



## STRATEGIC POLICING AND CRIME BOARD

### Notes of Meeting Held on Tuesday 20<sup>th</sup> October 2020 1000 – 1200 hrs

Remote Access Meeting (using Zoom Technology)

#### Attendees:

David JAMIESON : Police and Crime Commissioner  
 Greg ARRAND : Deputy Chief Constable Staff Officer  
 Brendan CONNOR : Board Member  
 Catherine HANNON : Board Member  
 Jonathan JARDINE : Chief Executive  
 Vanessa JARDINE : Deputy Chief Constable  
 Mark KENYON : Head of Finance  
 Sarah MARWICK : Board Member  
 Thomas MCNEIL : Strategic Advisor/Board Member  
 Jayne MEIR : Assistant Chief Constable  
 Waheed SALEEM : Deputy Police and Crime Commissioner  
 Alex SHARIFF : Assistant Director for Change and Transformation  
 David THOMPSON : Chief Constable  
 Toni WILLIAMS : Head of Resourcing and Recruitment

Plus one note taker and three observers.

#### Apologies:

Gurinder Singh JOSAN : Board Member

#### Please Note:

1. *This meeting was recorded and the entire discussion can be found here:  
[https://www.youtube.com/watch?v=\\_oM77sfnjho](https://www.youtube.com/watch?v=_oM77sfnjho)*
2. *The reports referred to throughout this meeting can be viewed here:  
<https://www.westmidlands-pcc.gov.uk/archive/spcb-october-2020/>*
3. *Actions arising from the discussion during the meeting are highlighted in bold text.*

098/20	<p><b>Item 1: PCC Update:</b></p> <ul style="list-style-type: none"> <li>• The Commissioner welcomed everyone to the meeting.</li> <li>• The Commissioner recognised and thanked the Force for their hard work during this challenging time, particularly due to the pandemic and Brexit negotiations.</li> <li>• Concerns were raised regarding the conclusion of the Government's Furlough Scheme. Unemployment figures will rise, and people may be more vulnerable to anti-social behaviour. Employment opportunities need to be created for those that are vulnerable.</li> </ul>
--------	--

099/20	<p><b>Item 2: Notes of the Last Meeting:</b></p> <p>The notes of the Board meeting held on 15<sup>th</sup> September 2020 were accepted as a correct record of the meeting. The action regarding the Appropriate Adult Service to Children is currently outstanding; Chief Executive Jonathan Jardine will follow this up.</p>
100/20	<p><b>Item 3: Questions from Members of the Public:</b></p> <p>There were no public questions.</p>
101/20	<p><b>Item 4: Questions from the Board on matters not on the agenda:</b></p> <ol style="list-style-type: none"> <li>1. Could the Chief Constable outline what preparations West Midlands Police have implemented in the event of a no deal Brexit? Could the Chief Constable outline the representations that have been made at a national level? (Asked by Tom McNeil) <ul style="list-style-type: none"> <li>• Brexit highlights ongoing issues that need clarity. The Force are being asked to prepare for uncertainty.</li> <li>• Police service to support national operations.</li> <li>• The Force are prepared for the loss of European data – EU arrest warrants will be affected, along with methods of sharing data.</li> <li>• There are dedicated staff aligned to Foreign National Offending.</li> <li>• The Force cooperate closely with national arrangements and are in a position to respond.</li> </ul> </li>   <li>2. Could the Chief Constable outline the methods in place to ensure parents and guardians know how to protect children from online exploitation? (Asked by Tom McNeil) <ul style="list-style-type: none"> <li>• Focus on this to secure funding for educational programme.</li> <li>• A process is in place for the Crime Unit to present information regarding cyber protection within education settings.</li> <li>• Training with the younger generation is needed in order to increase awareness of exploitation.</li> <li>• Promotional campaigns need to be implemented within schools.</li> <li>• Parents and guardians need regular conversations with their children in order to increase awareness of what online platforms are being used.</li> <li>• The Force internet details further information.</li> </ul> </li> </ol>
<b>BUILDING A MODERN WORKFORCE</b>	
102/20	<p><b>Item 5a: Update on WMP Recruitment:</b></p> <p>The report was presented by Vanessa Jardine and the following points were discussed:</p> <ul style="list-style-type: none"> <li>• The report provides an update on progress against ongoing recruitment activity.</li> <li>• The Home Office have assessed the Force and stated that they are on target to recruit 366 officers by March 2021.</li> <li>• A pledge to recruit 1000 BAME officers over the next three years aims to attract those with diverse backgrounds within the West Midlands.</li> <li>• Adopting new methods to attract different people to the organisation is a focus for the Force.</li> </ul>

