



**Strategic Policing and Crime Board**  
**Notes of Meeting Held on Tuesday 16<sup>th</sup> June 2020 10:00am – 12:00pm**  
**Remote Access Meeting (using Zoom Technology)**

**Attendees:**

David JAMIESON	:	Police and Crime Commissioner
Waheed SALEEM	:	Deputy Police and Crime Commissioner
Jonathan JARDINE	:	Chief Executive
Alethea FULLER	:	Deputy Chief Executive
Mark KENYON	:	Chief Finance Officer
Brendan CONNOR	:	Board Member
Catherine HANNON	:	Board Member
Gurinder Singh JOSAN	:	Board Member
Sarah MARWICK	:	Board Member
Thomas MCNEIL	:	Strategic Advisor/Board Member
David THOMPSON	:	Chief Constable
Vanessa JARDINE	:	Assistant Chief Constable

3 Observers and 1 Note Taker.

**Please Note:**

1. This meeting was recorded and the entire discussion can be found here:  
<https://www.youtube.com/watch?v=bAbiJVJvfrC>
2. The reports referred to throughout this meeting can be viewed here:  
<https://www.westmidlands-pcc.gov.uk/archive/spcb-june-2020/>
3. Actions arising from the discussion during the meeting are highlighted in bold text.

<b>053/20</b>	<b>Item 1 - Apologies and PCC Update</b>  There were no apologies.
<b>054/20</b>	<b>Item 2 - Notes of the Last Meeting – 19<sup>th</sup> May 2020.</b>  The notes were accepted as a correct record of the meeting.  West Midlands Police to provide update on actions from last meeting in writing after the meeting.
<b>055/20</b>	<b>Item 3 - Questions from Members of the Public</b>

The Commissioner advised that a select number of questions were chosen. Some questions were submitted over the weekend and were therefore unable to be asked in the meeting.

**Liz asked “What screening measures are in place to detect racism when recruiting trainees? What training is provided to officers to challenge/educate racist thinking and beliefs? What processes are in place to ensure that officers, especially those of high ranking, represent the ethnic diversity in the UK (specifically the West Midlands)?”**

The Chief Constable advised that there are several measures in place. These include questions on application to reveal any possible links or involvement to extremist groups and in-depth security checks including counterterrorism checks, which cover any offences or cautions linked to racism, or extremist views.

Assessments carried out using the competency and values framework for policing to ensure that the values and ethics of each individual are in line with the Code of Ethics, which is what is expected nationally of any police officer. The Force use a diverse pool of assessors when recruiting officers to ensure that those carrying out selection activity are as representative as possible of the local communities. Diversity and Inclusion knowledge and attitude is woven into the selection questions and the criteria in the role play assessments. All applicants have to pass a Values Based Questionnaire which tests integrity, public service approaches.

Any issues surrounding racist or prejudice behaviour where identified is investigated, officers face disciplinary procedures for gross misconduct. There is a regulation that enables the Force to terminate employment for those people. There is also a misconduct process for staff within the organisation.

There is a wide range of training that is provided across a number of areas of policing where diversity and inclusion is featured. Clear elements within the Stop & Search training, regarding unconscious bias. All new line manager are required to complete Dignity At Work Training and Bullying and Harassment Training.

The principles of Diversity & Inclusion and the Force values are embedded across all interventions, which cover 3 particular areas; Champion and Diversity & Inclusion workshops, Champion in Fairness programme & Lead to Achieve & Lead to Inspire aimed at junior leaders within the organisation.

The Force is starting to receive applications from diverse backgrounds that more closely reflects the West Midlands population, a much higher proportion of people from minority backgrounds are now applying and more women also.

About 11% of the Force are from a minority community. New talent management system for Chief Inspector and above was due to launch in the organisation but has been paused due to Covid-19.

Under positive action The Force are currently trialling a bespoke programme for BAME colleagues aspiring to enter the Chief Inspector /Superintendent process. Aspire BAME – launched in 2018 is a personal/career development programme with 120 attendees.

The Force has a number of superintendents/chief superintendents in their Coaching & Mentoring pool who have undertaken CPD provided by the COP to specifically support BAME colleagues through coaching & mentoring.

