the Joint Audit Committee and was being brought to SPCB for comments prior to a decision being taken by the Commissioner.</p> <p>There were no comments.</p>	<b>105/16</b>
<b>106/16</b>	<p><b>Item 12 – Strategic Policing and Crime Board Workplan</b></p> <p>Jonathan Jardine spoke briefly on this item and drew members'</p>	<b>106/16</b>

	attention to the next meeting where there will be a public report on "Force Contact".	
<b>107/16</b>	<p><b>Item 13 – Chief Constable update</b></p> <p>The Chief Constable provided updates on the following issues:</p> <p><b>Anti-Social Behaviour:</b> Off road bikes are of considerable public concern around the country and internationally. Last night a lot of people turned up to carry out this activity in Birmingham. It was very challenging for the police as there was risk to them and the public. 10 bikes were seized and a number of individuals arrested.</p> <p><b>Traveller encampments:</b> Numbers have increased. Again, challenging for the police especially as the public think the police have great powers in this respect. WMP are aware of the issues and are trying to be responsive whilst working with the local authorities.</p> <p><b>High profile cases:</b> In the media today are the cases of Lorenzo and Burrell. The issues of police and race are very topical at the moment. Important to affirm that there are proper processes in place and it is important that those processes run their course to ensure openness and transparency.</p> <p><b>Courage of officers:</b> There was a robbery and double stabbings in Brownhills at the weekend. The bravery shown by the officers attending this incident was outstanding.</p> <p><b>Road traffic accidents:</b> There was an incident at the weekend which was particularly tragic. The Chief Constable commended the public for coming forward and for the actions taken by his officers which resulted in a man being taken into custody. Praise for all including the Family Liaison Officer.</p> <p>The Commissioner thanked the Chief Constable for reminding everyone of the dangers faced by officers and asked for his gratitude to be relayed to them.</p> <p>APCC Bertie thanked the Chief Constable and his officers for the action being taken against 'off-roaders', offering assistance if required from the Commissioner's office.</p> <p>The Commissioner reported that he had attended an event yesterday concerning the 'Living Wage' where there had been praise for his own office and also for West Midlands Police.</p> <p>The public meeting of SPCB closed at 1236 hrs and the Commissioner thanked everyone for their input.</p>	<b>107/16</b>
<b>108/16</b>	<p><b>Item 14 - Private item</b></p> <p>The Chief Constable provided an update on an operational matter.</p>	<b>108/16</b>

	The Commissioner thanked the Chief Constable and the Deputy Chief Constable for their responses and closed the meeting at 1247 hrs.	
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