	<ul style="list-style-type: none"> <li>• 'You're Made for This' campaign aims to target a wider audience, emphasising the Force's priority to improve representation.</li> <li>• Regarding October's recruitment figures, 35% were female and 35% represent BAME backgrounds.</li> <li>• The Force are continuing to collaborate with Staffordshire University. The curriculum is being assessed regularly to suit organisational needs.</li> <li>• Classes are now predominantly online, with training, such as self-defence, being completed in a COVID safe way.</li> <li>• High number of recruits do not have the qualifications for the current entry requirements.</li> <li>• Work is being undertaken with the Combined Authority to establish a different educational route for those who do not have the required qualifications.</li> <li>• 150,000 postcards were sent out in geographical areas of BAME representation explaining career opportunities as the force nd recognises many have transferrable skills. Working with partnership agencies to access underrepresented groups.</li> <li>• One on one tutoring is offered to new recruits, to ensure integration into the organisation whilst allowing a broad range of skills to be learned early on in their careers.</li> <li>• The Force continues to aim to meet the needs of new officers and create career pathways in specialist areas.</li> <li>• Regarding transit time, processes have changed and become more agile as a result. It is recommended to maintain these processes.</li> <li>• The turnaround from 'application to offer' is roughly four months.</li> <li>• The Commissioner and Deputy Commissioner congratulated the Force for how they have responded to the challenge of recruitment during the pandemic.</li> </ul>
103/20	<p><b>Item 5b: WMP2020:</b></p> <p>The report was presented by David and Vanessa and the following points were discussed:</p> <ul style="list-style-type: none"> <li>• The Connect Programme will go live in April 2021.</li> <li>• The Force are introducing new methods of public contact. The online chat function has increased the efficiency of the resolution of queries.</li> <li>• Through online web chats, the Force have answered 8,000 COVID related queries.</li> <li>• Communication is becoming increasingly consumer led, with the public telling the Force how they wish to be contacted.</li> <li>• Business transformation has drastically improved, particularly within the IT and Digital department.</li> <li>• Phase 1 of the 'Park Lane' project is forecast to be delivered on time.</li> <li>• A survey was carried out in 19 impact areas regarding 'satisfaction of service' immediately after an encounter with the Force, generating timely information.</li> <li>• Agile organisation really quickly due to the technology invested in.</li> <li>• Laptops were distributed efficiently at the beginning of the pandemic in order to maintain organisational needs.</li> <li>• An application has been built where data can be mapped and shared.</li> <li>• The 'R Rate' is being monitored, meaning the Force can predict where rates of self-isolation and sickness will rise. This has allowed temporary staff to be brought in quickly.</li> <li>• The Force has responsibility for the Commonwealth Games Security Programme. Work is progressing in line with forecasted targets.</li> <li>• The Commonwealth Games have only been delayed by one day.</li> <li>• The Coventry City of Culture will now run from May 2021 to May 2022. Delivery has not being negatively impacted by the pandemic.</li> </ul> <p><b>Action – The Force to share information regarding the development of the Coventry City of Culture project, along with the National Association of Retired Police Officers' plan to have a temporary facility to present the history of policing within Coventry.</b></p>

