



## STRATEGIC POLICING AND CRIME BOARD

Tuesday 28 June 2022

1000 – 1300 hrs

### Attendees:

Bhupinder Gakhal	:	Board Member
Charmaine Burton	:	Board Member
Dr Catherine Hannon	:	Board Member
Evelyn Bingham	:	Senior Project Manager
Gregg Arrand	:	Staff Officer
Jonathan Jardine	:	Chief Executive
Lisa-Marie Smith	:	Director of Joint Legal Services
Louise Woollen	:	Environment and Sustainability Manager
Mark Kenyon	:	Chief Finance Officer
Michelle Ugwueze	:	Staff Officer
Nicky Brennan	:	Board Member
Peter Gillett	:	Director of Commercial Services
Richard Baker	:	Assistant Chief Constable
Richard North	:	Chief Superintendent
Simon Foster	:	Police and Crime Commissioner
Sir David Thompson	:	Chief Constable
Tom McNeil	:	Assistant Police and Crime Commissioner
Wasim Ali	:	Assistant Police and Crime Commissioner

Plus, one note taker and three observers.

### Apologies:

Vanessa Jardine	:	Deputy Chief Constable
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### Notes:

1. *The meeting was recorded, and a webcast of the entire discussion can be viewed here: [SPCB 28th June 2022 - Tuesday, 28th June 2022 at 10:00am - West Midlands Police and Crime Commissioner Webcasting \(public-i.tv\)](#)*
2. *The reports referred to throughout this meeting can be viewed here: [Agendas, Minutes & Reports - West Midlands Police & Crime Commissioner \(westmidlands-pcc.gov.uk\)](#)*
3. *Actions arising from the discussion during the meeting are highlighted in bold text.*

	<p>The Commissioner made the following comments:</p> <ul style="list-style-type: none"> <li>• Craig Guildford is the PCC’s preferred candidate to be the next Chief Constable. He will attend before the Police and Crime Panel for a confirmation hearing on 25<sup>th</sup> July 2022. The announcement followed a stakeholder panel process which involved: a youth panel, a police staff and associations panel and an external communities’ panel. The panels were representative of the communities of the West Midlands. This was built upon by a rigorous interview panel led by the PCC. The Commissioner paid homage to David Thompson who has been an excellent Chief Constable.</li> <li>• On 27<sup>th</sup> May 2022, representatives from organisations from across the West Midlands came together in a landmark conference led by Victims Commissioner Nicky Brennan to vow to end male violence against women and girls. This is a priority in the West Midlands Police and Crime Plan and will continue to be as Simon Foster remains as Commissioner. Alongside the work on changing behaviours and ensuring the proactive policing response to violence against women and girls, the Commissioner offers a range of support service to victims.</li> <li>• The rights and welfare of victims of crime are a top priority for the Commissioner. Eight charities from across the region have been allocated a share from a £150,000 Victims’ Fund to help them support victims of crime. This relates to victims of domestic abuse, child sexual exploitation, stalking, harassment, FGM and modern slavery. The Commissioner emphasised that this funding will ensure that victims have access to the right services at the right time.</li> </ul>
056/22	<p><b>Item 2 – Notes of the Last Meeting – 24 May 2022</b></p> <p>The notes were accepted as a correct record of the meeting.</p>
057/22	<p><b>Item 3 – Questions from Members of the Board</b></p> <p>1) <i>How is West Midlands Police addressing wildlife crime? What are the levels of demand across the region?</i></p> <p><i>Can you provide examples of investigations and the results?</i>  <b>(Asked by Cath Hannon)</b></p> <ul style="list-style-type: none"> <li>• For a large urban and metropolitan area, the Force’s demand on wild crime is lower than other Forces.</li> <li>• The Force pay a proportion of their funding into the National Wildlife Crime Unit. This unit provides expertise.</li> <li>• The Force also have a small group of twenty Wildlife Crime Officers.</li> <li>• There is no particular recording category for Wildlife Crime.</li> <li>• Occasionally, referrals are received by the Wildlife Crime Unit, members of the public or Wildlife Crime Officers.</li> <li>• General spread of referrals typically consists of concern for habitats such as: birds &amp; trees, trapping of wild birds for commercial gain, badger baiting, shooting of wild birds, poaching and lamping, ownership of illegal species and online sales of illegal species.</li> <li>• There are ongoing investigations into: <ul style="list-style-type: none"> <li>○ The importation of dried alligator heads into Birmingham. The Force are currently awaiting CPS charging decisions on this.</li> <li>○ The illegal breeding of birds of prey in Birmingham.</li> <li>○ The illegal importing of whale and dolphin teeth.</li> <li>○ The hunting of dogs in the Black Country.</li> </ul> </li> </ul>