**Liz asked “How does the Chief Constable ensure that police officers are treated fairly and do not face discrimination from other officers based on their race, sexual orientation or any other characteristic?”**

The Chief Constable advised that West Midlands Police has one of the highest levels of BAME staff of any Police Force in the country. There are areas within the Force, which have a higher percentage of BAME staff, positive action needs to be taken so that people have access to all areas within the Force. The Force misconduct processes show a disproportionality to under-represented groups. The Force take a very robust approach in discriminatory behaviour within the Force.

**Claire asked “How do police respond to victims who are black males who have reported a crime? Is their experience different to victims who are white? What assurances can the Chief Constable give on this?”**

The Chief Constable responded that the Police should treat everyone fairly. From the Larmey Review and others, it is clear young black men are disproportionately impacted in the criminal justice system, as offenders and victims. Therefore a considerable amount of work the Force does is with young black men who are victims of crime. Online services are being used more frequently within the Force which means that it is becoming less apparent of the background of people.

**An anonymous member of the public asked “As a retired officer, I want to know what the police are doing to protect our great statues. Including that of Sir Robert Peel in Birmingham. Will officers use force to protect them, or cower away like in Bristol and London?”**

The Chief Constable advised that West Midlands Police have compiled a list of all iconic statues and memorials across The West Midlands and an assessment has been made of whether or not they are likely to attract protest. As well as high profile monuments, such as the well-known Sir Robert Peel statue, it also includes memorials to fallen police officers. West Midlands Police Force have been managing public order, while avoiding aggravating public disorder and capturing evidence during disorder, however that doesn't always involve direct arrests at the time. Any attempt to damage statues is criminal damage and the Force will take action against those involved.

**Terry asked “What these young people need, as we had back in the day, was something to wake them up to reality. Something to teach them respect. Can we not get these young people signed up as special constables or community litter pickers and graffiti cleaners? I fear we're heading into a lawless state where London police run for their lives away from these mobs.”**

The Chief Constable advised that the criminality at the recent events taking place has been a small minority. The demonstrations taking place within the West Midlands have been peaceful.

The Force recognise that there is much to be done with the young people within West Midlands communities, and that this is something that the police cannot do alone. In every single one of the neighbourhoods, local officers and PCSOs are working with all manner of outreach groups to build relationships with the younger people. West Midlands Police alone have hundreds of cadets and junior PCSOs, and youth events hosted by the Police and Crime Commissioner similarly attract hundreds of young volunteers. It would be wrong to think that many young people do not have a volunteering spirit.

	<p><b>Marco asked “If a uniformed officer takes a knee in this political environment, which some have, are they in breach of their oath?”</b></p> <p>Taking the knee is a very personal decision by an officer, but the Chief Constable doesn't believe it is contrary to the oath they take as a constable Racism isn't something this force is impartial about it is recognised that the circumstances around the death of George Floyd will have personally affected a number of our officers.</p> <p><b>Kevin asked “Why have you effectively cancelled Covid-19 restrictions by allowing people to meet in groups of more than two thousand with no fines being issued?”</b></p> <p>The Chief Constable advised that recent demonstrations across West Midlands towns and cities have seen gatherings that clearly exceed the number allowed under the Health Protection Regulations. In common with forces up and down the country West Midlands Police are well aware of this and the potential risk that this poses to public health. West Midlands Police have adopted the national 4E approach of Engaging, Explaining, Encouraging and when this fails, Enforcing. This last stage has become extremely difficult to apply given the large numbers of people involved and as opposed to picking off one or two people out of a large crowd, the decision has been taken not to try and enforce when faced with such large numbers. West Midlands Police are still encouraging social distancing.</p>
<p><b>056/20</b></p>	<p><b>Questions from Members of the Board</b></p> <p>There were none.</p>
<p><b>057/20</b></p>	<p><b>Item 5 - Stop and Search and Use of Force</b></p> <p>The Commissioner reminded the board that force is necessary on occasion and used by the Force to keep the public safe. It can take the form of physical restraint, use of a baton, stop and search, taser, or in very rare occasions; use of a firearm. These methods must however be used proportionately, properly and there must be clear scrutiny.</p> <p>Chief Constable Dave Thompson discussed how the paper is being discussing during a difficult time relating to the death of George Floyd in America. He apologised to black communities for failings of Police. He regrets that history has caused a narrative that the police cannot be trusted.</p> <p>This report was presented and summarised by ACC Vanessa Jardine, and the following points were discussed:</p> <ul style="list-style-type: none"> <li>• Analysis of Stop Search &amp; Use of Force is a priority for West Midlands Police, they are aware of the impact it can have on local communities and how that directly impacts on public trust and confidence of the Force.</li> <li>• The Paper focus's specifically where the powers uses as disproportionately used on black and Asian population. The objective in using these powers is always that they are used legally, fairly and no more force is used that necessary.</li> <li>• The Force have looked closely at the data, in relation to disproportionately, the top 5 geographical locations for serious violence and robbery, which is where the Force exercise most of their powers, very often disproportionately does fall, that is in relation to stop and search. It also shows some disproportionality in relation to age and gender.</li> <li>• There are a number of different scrutiny and governance processes such as oversight by the Commissioner and independent Stop Search scrutiny panels. ACC</li> </ul>

