

WMPCC Risk Register

Appendix 2

Risks Relating to the Function's of the Police and Crime Commissioner

No	Risk	Mitigations (Key Controls / Activity)	Unmitigated Score	Current Score	Owner
1	Arrangements in place do not secure an efficient and effective police force for the West Midlands	<p>Governance arrangements between PCC and WMP</p> <p>Financial reporting to Strategic Policing and Crime Board (SPCB)</p> <p>Performance reporting to SPCB and PCC / CC meetings</p> <p>Deep dives into areas of concern in relation to performance</p> <p>Budget setting process</p> <p>VfM profile scrutiny</p> <p>Force Priority Based Budgeting (PBB) reviews</p> <p>Annual Governance Statements</p> <p>Internal Audit function</p>	20	16	JJ
2	The PCC does not hold West Midlands Police to account effectively	<p>OPCC involvement in senior officer recruitment including for Chief Constable recruitment in 2022</p> <p>Construction and monitoring of the delivery plan for Police and Crime Plan</p> <p>Reports to SPCB based on agreed workplan holding WMP to account</p> <p>Performance reporting to SPCB and other governance forums</p> <p>Deep dives into areas of concern in relation to performance</p> <p>OPCC representation in WMP governance structures</p>	25	12	JJ
3	The priorities and actions of the Police and Crime Plan are not delivered	<p>Delivery plan produced, details actions, budget requirement, responsibilities, timeframes RAG status.</p> <p>Performance reporting to SPCB and PCC / CC</p> <p>Commissioning strategy and processes in the OPCC</p> <p>OPCC workforce planning through HR governance</p> <p>Work planning with the OPCC through team and individual plans</p> <p>Regular review of delivery plan by senior management team in the OPCC</p>	25	12	JJ
4	The resources of the PCC are not sufficient to deliver the police and crime plan and for West Midlands Police to operate	<p>Medium Term Financial Plan in place that includes assumptions around costs and funding</p> <p>Budget setting process responsive to developments in police funding and finance.</p> <p>Regular Budget Monitoring</p> <p>Operation of effective Internal Audit Function</p> <p>Extra police officers being recruited (as part of the national 20,000)</p> <p>Active participation in the debates in relation to funding policing in the West Midlands</p> <p>Campaigns in relation to static levels of specific grants.</p> <p>Violence Reduction Unit and Grip funding</p> <p>Additional one off funding for violence reduction and victims during 2021/22</p> <p>Priority Based Budgeting (PBB) Reviews</p> <p>Consideration given to bidding for extra resources from Government</p> <p>OPCC Human Resources Governance Group</p>	20	16	MK

		Police and Crime Plan translated into individual team and staff members work programmes OPCC COVID-19 recovery group Business continuity plans for the OPCC			
5	West Midlands Police does not contribute to national and international policing capabilities	Annual report on strategic policing requirements compliance Counter Terrorism (CT) strategic board Support from the central region member of the National Police Air Service (NPAS) strategic board, Participate in the National Ballistics Intelligence Service (NBIS) board PCC briefings and reports to board on Brexit Regional governance group that covers Counter Terrorism Serious Organised Crime (SOC) arrangements Emergency Services Mobile Communications Programme (ESMCP) Strategic roads governance	20	12	JJ
6	Lack of effective partnerships	Partnership structures & engagement in place. Partnerships have appropriate, terms of reference, membership and workplans. Partnerships include:- West Midlands Community Safety Partnership and associated structures Local Criminal Justice Board and associated structures Business crime partnership Police collaboration structures Engagement with WMCA Victims Commission Violence Reduction Unit Working with the Probation Service	25	16	AF

Topical Risks Based on the Delivery Plan of Crime Plan

Theme Based of RAG Rating of Red	Detail
Partnership	Diversion, violence reduction, roads, children in custody, criminal justice
Disproportionality in policing	Achieving a target of 1,000 officers extra from under represented groups by 2025. Also retention and progression of workforce
Accessing police services	Calls for service and publishing of stop and search information
Stop and search	Performance target relating to stop and search
WMP police officer and staff welfare	Understanding of activities currently being undertaken through WMP's People Strategy. Introduction of the Police Covenant
Performance management of officers and staff	Understanding WMP's plans around performance management of officers and staff
Resources	Long term funding for the Violence Reduction Unit, introduction of green agenda, funding crime prevention activities
Supporting Victims and Witnesses	Mechanisms for victims feedback. Includes referral pathways based on need including mental health support

Owner of Risks

JJ - Jonathan Jardine

AF - Alethea Fuller

MK - Mark Kenyon

Topical Risks - Senior Management Team of the OPCC