

## STRATEGIC POLICING AND CRIME BOARD

### Notes of Meeting Held on Tuesday 21<sup>st</sup> December 2021 1000-1300 hrs

Remote Access Meeting (using Zoom Technology)

#### Attendees:

Simon FOSTER	:	Chair, Police and Crime Commissioner
Alethea FULLER	:	Deputy Chief Executive
Amelia BEET	:	Youth Commissioner
Amman AHMED	:	Youth Commissioner
Anthony ALEXANDER	:	Youth Commissioner
Bhupinder GAKHAL	:	Board Member
Catherine HANNON	:	Board Member
Clare GOLLOP	:	VRU Director
David THOMPSON	:	Chief Constable
Davinder JAGPAL	:	Assistant Director - Finance
Emma POINTER	:	Chief of Staff
Eniola ADEKUNLE	:	Youth Commissioner
Evan JONES	:	Head of Child Criminal Exploitation Development, St Giles Trust
Jonathan JARDINE	:	Chief Executive
Mark KENYON	:	Chief Finance Officer
Mary JACOBS	:	Partnership and Engagement Officer
Mohammed AL HASAN	:	Youth Commissioner
Nicky BRENNAN	:	Victims Commissioner
Rabia KHAN	:	Youth Commissioner
Rhea RATTI	:	Youth Commissioner
Richard COSTELLO	:	Head of Media and Communications
Silvia JASWAL	:	Youth Commissioner
Taiyanna STEWART	:	Youth Commissioner
Tom MCNEIL	:	Assistant Police and Crime Commissioner
Vanessa JARDINE	:	Deputy Chief Constable
Wasi ARSHAD	:	Youth Commissioner
Wasim ALI	:	Assistant Police and Crime Commissioner
Zara DOWLER	:	Youth Commissioner

Plus, one notetaker and 8 observers.

#### Apologies:

Charmaine BURTON : Board Member

**Please Note:**

1. This meeting was recorded and the entire discussion can be found here:

<https://www.youtube.com/watch?v=eWt6CoZubGk&t=7s>

2. The reports referred to throughout this meeting can be viewed here:

<https://www.westmidlands-pcc.gov.uk/archive/spcb-december-2021/>

3. Actions arising from the discussion during the meeting are highlighted in bold text.

<b>074/21</b>	<b>Item 1: PCC Update:</b>  The Commissioner made the following comments: <ul style="list-style-type: none"><li>• The Commissioner highlighted his Budget Consultation which will run until January 13th 2022 which was in response to the Government's funding settlement. The current funding settlement will mean that the residents of the West Midlands will have to pay more for less. The Commissioner stressed he would prefer that the Government fully financed the budget rather than transferring the budget to the tax payer.</li><li>• The Commissioner commented on the case of Arthur Labinjo-Hughes and added that it was right that the acts of his parents were held to account by the Criminal Justice System and their actions condemned by wider society. He added that while the case was in review it would be inappropriate to comment further but he would be paying close attention to the national review of the case.</li><li>• The Commissioner closed his update by wishing everyone a happy and peaceful Christmas and New Year. He thanked Police officers and staff for working over the Festive period and for keeping those in the region safe. The Commissioner added that home is not always a safe place during the holidays and advised that there is support available should it be required.</li></ul>
<b>075/21</b>	<b>Item 2: Notes of the Last Meeting</b>  The notes were accepted as a correct record of the meeting.
<b>076/21</b>	<b>Item 3: Questions from Members of the Public</b>  There were no questions from members of the public.
<b>077/21</b>	<b>Item 4: Questions from Members of the Board</b>  1. Burglaries in the West Midlands are steadily increasing, particularly in the Asian community as they are being targeted for gold. Can the Chief Constable please supply an update on what is being done to tackle this, and what reassurance the Chief Constable can offer that everything is being done to make people feel safe in their own homes. (Asked by Bhupinder Gakhal) <ul style="list-style-type: none"><li>• Burglary is always an important priority for West Midlands Police, not just a priority crime. Victims of burglary are often subject to long term trauma following the invasion of their privacy.</li></ul>

- In terms of West Midlands burglaries, last year was extraordinary as a result of the extended lockdown period and therefore a dramatic reduction was seen. There has been a 7% increase on last year's figures but the force are baselining against 2019's figures which was a more normal year. Based on this year the figure is down 19% and this should decrease further due to the work being done.
- There are investigations taking place focussed on crimes that have affected Asian communities. There were incidents in October and November which did disproportionately affect the Asian communities of the region. There have been 3 arrests so far and work will continue.
- Offender management are working around targeted burglary and there is a lot of work taking place with the forensics department to tackle key hotspots.

