

STRATEGIC POLICING AND CRIME BOARD

Tuesday 26 July 2022

1000 - 1300 hrs

Attendees:

Al Titterington	:	Operations Director, Birmingham Airport
Bhupinder Gakhal	:	Board Member
Brendan Warner-Southwell	:	Policy Manager, OPCC
Charmaine Burton	:	Board Member
Dan Gordon	:	Policy Officer, OPCC
Dr Catherine Hannon	:	Board Member
Emma Pointer	:	Chief of Staff
Eniola Adekunle	:	Youth Commissioner, Coventry
Gregg Arrand	:	Staff Officer
Jonathan Jardine	:	Chief Executive, OPCC
Mary Jacobs	:	Partnership and Engagement Officer, OPCC
Mike O'Hara	:	Assistant Chief Constable
Neal Broad	:	UK Border Force Assistant Director, Midlands Command
Rabia Khan	:	Youth Commissioner, Solihull
Simon Down	:	Head of Policy, OPCC
Simon Foster	:	Police and Crime Commissioner
Sinead Sweeney	:	Chief Inspector
Sir David Thompson	:	Chief Constable
Sue Davis	:	Chair, Joint Audit Committee
Taiyanna Stewart	:	Youth Commissioner, Birmingham East
Tom McNeil	:	Assistant Police and Crime Commissioner
Vanessa Jardine	:	Deputy Chief Constable
Wasim Ali	:	Assistant Police and Crime Commissioner

Plus, one note taker and five observers.

Apologies:

Nicky Brennan : Board Member	Nicky Brennan	:	Board Member
------------------------------	---------------	---	--------------

Notes:

- The meeting was recorded, and a webcast of the entire discussion can be viewed here: <u>SPCB July 2022 - Tuesday, 26th July 2022 at 10:05am - West Midlands Police and Crime Commissioner Webcasting (public-i.tv)</u>
- 2. The reports referred to throughout this meeting can be viewed here:

 SPCB July 2022 West Midlands Police & Crime Commissioner (westmidlands-pcc.gov.uk)
- 3. Actions arising from the discussion during the meeting are highlighted in bold text.

Police and Crime Plan

065/22

Item 1 - Youth Commissioners

This paper was presented by Mary Jacobs and Youth Commissioners Taiyanna Stewart, Rabia Khan and Eniola Adekunle and the following points were discussed:

The presentation underlines all the hard work and time being put into being a Youth Commissioner. Could you give an idea of how the initiatives mentioned in Point 30 the report could be put into practice?

- Since the topics have been identified, Mary and the relevant policing leads with the help of WMP and OPCC staff, have provided contact details for Youth Commissioners to make enquiries.
- When the topics were first identified this was peak exam time for Youth Commissioners so there has not been much progress to date. Now that the Summer Holidays have arrived there will be further progress made.

How do you recruit people to come to the summit and get involved with the action points that you have drawn up?

- There are different people in attendance each year. This year there were higher number of cadets attending. Other youth organisations in uniform do also attend to see if the event was relevant for them.
- The event is invitation only for safeguarding reasons. Young People need to attend with supervising adults so for this reason it isn't a public event. Mary is happy to work with other youth organisations should they feel the Summit is a suitable platform.

How will those that have attended the Summit and those that will in future engage with the action points identified?

- There is already a good network for sharing within the Youth Commission.
- The Youth Commissioners can speak via their online profiles to share the work being done, now they have social action campaigns these will be communicated out to the same contacts. As the work around the campaigns builds, these items will reach people via social media and where other young people are present.
- There is a hope to collaborate with the Youth Assembly moving forward.
- Scrutiny panel engagement is looked for too.

What else do you think we could do to develop scope and expectations around Youth Commissioners and increase their ability to influence?

- There was a recent opportunity in Coventry for Youth Commissioners to attend a
 council board alongside the Commissioner and Council reps talking about issues
 within Coventry. It was noted that this would not usually have been possible for a
 young person were they not a Youth Commissioner.
- With Youth Commissioners stepping onto regional and national events this will raise their profile. The youth voice in the West Midlands will provide role models for those who have not witnessed this previously.

You mentioned regional and national events relating to Youth Parliamentarians, are you aware of an equivalent around young people in this region? Should we look at creating one?