- The suspected poisoning of foxes.
- Some of these matters are serious organised crime issues.

***Follow up: As there is no Home Office code and no code within the police structure, it is very difficult to see what the problem is nationally. Do you think the Home Office will make any changes to their recording policy?***

***(Asked by Cath Hannon)***

- This is unlikely as this is not one of the crime categories that the Force is close to in terms of national developments. Force wide numbers are low; therefore, the Force wouldn't be able to identify any smaller trend.

2) *How does West Midlands Police respond to reports of dangerous dogs?  
What are the levels of demand?*

*Can you provide examples of investigations and the results?*

***(Asked by Cath Hannon)***

- There are issues surrounding prohibited breeds and dogs being dangerously out of control.
- Over the past three months, a number of dogs have been seized by the Force. There is a dedicated unit that deals with dangerous dogs within the Force Dog Unit.
- The general approach is that if a dog bites someone, an assessment will be carried out. If this is not serious, the dogs will be seized under Section 3 of the Dangerous Dogs Act. If it is a more serious or life changing incident, this will be investigated by FCID.
- Lower level cases will be dealt with via community resolution or cautions.
- If there are high levels of injury, prosecutions are likely to be made.
- Disruption orders will be used against dogs, although historically the courts can be quite slow in progressing these. The Force are working to speed up this process.

***Follow up: Is there any comment to be made on the cost of kennelling?***

- The Force have seen escalating costs of kennelling largely due to delays in the process.
- Improvements in the costs of kennelling have been made largely by developing a better process in deciding what animals should be seized.
- Sometimes the delays previously were due to varying knowledge as local officers were given the responsibility of dealing with these cases, rather than it being centralised. However, due to centralisation, the Force is now at an appropriate level in relation to the cost of kennelling.

3) *What does the Chief Constable think the impact will be of government cuts to the National Crime Agency, and its reduced capacity to help West Midlands Police tackle serious organised crime in the West Midlands?*

***(Asked by APCC McNeil)***

- The NCA is unlike a police force due to its lack of reserves. It is largely reliant on government annual settlement as well as specific and thematic grants.
- The NCA would like assurance on the sustainability of the organisation. A large proportion of the NCA are civil servants and not police officers.
- The Force are currently unclear what the issues relating to the cuts would be if they arise. As it stands, the Force try to carry out a deep and effective partnership with the NCA through ROCU.
- Some specific actions are executed locally, such as a recent joint intelligence cell led around firearms work.