2. With Christmas fast approaching can the Chief constable please explain what Policing strategy is in place in regards to large crowds and excessive drinking during the pandemic?

(Asked by Bhupinder Gakhal)

- The force's current position is to follow the 4 E's approach with an emphasis on trying to encourage the public to comply with the guidelines.
- The aim is to reduce violence with the under 25s. The night time economy is a hot spot for violence against women and girls and work is taking place to create a safe space for women and to reduce hate crime.
- There is an approach to support economic response for the hospitality sector and to work with the industry to enforce only when necessary.
- The force works closely with city centre teams, BIDs and Local Authorities and Licensing around measures and operational plans have been developed and debriefing has taken place following events. Licensed businesses are encouraged to adopt best practice following the debriefs.
- There is a specific operation in place for the Birmingham Christmas Market, there are more officers in place to assist with this.

3. What if any campaign has West Midlands Police in place to tackle drink driving during the festive season?

(Asked by Bhupinder Gakhal)

- At this time of year there are is a National Police Chiefs Council drink drug driving operation that runs between December 1<sup>st</sup> and January 1<sup>st</sup>. The aim of the national operation is to draw attention to the risk of drink driving and the serious penalties for the offence.
- The Force are also focussing on control and illegal drugs as well as drink driving as they are more serious issues than previously. This work is led by the Force Traffic team, their aim is to engage and target irresponsible drivers and raise public awareness.
- Since this work has started the Traffic team have conducted 225 breath tests, 23 of these were positive or refused. 20 drug wipes have also been carried out of which 12 were positive.
- Across the Force between December 1<sup>st</sup> and 14<sup>th</sup> 85 arrests have been made for drug and drink driving.

078/21

**Item 5: Rebuilding Community Policing**

ACC Richard Baker provided an overview of the report and the following points were discussed:

*Do you think that officers are still taking advantage of diversion opportunities supplied by the OPCC? Divert for example or New Chance designed to steer vulnerable women away from the Criminal Justice System?*

- The force are always looking to increase their ability to look at Out of Court Disposals and alternative pathways from criminal justice.
- There are examples across the various NPUs where diversionary tactics are being used, Birmingham East, Sandwell and Coventry are quite strong, though other NPUs are not currently at those levels.
- Part of the challenge of Neighbourhood Policing is how to roll this out more broadly. Training and awareness will be provided so they all start to pick up opportunities to be able to divert from the Criminal Justice System.

*Can you give assurance around the mental health triage switch?*

- The force can give this assurance. Following a conversation with the Mental Health lead, the tactical advisor incentive will train significantly more officers and staff.
- All will get an uplift in training around mental health, many to the same levels as the current triage programme.
- There is an awareness that this has raised concerns with ethnic minority groups who have seen examples of police interaction which has led to occasions where people have died. There is an aim to move to a multi-agency approach with more engagement through reference groups which will continue.
- This approach is a much better answer, triage was the right answer once but this approach means that West Midlands Police are now more in line with other force approaches.
- The force will brief communities around the approach that may be nervous.

*Happy to see section on training and development for victims of DA, Coercive control and sexual assault. Can you provide details on numbers of officers that will be trained, particularly around DA matters?*

- **Happy to go away and provide the requested numbers for the Board as they are not available at this time.**

*At other Board meetings, there seems to be a trend to diverting Neighbourhood Officers to support other areas of policing, what impact is having this on neighbourhood activities?*

- West Midlands Police choose to have a higher number of neighbourhood officers than other Forces. The actual control of abstractions is very tight and monitored regular. Mission support superintendents assess how many officers are being asked to cover other areas.
- There was a summer of high demand which meant there was the need to request more Neighbourhood Officers to assist with areas where numbers were low.

- There has been a higher demand on officers than usual. Since this time the force has been weaning down these numbers as pressure eases but of course Christmas is a very busy time.
- It is important that we don't see Neighbourhood Officers roles as narrow, we want them to play a part within communities but also out and about arresting outstanding offenders.