 There is no equivalent that we are currently aware of. There is also nothing that we are aware of within the network Violence Reduction partners. Youth Commissioner Andre Russell recently facilitated a Midlands event which
focussed on young people talking about solutions for the issues they face. This could
be something that we look at as an office and Youth Commission moving forward.

The Commissioner, Chief Constable and Board Members expressed thanks to Mary and the Youth Commissioners for attending the meeting to present their report and also for the hard work they have carried out in the role of Youth Commissioners.

Partnership Presentation

066/22

Item 2 - Airport Policing

The Commissioner introduced the item and those presenting.

Presentations were provided by the following Attendees:

- ACC Mike O'Hara, WMP
- Chief Inspector Sinead Sweeney, WMP
- Al Titterington Operations Director, Birmingham Airport
- Neal Broad UK Border Force Assistant Director, Midlands Command

Can you offer any comments around the safeguarding of people and animals and identifying issues of coercive control or those travelling to be taken to have FGM carried out?

- Reassurance was given around safeguarding. The Airport Policing Unit manage many
 priorities and key strands of strategic business on top of tactical business. The number
 one strand relates to safeguarding. Staff are well trained around referral mechanisms
 and protocols around identifying those at risk.
- Safeguarding is a key priority with proactive work being done on it alongside Op Sentinel. Further proactive work is carried out on Twitter around Forced Marriage to let people know that, as well as CSE and FGM, it is something WMP are aware of.
- There was not a recent safeguarding incident example that could be shared at this time, though WMP were happy to come back to the Board with this information.
- All staff within Border Force are safeguarding trained. Wherever there are e-gates to
 come across a border a roving officer is deployed with the sole purpose to monitor the
 queue for anything untoward. There are also specialist safeguarding officers for
 anyone in distress, trained in how to talk and interview and individual.
- From an airport point of view, safeguarding forms part of training for staff as they will be the ones engaging with passengers.
- In relation to the transportation of animals, there are designated airports for animal transportation, Birmingham is not an animal transport centre, this tends to be London Heathrow.

You have referenced challenges around refugees, could you provide a bit more detail of an example of the kind of incidents which have taken place recently and the actions taken:

• In the first few days of Op Pitting - the repatriation of interpreters and their families back to the UK from Afghanistan - there was a process in place where colleagues had done ground work to ensure things moved quickly. As events in Afghanistan escalated, it moved from the arrivals of genuine refugees to people undocumented and in extreme distress, some of whom were without clothes, shoes and passports. As a result, passenger processing took a lot longer. To help remedy this, biometrics were put in place with partners to assist with getting this through a lot quicker.

• The airport had 4 aircraft on ground at any one time which is around 1000 people which put pressure on what to do with passengers as the airport was being operated as normal at the same time. Some were held on board their planes for an extended period of time to allow the processing to take place.

We have recently witnessed huge international crisis's in Afghanistan and the current Ukrainian situation, which has resulted in families arriving in the UK and Birmingham leaving families behind. WMP officers are humans too, what are we doing for officers and their wellbeing who are witnessing these scenes:

- VivUp is being used by WMP as a service for colleagues
- The team at the airport are very well looked after. They are quite a small team and so very tight knit and look out for one another through these tough times. Reward & Recognition.
- WMP encourages conversation between colleagues. Individual teams brief and debrief daily. They work together closely so that others will notice anyone unhappy.
- Certain incidents can be traumatic, it is important that all officers are checked in on.

How is Op Servator and the use of the tactic at the airport. Overseen to ensure proportionality and fairness?

- There is quite a lot of governance within Operation Servator around the deployment of the tactic and its impact on criminality. There is also a monthly oversight meeting chaired by an Operations Superintendent which looks at all stop and searches and assesses the disproportionality and positive outcomes.
- There is a lot of confidence that there is sufficient scrutiny and oversight.

With refugees arriving in Birmingham from locations with different law enforcement and criminal justice cultures, what steps are taken with new arrivals who may be traumatised to help them understand UK and WMP standards of policing?