	<ul style="list-style-type: none"> <li>• Through the uplift, the Force has been investing in serious and organised crime capability. The serious and organised crime and exploitation hubs around the main cities are being developed.</li> <li>• If the NCA would become smaller, there is a danger that ROCU's time would be spent dealing with the kind of threats that NCA would have historically dealt with.</li> </ul> <p>4) <i>According to latest media reports police are taking longer to attend incidents than last year. Can the Chief Constable share any data with the panel in regards to the Force's response time to incidents?</i>  <b>(Asked by Bhupinder Gakhal)</b></p> <ul style="list-style-type: none"> <li>• Incidents are graded in terms of urgency and response.</li> <li>• A high volume of incidents is dealt with in the control room by call handlers. The most pressing matters are attended to within 15 minutes. Other matters are attended to within 60 minutes.</li> <li>• First quarter of this year is affected in terms of data as the same quarter in the previous year was influenced by lockdown restrictions, which dropped the amount of calls received into the Force considerably and improved response times.</li> <li>• The shift isn't significant on the amount of emergency calls received.</li> <li>• Now dealing with 6000 more calls in the same period this year. It now takes on average 30 minutes longer to respond to priority 2 calls.</li> <li>• The Force would like to deal with calls and attend matters more expediently, while trying to maintain a quality investigation</li> </ul> <p><b><i>Follow up: Can we have some feedback on this towards the end of the year?</i></b>  <b>(Asked by Bhupinder Gakhal)</b></p> <ul style="list-style-type: none"> <li>• This is an area monitored on a monthly basis. Summer typically yields higher volumes of demand. However, feedback on this at the end of the year can be facilitated.</li> </ul> <p>The Commissioner added that the proposed cuts to the civil service could have a huge impact on the NCA. As a bi-product of this, cuts to its capabilities will have an adverse effect on the Force.</p>
	<b>Police and Crime Plan</b>
<b>058/22</b>	<p><b>Item 4 - Increasing Confidence in WMP - Confidence and Satisfaction Report</b></p> <p>The report was presented by Assistant Chief Constable Richard Baker and Evelyn Bingham and the following points were discussed:</p> <p><i>Under the Domestic Abuse Act, children are now victims in their own right. Have you given any consideration as to how we can measure victim satisfaction and compliance for this against the code?</i></p> <ul style="list-style-type: none"> <li>• The telephone SMS pilot has started to produce feedback in relation to this.</li> <li>• At the moment, the Force are not looking at this as a specific strand of work but in the broader aspect of child exploitation, the Force are exploring how they can embed this alongside the mash work that is occurring.</li> <li>• The Force are also exploring how to capture best practice across the country relating to capturing the child's voice. The Force acknowledge caution must be paid around how and who they engage with in terms of domestic abuse as it can have some very impactful consequences if the engagement is wrong.</li> </ul>

*Fundamental that we get this voice because the intergenerational impact of being the victim of child domestic abuse is what drives its continuous growth or maintenance over time. Only when we tackle the trauma suffered will we stop this cycle carrying on.*

- The Commissioner will be aware of the work that's being done around trauma informed policing, including the training that is being delivered to as many police staff and officers as possible.
- The Force have seen an uplift in this space, with children being identified. The Force's ability to identify children who have suffered trauma has increased massively. If there are things the Commissioner can add relating to good practice around capturing feedback, this would be valued by the Force.

*How are the Force going to ensure that victim satisfaction and their experience in the context of procedural justice isn't overlooked by focusing too heavily on the processes around compliance?*

- Staff and officers need to spend time with victims in order to have a quality interaction.
- Surveys are one way of obtaining valuable feedback.
- Overwhelmingly, the Force score highly in terms of how victims are treated with dignity and respect and the way they felt they were listened to.
- Scores are much higher than those relating to time taken to respond. Staff are focusing primarily on the quality of interaction.
- The Force are developing a process whereby feedback is gained from specific officers that haven't acted as well in that front-end space.
- The rollout of the customer service personal development course is not currently being mandated and remains optional.
- In terms of the wider strategic overview, each Force department now has access to a dashboard that provides senior leadership oversight on how staff are performing so they can then focus areas for improvement on specific teams where required.
- When the Force started the Citizens Charter, the Chief Constable had some reservations about customer service training.
- The police workforce experience high levels of trauma which can have a huge impact on how colleagues can demonstrate empathy.
- One of the most helpful things to counter this is the trauma informed training being carried out, which has enabled the Force to be cognisant of the trauma-heavy environment.
- Feedback that comes with the customer service training is individualised to officers.
- Adherence to the process is challenging. However, Force would like to constantly reinforce the empathetic response.