*In reference to the app for management of high-risk offenders, could you explain how it will manage offenders?*

- There is a recently implemented blueprint for Offender Management teams, that is currently being delivered with 3 cohorts fixed.
- The cohort gives opportunity to flex and have a cohort of offenders that are managed locally that are the highest harm offenders.
- Pilots are being run across NPUs looking at scoring and tiering offenders, many have committed acquisitive crime. The app is designed to assist core tier and provide opportunities not just for Offender Management but Neighbourhood Officers to manage offenders.

*In relation to new recruits, is there a breakdown on gender ethnicity, background ages available, what communities are we attracting?*

- A report is shared once a month with PCC which can be shared by the OPCC to the Board.
- The force would like to push up the figures more, recruiting just under 30% of current cohort. There is more work to do on traction of recruiting more black recruits, work is being done here.
- Recruiting will open again in January.

*When recruiting officers and PCSOs, is it best to recruit more PCSOs to become PCs to avoid an exodus of officers?*

- The majority of people that join policing stay in policing, there is a low resignation rate.
- There is a lot more pressure on officers than previously. There is an effort to try to monitor the progress of all student officers.
- The attrition rate is generally very low, though some that join will find it is not what they thought.
- The force would rather people try policing first, there is a desire to retain long standing PCSOs in communities who can bring whole life experiences. This is fundamental for building relationships within communities.
- Currently, the balance is broadly right with good recruits into the force. It is important not to see PCSOs and Contact Handlers as a pool for future officers and take away from those departments.

*In reference to paragraph 34 of the report – How will the Force be using this information to develop and improve community policing at an individual and team level? What is the mechanism for capturing this information?*

- This app could be a game changer. It will enable senior leaders to view a GPS level where their officers are patrolling and have patrolled over a shift. It will allow them to look at hotspot areas where burglary may be prolific and the force can ensure officers are out and about in those areas at the right time stopping the right people.
- Each user will be able to look at intelligence submitted and understand where this is submitted from.

	<ul style="list-style-type: none"> <li>• At the moment, some of this can be done. It can be painstaking going through records and the work cannot be done as effectively and efficiently as required.</li> </ul> <p><i>Could you elaborate on how Neighbourhood Officers are allocated to Neighbourhood Teams?</i></p> <ul style="list-style-type: none"> <li>• A number of methods are used to assess social economic factors that indicate higher demand issues alongside data as well. This is weighted against neighbourhoods. NPUs also have a capacity which is based upon scale and threat.</li> <li>• The allocation is made specifically on 2 years of uplift. As we go into year 3 of uplift the force are looking very hard at further investments around neighbourhood policing.</li> <li>• Impact areas are also prioritised as these are stand out areas with more resilient crimes.</li> <li>• A formula is usually worked through which is due to be rerun for year 3 which the force are happy to share.</li> </ul>
<b>REGULAR ITEMS</b>	
079/21	<p><b>Item 6: Procurement</b> Davinder Jagpal provided an overview of the report and the following points were discussed:</p> <p><i>Has a difference been noted in the quantity and quality of applications available for the procurement process since the switch to the new Find a Tender service?</i></p> <ul style="list-style-type: none"> <li>• No difference has been noticed so far.</li> </ul> <p><i>Could you provide a little more context around the Force's approach to social value within Procurement?</i></p> <ul style="list-style-type: none"> <li>• Each year an annual report has been provided which sets out performance against targets, this shows the jobs created locally as part of the social value commitment, and apprenticeships. This information is not available at this moment but a report can be produced. The performance for the last few years would have been brought to this Board for comment.</li> </ul> <p><i>Is there a potential for working with other public bodies to maximise social value potential, what is the assessment of potential for generating social value with collaborative approaches with other public bodies?</i></p> <ul style="list-style-type: none"> <li>• This has not been explored as yet, but is something that is being looked at to explore further in early 2022. There is no complete answer for now, but there is an appetite that adds value to what we are doing or creates cost saving.</li> </ul> <p><i>What steps are the force taking to address Modern Slavery in its supply chain?</i></p> <ul style="list-style-type: none"> <li>• Terms and conditions ask suppliers to confirm their compliance with the Modern Slavery Act itself. Necessary due diligence for subcontractors used to deliver services is carried out.</li> <li>• This year a mapping out exercise of the supply chain has taken place, once complete the plan will approach the supply chain and ask them to demonstrate their working to the Modern Slavery Act.</li> </ul>