- For those entering Arrivals, staff are trained around vulnerability. The first approach is an empathetic one explaining what will happen clearly. There are translate apps available via phone to help explain a situation as clearly as possible.
- From a Border Force point of view, those arriving are often in distress, empathy is the
 best way to approach this as some are wary of law enforcement. Communicating via
 interpreters can be tricky but communication is key to get across why things are being
 done.
- Leaflets are provided for those coming into the country detailing how to contact the Police in the UK.

Are there any current delays at the moment at the airport?

- There are not currently any long delays and queues. There were in April and May where queues were around an hour.
- Passengers turn up early and don't present at security as requested which does create delays.
- There are 20-25 mins delays at the moment at security. No passengers have missed their flights. There are queue lengths, though these would have existed pre-pandemic too.

It is clear that there is good partnership working with the Airport, are there any aspects there may be room for improvement?

- Short term there is a focus on the Commonwealth Games. Everyone is confident that guests into the region will have a great time.
- Mid-term aims are to strengthen collaborative and insider threat work
- Longer term aims are to continue to improve the reputation of the city with key partners.

There is a lot of interest in impact of the wider use of drones. Is the regulatory regime associated with drones sufficient to ensure the safety of airports? Are there any areas where there should be a change or improvement?

- As the tech is always a few steps ahead, the airport needs to catch up. There is a
 drone detection system at the airport, which is still getting multiple hits. There is good
 information sharing with WMP.
- Lasers are also an equally important safety concern when shone into the eyes of pilots.
- Regulations do need to move quicker but confident that aviation regulations will catch
 up in time.
- Technology is in place at the moment to identify drones. The big challenge is that by the time WMP has arrived drone operator has left.
- There are NPCC leads around overt drones and counter drone technology. WMP are refreshing their force strategy around drones, one of these key elements is the Counter Drone technology. Work is ongoing with the Civil Aviation Authority and Birmingham airport to track and monitor drone's in the vicinity of the airport which forms a broader intelligence picture. There is not a lot of hostile drone usage, it is usually hobbyists who are unaware of the technology they are using and the potential impact it may have. Overall, WMP are happy with the direction of travel.

Regular Items

067/22

Item 3 - Apologies and PCC Update

Apologies were noted for Board member Nicky Brennan.

The Commissioner made the following comments:

- The Commissioner is pleased to confirm that Craig Guildford will be next Chief Constable of West Midlands Police following confirmation hearing of the Police & Crime Panel on July 25th 2022.
- We are 2 days away from the opening of the Commonwealth Games. The Games will highlight the region and must also leave a legacy for the people and communities of the West Midlands. Over 3000 officers and staff will be working every day to keep people safe along with private security firms and volunteers.
- It is the first duty of Government to keep its people safe and secure, there has been a
 serious breach of this duty in this over the last decade which continues to have a
 catastrophic consequence. In recent weeks there have been some awful and tragic
 events and the Commissioner's thoughts are with the victims, families and
 communities affected. Over the past decade Central Government has recklessly
 defunded our police, public services and criminal justice system which has
 undoubtedly contributed to the rise in violent crime.
- In recent weeks, the Commissioner recently had the opportunity meet with the Home Secretary and a large number of W Midlands MPs on a cross party basis. Top of the list of items discussed was the action they must take to address the unfair police funding formula which is costing West Midlands Police around £40 million a year. The Government are currently looking at the formula which determines how much each police force receives and must act to ensure that WMP gets adequate funding.
- The Government now announced a national pay settlement for police officers of £1900 per person. It is estimated that this will cost West Midlands Police approximately £6.1 million in the current financial year with a further £10.4 million in the subsequent financial year. The Government has also announced funding available to assist with making these payments. According to a letter from the Home Secretary to the Police