*The report mentions that 30% of people prefer face to face contact. Do you predict this 30% will increase or decrease? The report also mentions that young black males have been contacted, have other communities within the West Midlands been contacted?*

- The 30% refers to domestic abuse victims that had police contact via telephone. This is a small percentage therefore of domestic abuse victims, but an even smaller percentage of victims generally.
- The Force have recently established a new support desk to assist in identifying vulnerability and safeguarding more appropriately. This will look at the primary investigation, the recording of any crimes and the necessary referrals that will take place.
- The Force are aware that nationally, young black males have the least trust and confidence in the police.
- The Force focus on engaging all of the communities through a variety of different forums and are confident that these networks/forums are sufficient in communicating with these groups.

*What is the review process and what are the changes that have been made in relation to the development of Citizens' Charter? What is being done to improve the membership of WMNOW in inner city areas?*

- The Force monitor the impact of the Citizens' Charter through the Citizens' Experience Board.
- A wider review has not been conducted.
- There was a soft launch in December 2020. A hard launch was planned for the end of September 2021. Due to Covid and national issues such as the knock-on confidence in policing, the Force decided to postpone the hard launch scheduled for the end of September 2021 and move it forward to the mid end of this year.
- No further changes have been made since the changes to the Citizens' Charter referenced have been mentioned.
- Given the timescales the Force are at in relation to recruiting a new Chief Constable, there is no appetite for large scale launching without reviewing.
- When looking at things such as the 101 SA, slightly reluctant to launch things in the October/ November period.
- On a regular monthly basis via the local policing governance board, signup for WMNOW can be reviewed. The Force are aware of where the numbers are lower.

*Are community members who have disabilities being taken into account in strategies relating to surveys?*

- When the surveys are sent out, people have opportunity to inform the Force of any disabilities they might have. Where people have answered the survey, they typically feel they have received the same level of service as non-disabled users.

*In terms of those with learning disabilities, has there been any thought around how some of the methods used could be a barrier to those with learning disabilities? Has audio been considered.*

- In relation to the questions, accessibility standards have been applied. Audio has been considered.

*Is voice communication an option for those who have difficulty communicating via text?*

- Not at the moment, but the Force is doing work on its digital public engagement strategy.

*In relation to p.20 on page 4, concerning the extent to which there is specific dedicated feedback that's provided via WMNOW in terms of targeting messages to specific communities. What is the time estimate for rolling this out to the wider West Midlands?*

- By September, every neighbourhood policing unit will be applying the principles of the pilot in Sandwell. Each neighbourhood unit also have a dedicated Engagement and Communications Officer responsible for delivering WMNOW.
- There will be a presentation at the policing and governance board where NPU commanders will engage with this process and be consulted.
- Important that the tone and narrative is kept at a local level, but apply the principles demonstrated in the successful Sandwell pilot.

*In relation to paragraph 57, noting that there is a recurrent theme that runs through the paper relating to satisfaction for victims re not understanding what happens next. Could you elaborate on the work that's being done to improve the knowledge imparted to victims so they understand what will happen next in the process?*

- Working with Force Contact and Force Response to ensure that victims are in mind when delivering an outcome whilst remaining open and honest regarding the case.
- When an investigation does take place, there is a delay for the victim in getting a crime number. The Force accept this is a real frustration for victims.
- The Force are working to speed up the process in issuing crime numbers.