	<b>REGULAR ITEMS</b>
104/20	<p><b>Item 6: Emergency Chapter</b></p> <p>The report was presented by Vanessa Jardine and the following points were discussed:</p> <ul style="list-style-type: none"> <li>• West Midlands Police were the first Force to implement an Emergency Chapter within their Crime Plan. It is reviewed consistently.</li> <li>• Partnership work with the Strategic Coordinating Group has continued.</li> <li>• No new patterns of crime have been recorded.</li> <li>• Initial calls concerned unlicensed music events, however at present, calls concern events in licenced premises. There is a dedicated response team for this.</li> <li>• Enforcement is used when appropriate to do so.</li> <li>• Operational response and welfare of staff is critically important to WMP.</li> <li>• Guidance is shared in briefings and on the internet site. The Force ensure legislation is being followed.</li> <li>• Dedicated team to monitor and maintain contact with staff absent or off sick. Occupational Health is also available to offer support.</li> <li>• The Disproportionality Plan is monitored and reviewed. A high percentage of young people undergo directions to leave.</li> <li>• 4,000 directions to leave have been issued since September 2020.</li> <li>• Disproportionality decreases when focusing on local areas.</li> <li>• The Force are open and transparent with data, allowing engagement with the public.</li> <li>• COVID risk assessments have been undertaken in every Force building. Guidance and signage is displayed.</li> <li>• Older buildings, with confined spaces, have higher risk. Teams have therefore been split up into different buildings to ensure social distancing measures are being adhered too.</li> </ul>
	<b>EMERGING ITEMS</b>
105/20	<p><b>Item 7: Lessons from Operation Mooring:</b></p> <p>The report was presented by Chief Constable David Thompson and the following points were discussed:</p> <ul style="list-style-type: none"> <li>• This report covers the tragic events on 6<sup>th</sup> September 2020.</li> <li>• The Force have faced media criticism for their action</li> <li>• The Commissioner offered his condolences to the family and friends of Jacob Bradley.</li> <li>• West Midlands Police have maintained contact with those affected.</li> <li>• A criminal investigation will take place within the next few months, therefore there are currently restrictions to what information can be shared with the public.</li> <li>• The Force recognised 25 areas of good, strong and effective practice in responding to the incident.</li> <li>• Policing, especially command resilience improvements, has become more specialist. As a result, there is an increased need for additional management and number of officers to attend such incidents.</li> <li>• A collaboration of the command and control team, with silver and gold control functions, is being implemented in Park Lane. This is important because time can be lost when facilities are on different sites.</li> <li>• Instructions to implement gold structures were made more difficult by the lack of integration between services.</li> </ul>

	<ul style="list-style-type: none"> <li>• This incident was declared by the ambulance service. This potentially wouldn't have affected the police response.</li> <li>• Plato is continually subject to confinement and review.</li> <li>• The incident identified the pressures and demand duty officers face. The transition of information between officers is therefore difficult.</li> <li>• Support from other Forces was received on the night of the incident.</li> <li>• The night time economy is improving after the pandemic, and the street in which the incident took place was busy that night.</li> <li>• Ambulance and fire service were part of the formal debrief programme.</li> <li>• The ambulance service were pivotal in terms of care and therefore feature more strongly in the review. Medical assistance arrived in a timely manner.</li> <li>• The Commissioner recognised the hard work of the emergency services and wish well to those who were injured.</li> <li>• The Commissioner thanked the Chief Constable for his openness and transparency throughout the response to this incident.</li> </ul>
106/20	<p><b>Item 8: Chief Constable Update:</b></p> <ul style="list-style-type: none"> <li>• Crime rates within the West Midlands have been impacted considerably by the pandemic: <ul style="list-style-type: none"> <li>○ 27% reduction in robbery</li> <li>○ 26% reduction in vehicle crime</li> <li>○ 19% reduction in violent crime, resulting in 700 fewer victims.</li> <li>○ 35% increase in domestic abuse since April 2020. 900 more crimes have taken place this month in comparison to last year.</li> <li>○ 39% increase in hate crime. The Force are monitoring the patterns of this.</li> </ul> </li> <li>• The disruption in society has caused challenges for the Force.</li> <li>• The Force continue to encourage the public to comply with rules and regulations.</li> <li>• Enforcement regarding non-compliance has been minimal.</li> <li>• The Force is remaining vigilant around large, organised gatherings. £10,000 penalty fines are being issued when necessary.</li> <li>• There are concerns that the public may not be adhering to the Track and Trace System, if it states they need to self-isolate.</li> <li>• The Chief Constable emphasised that it's the public's personal responsibility to follow the Government rules and guidance.</li> </ul>
107/20	<p><b>Item 9: SPCB Work Plan:</b></p> <p>The Work Plan is complete to the end of the term.</p> <p>The notice of election is due to be published on 22 March 2021 which allows for the final planned SCPB in March to take place.</p> <p>November's Board Meeting will include a private item, and therefore a private session which will not use zoom technology.</p>
108/20	<p><b>Item 10: Date of Next Meeting:</b> 17<sup>th</sup> November 2020</p> <p>The Commissioner thanked the Chief Constable, the Force and Board Members for their detailed reports and discussion.</p> <p>The meeting concluded at 11.57.</p>