	Remuneration Review Body, at least £70 million will be made available this financial year with £140 million available for 2023/24 and 2024/25 across forces. It is estimated this would equate to £4.27 million and £8.54 million for West Midlands Police. This will still leave a gap of £1.83 million this financial year and £1.92 million for 2023/24.						
068/22	Item 4 – Notes of the Last Meeting – 28 June 2022						
	The notes were accepted as a correct record of the meeting.						
069/22	Item 5 – Questions from Members of the Public:						
	There were no questions from members of the public.						
070/22	Item 6 – Questions from Members of the Board:						
	 1) How many Police officers are currently on light duties and what are these light duties? How do we monitor this? Do we have regular meetings with officers on light duties if so how frequently do we have these meetings? (To be asked by Bhupinder Gakhal) The duties are known as recuperative duties. Full deployment may mean covering the broadest range of policing roles, this means they are still able to carry out meaningful roles. The roles are often filled by those following an illness or injury and need to 						
	recover. The role is up to a maximum period of 12 months kept under review. • Adjusted duties – There are a number of staff within the organisation who require these. It should be noted that some can perform active full duties such as those with neurodiversity						
	 There are currently 255 who have some form of adjusted duties. There are also 1038 on some form of recuperative duty. These are categorised by Occupational Health colleagues and reviewed by HR colleagues. This year, there will be a point where some of the officers with recuperative issues may be reassigned, such as in Contact roles to assist. 						
	 2) Can the Chief Constable explain how West Midlands Police are tackling female genital mutilation and how they are working with local agencies and communities? (To be asked by Cath Hannon) This is a topical issue, there is a lot of public interest especially around prosecution in the UK. 						
	 There has not been a huge amount of evidence that practice takes place in the UK. It is also not an area with lots of crime reports. It is often usually reported by partners in the health sphere. WMP ensure that partners understand what FGM is and how to report it. There is a 						
	 very preventative approach around it. The same strategic lead around this work for last 14 years is still post so the force are well aware of the practice. 						
	 FGM training is given to all new officers including all airport staff and Contact colleagues. Work has taken place with airport as the practice may take place overseas; work has taken place with schools in lead up to holidays as well; work also continues with partner agencies too. There is a let of community work done with the air hoing to ensure that if a risk is 						
	 There is a lot of community work done with the aim being to ensure that if a risk is detected there is a safeguarding intervention in place. There is a good structure in place. Though FGM is not an offence where there is a lot of crimes recorded, there is a lot of intelligence submitted. 						

3) What is the driving force for the rise in serious youth violence? Is there a relationship between youth theft and serious youth violence/crime?

(To be asked by Charmaine Burton)

- We do have and have had recently tragic incidents recently. Those involving children
 are deeply concerning. All recent homicides are carefully reviewed and these fall into
 safeguarding to examine why they have happened.
- To give a bit of context, WMP record lots of incidents of violence, any incidents involving youths with knives, such as whether they were shown or used to threaten. There have been around 130 of these which is around the same as last year.
- The general trends in relation to homicides are down in the first 3 months of this year, there have been 40% less homicides which is a good thing, though there are still tragic events taking place so there is still a lot of work to do in this space.
- In relation to driving forces, there are lots of longer- and shorter-term drivers at play. Deprivation and low opportunities play a big part.
- Secondly, a number of serious youth violence issues are linked to gangs and drugs.
- A third driver relates to work around crime recording by the Force. Work is being carried out around the potential there may be some crimes being recorded twice. The rules around crime recording are very bureaucratic with a need for serious reform.
 Some data is very unreliable as a result.
- Longer term work is very important as the work will not be solved by Policing by itself, long term public health and short term ...
- Work in hotspots?
- There is a lot of work being done on robbery trends. There is some overlap between gangs and those being stopped for robbery.
- 4) The Centre for Social Justice estimated recently that there are about 1 million people in England borrowing from illegal lenders. This is 700,000 more people than the last official study. Research showed this was as a result of the increasing cost of living including energy bills and parents struggling for basic necessities for babies, putting them at risk of extortion.
 - What is WMP doing to tackle these predatory and exploitative loan sharks?
 - Given the risk embarrassment or the potentially secretive nature of illegal borrowing making the crime more hidden, is WMP ensuring it is giving this horrible crime proper attention?
 - Has WMP looked at working with partners to help prevent this crime, by steering people towards support services, debt advice and responsible lenders, such as through targeted social media campaigns or leafleting campaigns?

(To be asked by Tom McNeil)

- When talking about illegal money lending, and loan sharks, it should be noted that
 these are criminal offences but that not all offences are prosecuted by the police. In
 this instance the national Illegal Money Lending Team are the sole team able to
 prosecute. WMPs role in relation to these cases is to support this team. This team is
 the team WMP would pass referrals to.
- There are occasions where matters associated touch on WMP, such as threats or intimidation where WMP would become involved and work alongside the Illegal Money Lending Team.
- WMP continue to work with Trading Standards to make referrals. There are not large amounts of these incidents reported.
- 5) Can WMP explain the issue with the publication of police.uk data and set out a timeline for when it will be resolved?