	<p><i>What was the outcome of the passion fatigue training and how was this commissioned?</i></p> <ul style="list-style-type: none"> <li>• This was pulled together from academic research conducted by the military.</li> <li>• The Police Federation identified very high levels of PTSD in officers.</li> <li>• Officers attending traumatic scenes constantly can experience passion fatigue.</li> <li>• Whether passion fatigue training is something that becomes a distinctive package or developed using existing materials is unclear at this time.</li> </ul> <p><i>The issue of Police Officer PTSD is very stark and believable. One of the key ways of addressing negative behaviour that comes from mental ill health, is addressing the mental ill health. Could there be a more thorough programme of support as PTSD can go quite hidden?</i></p> <ul style="list-style-type: none"> <li>• To support officers psychologically, the Force will require robust access to NHS services. The Force would like to see the Police Covenant strengthened by government in this space.</li> <li>• Studies show that PTSD is greater in policing than it is in the military, but the commissioning of support services is not matching this.</li> <li>• The Force acknowledge that more work needs to be done to communicate the variety of services available to workforce. There is a strong wellbeing offer, but not all colleagues are aware of what is available. One of the stronger areas of the Force in this space is more structured support available in relation to financial challenges.</li> <li>• The ex-Chief Constable of Lancashire is working with the College of Policing as well on the issue of police officer PTSD.</li> </ul> <p>The Commissioner added that the Force are using a range of initiatives to improve public confidence and satisfaction including: A Citizens' Charter, victims' satisfaction surveys and the WMNOW community messaging system from neighbourhood policing teams. It is crucial that these systems are subject to continuous improvement as a means of improving trust and confidence in policing.</p>
059/22	<p><b>Item 5 - Increasing Confidence in WMP - Stop &amp; Search and Use of Force</b></p> <p>This report was presented by Chief Superintendent Richard North and the following points were discussed:</p> <p><i>Asst PCC McNeil was disappointed with the paper as the Force has a good story to tell with stop and search and it was not adequately reflected in this paper. As stop and search is such a controversial tool, the legitimacy of it comes from exceptional transparency that the Force has led the way on.</i></p> <p><i>This paper does not mention the PCC Stop and Search Commission which is held out as national best practice.</i></p> <p><i>Local Scrutiny Panels were referenced, but the fact that the Force comes together to a forum to scrutinize the police at a senior level needs emphasising.</i></p> <p><i>There are lots of statistics that relate to positive outcome rates against disproportionality. Disproportionality has gone backwards slightly. However, positive outcome rate is roughly the same between white and black people which was not emphasised.</i></p> <p><i>The paper does not reference the use of the divert scheme or the use of other diversion routes. Section 60 is one of the most controversial bits and it is important that the paper is transparent on the usage of this. It is appropriate to review Section 60 policies in light of government guidance. The starting principle is valuing the importance of communicating when Section 60 is going to be used.</i></p> <p><i>The Force have also been leading in recording stop and search for vehicles. This needs to be emphasised.</i></p> <ul style="list-style-type: none"> <li>• The Force acknowledge that this may be considered a 'dragnet' paper, focusing primarily on just the facts.</li> <li>• As a part of the national work on the Race Action Plan, the publication of some things referenced by Asst PCC McNeil can be quite sporadic. The Force needs to be annually</li> </ul>

presenting their interpretation of these powers (Section 60) and assessing their performance. The Force would like to obtain a consistent national picture describing to disproportionality.

- The Force will seek to include the types of information referenced by Asst PCC McNeil within future papers on stop and search.
- There is an established referral pathway to the Cranstoun divert scheme. Research showed that this it appears to be well known by officers in custody, investigations and on the front line.

*Is using social media to advertise a Section 60 operation defeating the object of it? Are we telling people, don't go to that area because we are going to have an operation? Isn't it better to use social media after an operation to inform the public of the results? **Could we have a breakdown of the ethnicity and gender of those subject to repeat searches?***

- The primary function of section 60 is to prevent serious violence from occurring. Social media posts are made to prevent and diffuse, then the Force can move forward with investigative assets.
- As part of the review, the Force will be looking at how dynamically a Section 60 can be introduced, looking at the size of the locality and the length of time involved.
- Section 60 is being used less as a tactic or strategy to capture people and more as a preventative measure.
- The breakdown of ethnicity and gender of those subject to repeat searches is not currently available. The Force believe it is important to explore and direct the supervisory activity of repeat searches.

