

STRATEGIC POLICING AND CRIME BOARD

Tuesday 28 February 2023
1000 – 1300 hrs

AGENDA

1.	10.00	Apologies and PCC Update The Commissioner will provide a general update.	Verbal
2.	10:10	Notes of the Last Meeting The notes of the Board meeting held on 24 January 2023 are attached to this agenda. The notes include actions in bold, with the steps taken to address those actions included in italics. The notes carry forward any outstanding actions from previous Board meetings to ensure that the Board is regularly updated on progress.	
3.	10:15	Questions from Members of the Public The Commissioner will consider questions from members of the public (other than police officers and staff) who live, work or study in the West Midlands relating to the duties and responsibilities of the Police and Crime Commissioner. Any questions have to be submitted in writing to the Commissioner at least seven working days before the meeting. Members of the public may submit one question per meeting. Members of the public are reminded that it is also possible to ask questions of West Midlands Police and Crime Panel whose role is to support and review the work of the West Midlands Police and Crime Commissioner. For further information go to the Panel's website http://westmidlandspcp.co.uk	
4.	10:30	Questions from Members of the Board This item is for Board Members to ask particular questions on matters that have arisen between Board meetings and which are not connected with the reports on this agenda. A copy of the questions will be circulated at the meeting and will be made available on the Commissioner's website at www.westmidlandspcc.gov.uk .	
Police and Crime Plan			
5.	10:50	Preventing and Reducing Crime – Substance Misuse To be presented by: ACC Matt Ward	Written Report

		Partnership Presentation	
6.	11:10	Criminal Justice System To be presented by: Tash Cullen – 2nd Chances Charter Jacqui Every – Offender to Rehab Nat Wilks – Peer Hearing Brendan Warner-Southwell – Problem Solving Court Pilot	Verbal update
		Regular Items	
7.	11:50	Performance Update To be presented by: DCC Vanessa Jardine	Written Report
8.	12:25	Finance Budget Monitoring To be presented by: Mark Kenyon	Written Report
9.	12:45	Chief Constable Update The Chief Constable will give a verbal update on operational policing matters which can be discussed in the public domain.	Verbal Update
10.	12:55	SPCB Workplan: a. SPCB workplan for noting b. SPCB Actions and Further Lines of Inquiry	Written Report
11.	12:59	Date of the next meeting: 28th March 2023	For Noting



STRATEGIC POLICING AND CRIME BOARD

Tuesday 24th January 2023 - 1000 – 1300 hrs

Attendees:

Simon Foster	:	Police and Crime Commissioner
Nicky Brennan	:	Victims Commissioner
Charmaine Burton	:	Board Member
Dr. Cath Hannon	:	Board Member
Tom McNeil	:	Assistant Police and Crime Commissioner
Bhupinder Gakhal	:	Board Member
Craig Guildford	:	Chief Constable
Vanessa Jardine	:	Deputy Chief Constable
Charlotte Killeen	:	Staff Officer
Matt Ward	:	Assistant Chief Constable
Mark Kenyon	:	Chief Finance Officer
Richard Costello	:	Head of Media & Communications
Wasim Ali	:	Assistant Police and Crime Commissioner
Jo Clews	:	Chief Superintendent

Plus, one webcaster and 4 observers.

Apologies:

Jayne Meir	:	Assistant Chief Constable
Jonathan Jardine	:	Chief Executive

1. *The meeting was recorded, and a webcast of the entire discussion can be viewed here:*
https://westmidspcc.public-i.tv/core/portal/webcast_interactive/683294
2. *The reports referred to throughout this meeting can be viewed here:*
<https://www.westmidlands-pcc.gov.uk/strategic-policing-and-crime-board/agendas-minutes-reports/>
3. *Actions arising from the discussion during the meeting are highlighted in bold text.*

001/23	<p>Apologies and PCC Update</p> <p>The Commissioner made the following comments:</p> <ul style="list-style-type: none"> • The Commissioner commented on the case of former Metropolitan Police Officer David Carrick and how his actions have caused the lack of trust within communities for Police Officers. The Commissioner praised the bravery, courage and determination of the courageous women who came forward to enable justice to be bought against him. It is an entirely just question for the public to ask how it was that between 2000 and 2021 the
---------------	---

	<p>police were informed of 9 incidents regarding Mr Carrick, including 8 alleged attacks or abusive behaviour, he was appointed to the role of an armed police officer in the Parliamentary and Diplomatic protection, passed his vetting in 2017 and despite an allegation of rape was placed on restricted duties rather than suspended. Notwithstanding this, he remained a serving police officer. All Police Officers and Staff, as is the case with any profession, have a duty to comply with the highest standards of conduct, ethics and integrity and professionalism. This is non-negotiable. If there are any police officers incapable of grasping or understanding this basic principle then this is a lamentable failing of training, vetting and/or management and they have no place in the police service and the sooner they are removed the better. The Commissioner made a formal request to the Chief Constable that West Midlands Police follow the Metropolitan Police in reviewing every past claim of Domestic Abuse or Sexual Offences against officers and staff in order to provide the necessary reassurance to the people and communities of the West Midlands.</p> <ul style="list-style-type: none"> The Commissioner reflected on the findings of the Police Federation's Officer Survey. The Survey highlighted low morale, pay dissatisfaction and evidence of stress and anxiety. The Commissioner greatly values the views of officers and recognises and understands the results which is a reflection of reckless Government cuts over the last 12 years. The West Midlands uplift is no uplift at all, by March 2023 West Midlands Police will still have 1000 less Officers than in 2010. The Funding Formula costs West Midlands Police £40 million and the region is set to receive the 5th worst financial settlement in the country. The Commissioner has written to the Home Secretary to highlight what needs to be done to restore the morale of officers, the need to face up to the acute financial challenges faced by the Force, step up financial support, level up and reinstate the 1000 missing officers and implement a fair funding formula for West Midlands Police. The Commissioner is committed to constant and unremitting action to effect change, development and progress policing, to rebuild community policing, put prevention at the heart of what we do and provide justice, safety and security for the people of the West Midlands.
002/23	<p>Notes of the Last Meeting</p> <p>The notes of the Board meeting held on 20th December 2022 were accepted as a correct record of the meeting.</p>
003/23	<p>Questions from Members of the Public</p> <p>There are no questions from members of the public.</p>
004/23	<p>Questions from Members of the Board</p> <p>1. How will the Chief Constable adapt the current model of neighbourhood policing? What difference will the public see and feel? (Asked by Cath Hannon)</p> <ul style="list-style-type: none"> There will be a return local Policing and a return of responsibilities to Chief Superintendents for a local geography that respects local and political boundaries. This will ensure that more resources are returned to local policing. West Midlands police will work closely with local authorities, responding from local police stations more than in the past. There will also be more of a team approach around this than the previous model. There will be more visibility and local ownership with a flexibility of resources to meet the demand. <p>2. How do West Midlands Police respond to reports of drink and needle spiking? Can West Midlands Police detail how many reports of drink and needle spiking were reported over the</p>