(To be asked by Simon Foster)

• The data is up to date on the timelines listed. The next upload is June 2022's data which has been submitted.

- The challenge has arisen since the switch to the Connect system where there has been further information required. The data is not live time data, there is always some time lag.
- The hope is to be moving back to live automation soon.

Police and Crime Plan

071/22 Item 7 – Joint Audit Committee Annual Report 2021/22

This paper was presented by Sue Davis and the following points were discussed:

The position remains that we are supportive of a joint internal audit employed by the OPCC, because it builds up degree of institutional knowledge and audit inspections that you wouldn't get if it was commissioned externally. Do you have any comments on the continuity of the Joint Audit Committee or the approach to the committee itself?

- In terms of continuity and succession planning, previously there may not have been
 the level of resource in team. There is still more that the team could do. When the
 workplan was bought forward by the Head of Internal Audit in the OPCC, some items
 were suggested but it was noted that they wouldn't be able to do so with the current
 resource.
- It is for the OPCC to decide whether these things need to be done and whether additional resource may be required. The Head of Internal Audit does well to assist her team to develop, this should ensure that you are able to retain members of staff.
- The inclusion of SPCB and JAC members on the membership has been discussed.
 Without the wider knowledge of outside factors, it would not be as effective. The
 committee benefits from having Board Members on the committee. It is a formula that
 works for WMP. The Committee do also benefit from WMP's attendance and
 involvement. Always about being open to what is found and what can be done to
 improve it.

The paper refers to the importance of security risk registers. Could you explain how that translates into oversight and scrutiny work done through the auditing process:

- The risk management function has been something that particular attention has been paid too. A number of comments have been made on the way risk registers have been developed and presented.
- When receiving risk management training around risk appetite, which is something WMP and OPCC are working through, there is a keenness to ensure what we are seeing is adding value and therefore risk registers are dynamic and taken seriously as there is also an element of realism in them.
- Where risk levels aren't moving, is this because you've accepted this or because there
 are mitigations not working.
- This is a dialogue that needs to go on with the OPCC and WMP. It is an important area given the constraints of the pressures being worked on.

Could you provide further info on the self-assessment process referenced in the report and how it works?

- The assessment is done on the basis that there are a series of standards all committee members feel they should meet.
- There is an external validator, last time it was CIPFA, as it is always useful to have external validation.
- It was felt that it was important to ensure all members of the committee had a year under their belt before they started looking at the self-assessment.

The Commissioner joined the Chief Constable and members of the board in commending Sue and the Joint Audit Committee for the work that they have carried out.

Regular Items

072/22

Item 8 – Drugs Strategy

This paper was presented by Dan Gordon and the following points were discussed:

Could you give an idea of what recommendations came out of the partnership piece?

- After the partnership meeting, 5 key recommendations were identified including that the partnership should be on various geographical levels and that the footprint shouldn't be at just LA level.
- There was also an idea that all partners should be integrated, it shouldn't just be the police doing enforcement, it should be collective.
- There was also reference made to the Commissioner's plan for a Diversion Hub
- A lot of the recommendations have also come to light in the Government's guidance.

Are there any particular barriers you have identified? Are there are any solutions to these barriers?

- Joint working always comes with issues. Especially where money is involved, there is always a defensiveness.
- The OPCC have tried to mitigate against this by reassuring partners to show it is not about the money but the collective effort for the region.
- There are currently conversations with Local Authorities. The deadline is August 1st to collectively go back to the Home Office with intentions. At this moment, there is a feeling that the conversations are going pretty well and the OPCC are able to have open dialogue within relevant organisations.
- The hope is to come to a position that can be delivered in letter to partners.
- One of things that has been an aim is a keenness to make sure that joined up working
 is advocated for when it is not seen.

The strategy has 3 strands, we have a long history of supporting development of effective treatment and diversion services and working with partners. Do you have any thoughts on whether there are going to be new expectations on how you assess enforcement activity in response to drug economy, and what are the expectations in response to attitudinal change towards drug consumption?