*Could more data be provided in relation to p.3.7 and p.4.4?*

- p.3.7 is part of the best use of the Stop and Search Scheme. This is one of the areas that the Commissioner holds the Force to account on.
- There are some instances where the Force could have been more dynamic and acted quicker.
- In relation to data concerning repeat searches, the OPCC must first establish whether the right level of scrutiny is already in place to hold the Force to account in this context, or if more information needs to be provided.

*In relation to p.5.5, there needs to be more detail relating to what these searches were about and what the outcomes were. Something thematic would suffice. How is recruitment for local community scrutiny groups done? How does the Force connect with disenfranchised groups?*

- The Force are cognisant that more detail relating to the searches could be provided.
- Reluctant to totally prevent young people from being strip searched as this could make them more vulnerable to criminal exploitation.
- In terms of the Child Q case, in the West Midlands Police area this child would not have been searched at all as she was searched on the grounds of the smell of cannabis, which is not a sufficient reason.
- If a strip search did occur, it wouldn't happen in this way, and would instead be led by the school.
- The Force have made efforts to expand attendance at Stop and Search Scrutiny Panels to include those directly affected by stop & search powers.
- Representatives of the wider community are typically not directly affected by the searches.
- On one occasion, 80-90 members of the black community (predominantly young males) were engaged with and directly described their experience relating to stop and search. These sessions were continued every month throughout the pandemic.
- The Force are trying to recruit some of these people into scrutiny panels.
- The Chief Constable added that, typically, there are supervisory people present for when strip searches are carried out.



- Strip searching is a relatively rarely used power. When used, it must absolutely be used in a custody environment with appropriate supervision.
- Child Q resulted in a number of reviews, particularly of Force policy, to ensure that this never happens in the West Midlands.

*How is the information and research of the past being used in comparison today? How is the data being communicated? What are the distinctive features between the black men that are searched, and those that are not? Despite the various scrutiny mechanisms in relation to section 60, how are you going to eliminate the anxiety that somebody of colour has in relation to being stopped?*

- The police have powers to stop vehicles under Section 163, which is not a statutory power and does not need to be recorded.
- The Race Action Plan involves introducing recording methods for Section 163.
- There is a concern among the black community, that this power is being used disproportionately.
- Disproportionality is currently assessed by the number of stops in a given area, compared to the proportion of a particular community within a specified area. This creates difficulties in assessing traffic stops.
- Work done in Connecticut, USA, on assessing disproportionality by looking through the year and traffic interactions.
- The Force are working with College of Policing to assist in this area.
- The papers show that the disproportionality exists as the Force are four times more likely to stop and search young black males. The current approach is that if the Force can explain why it's four times as high, then they should explain it, if not, establish why and then reform.
- As it stands, it can be partly explained. When considering the wider West Midlands, there are areas where people are not searched as much as there is not as much crime. The Force recognise that it is important at a strategic level to set out clearly what is being done correctly and what isn't.
- Use of Force Trigger Reviews examine whether justification is right on individual cases.
- In relation to suspicion, it is the officer's subjective judgement and has to be based on other factors that have informed an event.
- A stop and search cannot be based on someone's appearance without intelligence. It becomes complicated where a witness may have described someone with certain characteristics, such as ethnicity. An officer therefore may have a description that directs them towards a particular group.
- The Force have spent time talking to members of the black community on this issue over time. Some things heard cause a tremendous amount of concern for the Force. If the community direct the Force to instances where a Stop and Search raises concern, then the body worn video for this will be reviewed.
- Advice to the public is: "stand your ground, know your rights, complain later."

*If there are examples of good practice, these could be shared to help people move forward. Do the police apologise when they get a stop and search wrong?*

- The Force is committed to a reflective practice reviews process for the most part.
- Something may be considered a misconduct matter where appropriate and more punitive measures will be administered.
- When a stop and search is carried out inappropriately, then an apology will be offered.