	<ul style="list-style-type: none"> <li>The force have been working with blue light commercial services and in the last few weeks has completed a Modern Slavery e-Learning package to refresh knowledge.</li> </ul> <p><i>Are you able to outline the requirements for suppliers to be real living wage compliant?</i></p> <ul style="list-style-type: none"> <li>The real living wage applies to certain suppliers that work for the force for 2 or more hours for 8 or more consecutive weeks. They also work on the force premises or those owned by the force. They bed into our assessment process; the force asks for conformation of adherence to the real living wage where appropriate.</li> </ul> <p><i>Do you think there has been an impact as a consequence of blue light commercial services on WMP activities? Or any recognisable benefits?</i></p> <ul style="list-style-type: none"> <li>Blue Light are leading on a couple of national contracts, one which comes to mind is the fleet contract which is a big piece of work. A benefit of working with Blue Light is sharing the contract pipeline.</li> </ul> <p><i>Are you able to provide further details on the contract management the force undertakes once contracts are let?</i></p> <ul style="list-style-type: none"> <li>This has always been in place; the framework supplies an approach to external and internal relationships.</li> <li>Once awarded, segment supplies in terms of risk and impact to the force then the approach is tailored to review meetings around that segmentation. If the supplier is a platinum supplier there would be more meets with them and constant dialogue. A bronze supplier would receive less.</li> </ul> <p><i>Are you able to give any illustrations, examples or ideas to work to improve sustainability and to reduce the carbon footprint of WMP in relation to procurement?</i></p> <ul style="list-style-type: none"> <li>This is an area where the force have dipped their toes into with successes around it. Going forward, they are looking to have discussions with suppliers around packaging reduction and the materials used, trying to use more sustainable products, reducing fuel usage of deliveries, disposing and recycling our products better. There are bigger pieces about using electric vehicles but settlement details don't offer any additional assistance with funding.</li> <li>There are some quick wins but more thought needed about the larger items.</li> </ul>
080/21	<p><b>Item 7: Youth Commission</b></p> <p>Mary Jacobs provided an overview of the report and the following points were discussed:</p> <ul style="list-style-type: none"> <li>Due to the threat of the Omicron variant, this year's Youth Summit was unfortunately postponed. This is now hoped to take place in the spring of 2022.</li> <li>The report and presentation had hoped to feature a video from the Summit with the Youth Commissioners explaining their aims while in post.</li> <li>The Youth Commissioners introduced themselves to the Board.</li> </ul>

	<p><i>Are there other areas that you think we should focus on in the year ahead other than the areas mentioned within the report?</i></p> <ul style="list-style-type: none"> <li>• A key topic that the Police could focus on is Violence against Women and Girls, especially after the Sarah Everard case.</li> </ul> <p><i>What feedback are you getting from people that we might be missing?</i></p> <ul style="list-style-type: none"> <li>• More needs to be said by men in relation to Violence against Women and Girls and Domestic Violence, not enough men are seen speaking out on what is a pressing topic in supporting women. It needs to be done in a motivating way which ensures that women feel protected.</li> </ul>
<p><b>PARTNERSHIP PRESENTATION</b></p>	
<p>081/21</p>	<p><b>Item 8: Reducing Violence</b></p> <p>ACC Rich Baker, Clare Gollop and Evan Jones provided overviews of the reports and the following points were discussed:</p> <p><i>Could you elaborate on the specific work you think we need to see more of to prevent school exclusions?</i></p> <ul style="list-style-type: none"> <li>• Some schools that are a part of the VRU funding have a worker in place who is also embedded across a number of schools so that they can get to know the key individuals in schools. As well as delivering sessions they are there to pick up anything that comes from those sessions relating to violence.</li> <li>• At policy level, Scotland gets the approach right, you have to prove that you have tried to keep the child in school and provided services prior to exclusion. In England it is the other way around. The VRU work with a number of schools through the West Midlands with Education Intervention Advisors to develop trauma informed schools, would like to extend this further as the welfare and wellbeing on the back of this is big.</li> <li>• There is one request for West Midlands Police – It is very important that there is good communication between schools and the Police so the school knows what it needs to know.</li> </ul> <p><i>During the course of talking about diversions and other pathways for young people rather than the Criminal Justice System you spoke of communicating with victims, what happens with how the victims will make that disposal, how can they influence this?</i></p> <ul style="list-style-type: none"> <li>• The victims have the right to pull out and the force always look to get consent from the victim.</li> <li>• Where consent is not given, ultimately it would still come down to a police decision and the CPS may also be involved in the outcome. If the offender is a first-time offender, diverting away from the Criminal Justice System is the right decision. The decision will be made and this will be explained thoroughly to the victim.</li> <li>• Not aware of any particular incidents where the victim has pushed back, but the force can go back to make sure that they are getting this right.</li> </ul>