	<p>Vanessa Jardine invited people to join these panels, specifically younger members of the community.</p> <ul style="list-style-type: none"> <li>• Body worn video is now mandatory with all stop searches, with use of force when practical to do so, every time a spit hood is used, with all uses of Taser and with any domestic violence situation. This assists with scrutiny.</li> <li>• The Force accepts that there is further work to do to understand disproportionately. The Force also believe that they should seek the assistance of an academic to support with this. Most importantly, they need the community to work with the Force to inform and improve the work.</li> <li>• The use of force should always be dependent on the circumstances; and if the use of force used is seen as excessive, officers will be investigated. The Force has a very close relationship with the IOPC to understand what they are investigating and to make sure the force are referring appropriately into the IOPC.</li> <li>• The majority of use of force cases are officers restraining and handcuffing. The IOPC will investigate these independently. The cases do result in sanction. If Officers are under criminal investigation, as they have been accused of using excessive force, they have the same rights as a criminal suspect, in some cases, they discuss with their legal advisor if / when they provide information relating to the case.</li> <li>• The challenge is that the Force are trying to police an unequal society fairly. The data has been represented Community level as the West Midlands overall data can be misleading, as can an overly localised data.</li> <li>• As technology has developed, the Force now has the ability to look at use of force on an individual level. Body worn cameras allow the Force to examine how officers are using their powers and how they are engaging with members of the community while they carry it out. Warwick University provided data and statistics that show disproportionately within individuals can be found within teams, they are continuing to work with the researchers to understand further.</li> <li>• About 70% of Stop Searches result in no actions, however it is covered extensively in training that Officers have to have clear grounds as to the reason for the Stop and Search.</li> <li>• It was discussed that the paper uses the 2011 census data, which does not reflected the current West Midlands area, figures would look very different if the Force had up to date information as communities have changed in 9 years, underestimating ethnic groups, specifically the black community.</li> <li>• Members of the public can find further information on Scrutiny panels and independent Advisory Groups on the West Midlands Police website. Members of the public can also contact their local Neighbourhood Policing unit. The neighbourhood policing units are always seeking more representation. The deliberations of both the panels and groups are shared with the Office of the Police and Crime Commissioner.</li> </ul> <p><b>Action – to confirm how West Midlands Police share the information from panels and groups with the public.</b></p>
	<p><b>EMERGENCY POLICE AND CRIME PLAN</b></p>
<p><b>058/20</b></p>	<p><b>West Midlands Police responds efficiently and effectively to COVID-19, and works in partnership to protect the public of the West Midlands</b></p> <p>This report was presented and summarised by ACC Vanessa Jardine and the following points were discussed:</p> <ul style="list-style-type: none"> <li>• The paper remains as it previously was, when considered by SPCB in May.</li> </ul>