*When is the apology offered?*

- The Force do not get anything wrong only on the basis that nothing is found as the stop will be lawful.
- The Barriers to Bridges area of work identified that family members can especially experience high levels of trauma.

- However, the Force aim to minimise the level of trauma. If this is not accomplished, then an apology should be offered.

*On the issue around repeat stops, the data is always going to be very difficult. Therefore, there is always going to be an issue on the validity of the repeat stop data. Important to consider that disproportionality drops as the mix of ethnicity in a specified population increases. One of the areas in the Police and Crime Plan refers to access to stop and search records obtained by alternative methods to going to a police station which can reassure the public. The report doesn't talk about the special detention search powers used at the border, but would note a deep dive in relation to these powers is being organised. In relation to the forthcoming serious violence reduction orders, what activity is there in West Midlands Police or more widely to prepare for the introduction of these powers?*

- The Force were directly asked to host a pilot in relation to serious violence reduction orders.
- The work is led by ACC Richard Baker and Supt. Gareth Morris who are involved in the national working group.
- The Force haven't reached the stage where an implementation plan is in place but understand concerns around how this will be used. When the guidance from government is clear, the Force will work with the PCC to see this power tightly scrutinised.

*Are we confident that police officers are aware of the opportunity to refer people via the Cranstoun Divert scheme?*

- The use of this is recorded as a community resolution. Anecdotally, officers seem to be aware of this.

*Are we confident that officers, within the context of stop and search and use of force, are receiving the appropriate education and training to identify issues such as bias, discrimination, vulnerability, criminal exploitation and mental ill health?*

- The Force held a systematic eLearning course around unconscious bias.
- Force response have mental health tactical advisors, confident that several are available at one time.
- There is a gateway for multiagency information to help make an assessment in relation to an individual who may be experiencing the mentioned issues.
- There is a system in place where there are specialist officers with additional training linked to multiagency information that can assist those experiencing a mental health crisis where they are a threat to themselves or the public.

*In relation to p.6.3, page 6. Will the OPCC be consulted in relation to this review? Is it intended to carry out an equality impacts assessment in connection with this review?*

- The Force consult the OPCC in doing this. If there is an equalities dimension that is applicable to any of these policies, then an assessment will be made.
- The Commissioner added that the government should level up and return one-thousand missing police officers and provide fair funding for the Force.
- On 30 April 2014 the then-Home Secretary announced the introduction of best-use of stop and search to support a more intelligence-led approach, greater transparency and community involvement leading to better outcomes.
- The Commissioner will work with the Chief Constable to assure and maintain effective scrutiny of Section 60 stop and search powers.
- The Commissioner welcomes the requirement that all black males searched between 18-34 are able to be subjected to a supervisory review of body worn video footage.
- The Commissioner is disappointed to see that disproportionality has increased rather than decreased and will be working with the Force to see what action is being taken to resolve this as a matter of urgency.

## Emerging Items

### 060/22 Item 6 – Environmental strategy

This paper was presented by Louise Woollen and the following points were discussed:

*How does West Midlands Police engage and learn from other partners? Can we be assured that the disposal of property such as office chairs and computers are disposed of in an environmentally-friendly matter? And, where possible, charities benefit from that disposal process.*

- There is an active group as a part of the national police estates group who are environment and sustainability professionals. There is a regular meeting between these to share best practice.
- The Force have contracts in place when dealing with property moves and disposals. There will be opportunities for reuse of furniture and diversion from landfills.

*What is the estimate for the CO2 footprint for the Force now? If this is not currently known, when will it be?*

- There is currently not a consolidated footprint for the Force.
- Estimated for the estate to be around 12,000 tons a year.
- There has been progress in reducing the Force's carbon footprint.