- The guidance around partnerships is clear that all partnerships should cover all 3 strands which hasn't always been done.
- There are a series of national outcomes which have been created by the Combatting Drugs Unit which we will work together on as a partnership. There are key deliverables the Force are working towards on enforcement and guidance

Can you give an idea of the scale of the challenge set by the Government towards WMP to establish a Combatting Drugs Partnership in the timeline given? Can you explain the challenge and timescales to agree the terms of reference/?

- Not a lot of time has been given. The guidance was released on June 15th with the request to grow a footprint and identity which needs confirming by August 1st.
- It has proved difficult and tricky but the team is doing their best to overcome the challenge. Any partnership arrangement will be difficult but the hope will be to overcome it.

- A set process was not provided for local areas to follow to help come to a collective agreement. The convening power as PCC has been key in bringing people to conversation. Hopeful this will get to the desired position.
- It remains unclear what should happen if there is no agreement which is still a possibility

073/22 Item 9 – Trailblazer Devolution Deal

This paper was presented by Brendan Warner-Southwell and the following points were discussed:

One of the big asks during the negotiations was whether we could retain more of the money West Midlands Police successfully manages to get from serious organised criminals to reuse and fund communities under the Proceeds of Crime Act. To date, we have been able to put millions back into communities through the hard work of WMP, have the Home Office received this ask with enthusiasm?

- A number of meetings have taken place. At this time, negotiations are under way, however those proposals have not received favourable response.
- Colleagues within the Home Office and DLUHC have raised a number of concerns about the proposals even though they were framed carefully.
- Remain hopeful that there will be more consideration for the reasonable suggestion put forward.

Where does the Metro Mayor stand on the Deal?

- Andy Street and the PCC have worked closely on this. There have been monthly
 meets on it at a senior level and multiple meetings elsewhere.
- The Combined Authority is equally as aspirational as the OPCC for real difference to be made in this area.

There is a lot to achieve in 8 years, there will be others looking at the aims and how they can circumvent the system and make money, such as training and the rental market. What will follow to ensure that people are not able to take advantage of it?

- Hoping to put position papers into Government from September onwards. From that
 point the team will be able to assess the points the Government interested in and not.
 The next step will be a Treasury green book.
- On the other side of the process, it is hoped that evaluations will hopefully be in place, which will hopefully factor this into the process.
- The hope is that Position Papers will have been submitted by the end of September / early October. Negotiations will take place following this.

How does Birmingham City Council's Levelling Up Strategy feed into the Combined Authority and OPCC's partnership?

- A very thorough consultation process has been conducted where partners have been invited from across all policy spaces and engage on potential ideas which could be factored into the OPCCs strand of the Devolution Deal.
- Partners from Birmingham City Council have been on these calls and they have bought with them their thoughts around what was included within their strategy and asked for them to be factored into the OPCCs proposal.
- Through this process of engagement, we have tried to factor in other colleagues who
 are pushing in a similar direction. Other colleagues as well as Birmingham City
 Council have also been included in the process.

Due to the chaos and disorder in Government, has there been any feedback from the Combined Authority or Central Government that identifies any potential delays?

There is no further sense of delays as yet.

074/22	Item 10 - Chief Constable Update			
	 The Deputy Chief Constable provided the update on behalf of the Chief Constable. With the Commonwealth Games due to start in the coming week, a message was given to encourage people to attend the events knowing that they are coming to a safe and friendly games. Over 3000 officers have been deployed alongside security staff, volunteers and military colleagues. A dress rehearsal for the Opening Ceremony has taken place and a further one will take place before the games. Advice was given to plan trips in advance. There is also a huge push for people not to travel in their own vehicles but to use public transport to avoid traffic issues. There is significant security around all venue, to help avoid delays the public are encouraged to pack light. Members of the public are encouraged to report anything suspicious to officers. Finally, the Public were encouraged to enjoy the events taking place in the region over the coming weeks. 			
075/22	Item 11 – SPCB Workplan			
	There are 10 matters that remain outstanding.			
076/22	Item 12 – Date of the Next Meeting			
	The next Strategic Policing and Crime Board will take place on Tuesday 27 th September 2022.			