	<ul style="list-style-type: none"> <li>• Reports of domestic abuse are increasing; however the positive outcome rate has not increased from last year to current. Domestic abuse is a priority for West Midlands Police. Resources are directed and targeted against Domestic Abuse, because it is so important.</li> <li>• The number of outstanding offenders is tracked and monitored. West Midlands Police work very closely with victims and work hard with partner organisations to ensure the safety of the victims. It is recognised that the impact of lock down on victims of domestic abuse has taken away the outlet that they may have had previously.</li> <li>• West Midlands Police are now in the recovery phase in relation to COVID19. It was stressed that the way in which none-essential shops re-open and operate after lockdown is not a policing matter. There has been no issues or increase in demand following from the quarantine rules put in place regarding overseas travel. There has been an increase in the last couple of weeks of far right issues, following on from the Black Lives Matter protests. The intelligence will continued to be monitored and the appropriate action will be taken with regards to the protests and any further counter demonstrations.</li> <li>• It was noted that the protests and demonstrations within the West Midlands have been peaceful.</li> </ul>
	<p><b>Protect the organisational health of West Midlands Police, so it not only responds to the national emergency effectively, but recovers and returns to normality as quickly as possible</b></p> <p>This report was presented and summarised by ACC Vanessa Jardine and the following points were discussed:</p> <ul style="list-style-type: none"> <li>• The Force has sufficient capacity for testing staff for COVID19 and where staff need to have a test they can do.</li> <li>• The Commissioner will be publishing a paper to recognise the huge contribution from the volunteer special constables with a one off payment to thank them for all they have done for the West Midlands in relation to the COVID19 pandemic. COVID19 related costs, including Personal Protective Equipment, by the end of the month will reach over £8 million. The Commissioner is pushing the Home Office to cover the costs in full so that no cut backs need to be made in other services in the future.</li> </ul>
060/20	<p><b>Report from OPCC on the Emergency Chapter - by exception</b></p> <p>This report was presented and summarised by Alethea Fuller, Deputy Chief Executive and the following points were discussed:</p> <ul style="list-style-type: none"> <li>• The Office of the Police and Crime Commissioner submitted a proposal for commissioned &amp; non-commissioner services for the victims of domestic abuse and sexual violence to the Ministry of Justice, awaiting response.</li> <li>• There is £986,000 allocated between March and October to look at the needs of organisations in response to COVID19, awaiting decision on approval.</li> <li>• There has been an online hate crime symposium chaired by Dr Cath Hannon, co-ordinating a response to hate crime and create a response of services that is led by the community.</li> </ul>

	<ul style="list-style-type: none"> <li>• A Virtual community panel took place on 11<sup>th</sup> June chaired by Craig Pinkley. Panel debate featuring the Commissioner and members of the community to look at the current situation and current tension and solutions working with the community.</li> <li>• The Office of the Police and Crime Commissioner is currently in the process of developing an action plan for the Future Generations Report, published on the 28<sup>th</sup> May, sets out a number of options to respond to youth unemployment. Link to report is in the paper.</li> </ul>
<b>061/20</b>	<p><b>Financial Outturn 2019/20</b></p> <p>This report was presented and summarised by Mark Kenyon, Chief Finance Officer and the following points were discussed:</p> <ul style="list-style-type: none"> <li>• The report shows the income &amp; expenditure that occurred last year with West Midlands police and The Office of the Police and Crime Commissioner.</li> <li>• There is an underspend of £8.8m for The Force, this money is needed to offset future pressures. The report sets out where the underspends have occurred. The report also includes the costs relating to COVID19, a million pounds has been used for personal protective equipment. The Office of the Police and Crime Commissioner has submitted a claim to the Home Office refund all the costs incurred so far due &amp; future costs in relation to COVID19.</li> <li>• The Report also discusses the WMP2020 Change Programme. £11 million pounds has been rephrased into the current financial year. Some funding will be used within current financial year relating to the estate and change programmes. It was advised that the underspend discussed is not 'cash' it is all allocated funding that will be utilised to support the force and investing in the right places to create an efficient and effective force.</li> </ul>
<b>062/20</b>	<p><b>Item 8 - Chief Constable Update</b></p> <p>The Chief Constable discussed the results regarding the National Action trail. The West Midlands Counter Terrorism Unit has led the work against Nation Action, an extreme right wing terrorist organisation with the intention to start a race war.</p> <p>The Commissioner congratulates the Chief Constable and West Midlands Police for their work in the current challenging times.</p>
<b>063/20</b>	<p><b>Date of Next Meeting:</b> 21 July 2020</p> <p>Meeting closed at 12:02</p>