	<p><i>Trauma informed practice is very current, and there is training available, do you have any insight into what changes you've seen in the Police service since the training has come in?</i></p> <ul style="list-style-type: none"> <li>• It is talked about much at the moment but not found in any curriculum as yet when onboarding new officers.</li> <li>• Service delivery began about 6/7 weeks ago so it is quite early to see the results just yet.</li> <li>• There are embedded trainers within the service to develop the training, a focus group has been running for 5/6 months in custody which has bought other parties across department but also interested parties too, including children's services.</li> <li>• Multi agency looking at practices, so much is policy and standard routine. Custody staff get behind the literature to explain what it means in each situation.</li> <li>• Some questions raised have already changed behaviours.</li> <li>• Watching carefully to see how this works and this becomes fully embedded.</li> <li>• Training to be booked in by March 2022 to get 3000 officers into the training, this will be a challenge but the Force will do their utmost.</li> </ul> <p><i>From the reports, the issue that stands out, we as a partnership have not yet landed the ability to secure funding and resources from other members of that local partnership, what can we be doing better to secure that sort of partner's buy in?</i></p> <ul style="list-style-type: none"> <li>• This is a difficult point, if we can demonstrate a cost saving benefit this will be key, edge of care projects where children's services projects are keeping children out of care. For example, if a youngster doesn't go into a children home this will show a huge cash saving.</li> <li>• Make those involved feel like the projects they are working on belong to them rather than developing something and handing it over to them. Most partners are public sector bodies and have similar funding restraints as the VRU.</li> <li>• The PCC is taking his voice into government on the VRU's behalf, we would like to see stronger information from central Government departments, Education, Health, DCLG for their savings through working in this way.</li> </ul>
082/21	<p><b>Item 9: Chief Constable Update</b></p> <ul style="list-style-type: none"> <li>• The Chief Constable echoed the Commissioner's points on the case of Arthur Labinjo-Hughes. The force are engaged in the national review into Arthur's life and the role policing played in it. The Chief Constable stressed that protecting children is at the forefront of all statutory agencies.</li> <li>• Conscious that the region is still going through a level of turbulence around the pandemic. The force are doing a number of things to make sure that it remains resilient and monitors staff's health and ensures that the environment remains Covid secure.</li> <li>• As people return to homes and schools go away people drop out of the sight of agencies, so there is a renewed vigour around the surveillance of vulnerable people still in place.</li> <li>• Some recent work has received coverage in the media, Hate Crime Lead PC Stuart Ward recently did a documentary for Sky around his work on racist behaviour which showed the work being done with</li> </ul>

	<p>LGBTQ+ communities who have felt the impact of violent behaviour. The Chief Constable added that it is important for the public to come forward and report these incidents.</p> <ul style="list-style-type: none"> <li>• Areas in the recent Peel Inspection worth noting are the pressure that the force suffered under demand. Only the Met and West Midlands Police had the same level of demand. The force will be looking to supplement options this year. The inspection also identified Investigations though this is not specific to West Midlands Police. The Inspectorate have put down a challenge in relation to vulnerable people, the Inspector identified that the force did not have resources to help its most vulnerable, the force will be taking this incredibly seriously and improve.</li> <li>• The force was graded Good for its crime reporting which is very important. There are some concerns around the level of bureaucracy involved, matters that the public may not recognise as crimes. Accurate reporting is only one part of the recording system, the Chief Constable wants staff to devote time to their jobs in catching offenders rather than bureaucracy. There is now an ability to take forward an area looking to push for reform.</li> <li>• The Chief Constable closed by wishing everyone in the region a Merry Christmas for those celebrating, particularly to those of WMP. This is a busy time for policing, while everyone is enjoying themselves, it is a time where policing doesn't stop. Demands are high and the force will be doing the best to carry out the best service they can.</li> </ul>
<p><b>083/21</b></p>	<p><b>Item 10: SPCB Workplan</b></p> <p>There were no actions to be discussed at this time.</p>
<p><b>084/21</b></p>	<p><b>Item 11: Date of Next Meeting</b></p> <p>The Commissioner thanked all for attending and wished everyone a Merry Christmas and Happy New Year.</p> <p>The next meeting of the Strategic Policing and Crime Board will take place on Tuesday 25<sup>th</sup> January 2022.</p>