*In the performance report took to SPCB in May, data relating to CO2 output was published. This data is difficult to interpret as sometimes it can fluctuate. What are the issues around gathering data around the metrics in the Police and Crime Plan? What trends in the data can we derive from what we have to date.*

- There is a challenge reviewing this data on a quarterly basis, which indicates seasonal fluctuation i.e. winter and summer periods.
- There is an overall downward trend over a 5-10-year period in terms of carbon for the estate.

*In developing the strategy, assumption that the Force has drawn from best practice across the country. How was this feedback?*

- There are a number of Forces that have already published an environmental sustainability strategy. For example, Police Scotland, North Yorkshire and Merseyside.
- Conversations have been had to understand the contents of their strategies and how they went about developing their strategies.
- While scoping has been carried out, the contents of the strategy are very much tailored to the Force.

*What are the key challenges in implementing this strategy?*

- The aim is to ensure maintenance of buy-in from a range of internal and external stakeholders.
- Lisa-Marie Smith and Louise Woollen can also help to overcome challenges in relation to the delivery of the strategy.

*Are there any other national organisations or partners that can be worked with in order to help implement this strategy?*

- Blue Light Commercial have been tasked with looking at a national sustainability programme for policing. The development of this should be monitored.
- The Chief Executive of Blue Light Commercial is very keen to collaborate.

	<ul style="list-style-type: none"> <li>• The Commissioner added that in the Police and Crime Plan there is a commitment to make West Midlands Police the greenest police force in the country.</li> <li>• The Force should aim to lead by example. In the long term, this strategy can save the Force money while reducing energy costs.</li> </ul>
	<b>Regular Items</b>
<b>061/22</b>	<p><b>Item 7 – Finance Outturn Report</b></p> <p>This paper was presented by Mark Kenyon and the following points were discussed:</p> <p><i>It is referenced that the Force are experiencing some significant financial pressures. Is there anything that can be done to manage or mitigate these pressures?</i></p> <ul style="list-style-type: none"> <li>• Utility, such as electric and gas, is bought through national contracts.</li> <li>• Vehicle fuel is also bought on a contractual basis, which does reflect market prices.</li> <li>• The move to electrification will hopefully reduce costs for the future.</li> </ul> <p><i>Underspends were referenced in the budget, although these are underspends, they are not surplus? Are they designated for particular purposes?</i></p> <ul style="list-style-type: none"> <li>• The main underspend across the Force last year was around the capital financing related to the capital programme spending less money.</li> <li>• Capital financing contributions from revenue will be needed.</li> <li>• In relation to reserves, the Force have received grants from government which will be spent at a later date.</li> <li>• In position where money is incoming into policing, but the cost of policing is also increasing.</li> </ul>
<b>062/22</b>	<p><b>Item 8 – Chief Constable Update</b></p> <ul style="list-style-type: none"> <li>• The Chief Constable provided an update on the Commonwealth Games. A consequence of the games is restricted leave and an extension of teams' tours of duty to twelve hours. The Chief Constable reminded the public that if they've brought a ticket through the games, they will obtain free transport. The public are warned that traditional transport will be disruptive.</li> <li>• The Chief Constable referenced the huge rise in emergency calls to the police. A large amount of these remain part of the wave of post-pandemic issues. There is a noticeable shift to more calls being made being later in the evening. A service desk has been set up to provide a better, more effective service. The Force are recruiting more staff in call centres at the moment. The public should think about going digital due to immense demand on the call service. The webchat is good for intelligence related matters. Work is being done to ensure that staffs' mobile phones are available. Period from 6pm-10pm is extremely busy on emergency demand.</li> <li>• An intake to join the Force will begin from August. There is a route for degree holders and non-degree holders. Contact handlers are also routinely recruited.</li> </ul>
<b>063/22</b>	<p><b>Item 9 – SPCB Workplan</b></p> <p>There are 14 matters that remain outstanding.</p>

**064/22**

**Item 10 – Date of the next meeting**

The next Strategic Policing and Crime Board will take place on Tuesday 26<sup>th</sup> July 2022.