Christmas and New Year period and the outcomes? What safety advice would they give to the public?

(Asked by Cath Hannon)

- **The finer details and figures on reported incidents are not available at this time (but can be provided), but can confirm that each incident reported is taken seriously.**
- The main challenge across policing for this crime is collecting evidence. Quite often, officers are notified the morning after which presents a challenge. When a report is made, it is responded to and an attempt to gather evidence is made and work is done with the premises.
- Very few individuals have been prosecuted for any offence relating to these incidents. Spiking with a physical instrument is more known locally as opposed to using a powder within a drink.
- The main emphasis on these incidents is around intervention and prevention, the messaging around personal awareness, ensure there is no victim blaming taking place and work with the Night Time Economy around the prevention message to look for the offences.

3. Money laundering is central to the success of serious organised crime groups, and the misery they cause in our communities. Is WMP satisfied that enough is being done to tackling money laundering in the West Midlands, including efforts to gather intelligence by West Midlands Police and enforcement action taken by the National Crime Agency?

(Asked by Tom McNeil)

- Every police force could do more
- Intelligence that is received is passed through and assessed and actioned.
- Whenever an organised crime group is pursued, the aim will be to go after the money. To seize the assets and make sure they are put back in to support good causes on a local basis to purchase things to prevent crime and increase capabilities.
- On a regional level, the cash will be proactively pursued to help disrupt the network.

4. I've been out to see joint operations in Washwood Heath between West Midlands Police and Birmingham City Council to successfully tackle multiple parking infringements, including selfish drivers who block busy pavements for children, older people and people with disabilities. Does West Midlands Police run joint operations across Birmingham and the wider West Midlands, to ensure there is a coordinated effort on issues like this where best practice is replicated?

(Asked by Tom McNeil)

- As referenced in an earlier answer, the local policing model can assist with satisfying this.
- The approach is one of a local problem-solving initiative. With the return to a localised model, this will encourage a front and centre approach.
- There will be a need to understand the needs of the local authority and the police and complement the ambitions where possible.
- West Midlands Police always want to work in this way and work in co-production. There is no desire for this work to be overly-prescriptive, it is best that it remains pro-active and shared amongst colleagues rather than being a one size fits all approach.

5. There's growing evidence about the strong link between gambling addiction and crimes such as theft, and missed opportunities to prevent crime through gambling addiction services. Does West Midlands Police screen for gambling addiction for people coming into custody? If not, will West Midlands Police commit to looking at this issue?

(Asked by Tom McNeil)

- Advised that, as with other forces, there are diversionary workers within custody suites and that on attending a custody suite people are asked this as a screening question and it would be taken in to account.

	<ul style="list-style-type: none"> • Whether this is done with consistency though, this would need to be confirmed. The provision is available and it is there across the Custody Suites which is a positive thing. The Chief Constable undertook to confirm this to Assistant Police & Crime Commissioner Tom McNeil. • Also, there is an opportunity to widen out some of the conditional cautioning work that is done to divert people away from crime, in particular, thinking about how cautions are likely to change in the coming year. • Following a follow up point from Tom McNeil around the possibility that some opportunities could be missed to identify gambling addiction within Custody, the Chief Constable is happy to take this away and make sure that it is built in moving forward. <p>6. Chief Constable, after the launch of our “don’t cross the line campaign” during the World Cup last month, did WMP record an increase in DA related offences following England matches? (Asked by Nicky Brennan)</p> <ul style="list-style-type: none"> • The numbers of reports actually went down after the final England match, which is a strange phenomenon going on previously reported figures. • There was a suggestion that this could be due to the tournament taking place at a different time of year, which may place a different nuance on things.
Regular Items	
005/23	<p>Budget 2023/24 Mark Kenyon presented the paper and the following items were discussed:</p> <p>Looking at the grant settlement for 2023/24, an increase of £10.3m sounds impressive however on closer reflection, West Midlands Police have the 5th worst financial settlement. Are we getting the word out enough about the struggles we face?</p> <ul style="list-style-type: none"> • West Midlands Police suffer for a number of reasons such as low council tax rate. • The Council tax increase doesn’t help us, in recent years all organisations have had the chance to increase by the same amount so organisations with a low precept haven’t had the chance to increase to the same level. • Inflation has impacted over the last 12 months, 3% for police pay and staff in budget, which could be higher or lower, will have to worked with. • In terms of the uplift, the Force is penalised too. The talk about extra police officers does not take us back to the 2010 level. • The Police and Crime Commissioner is relentless in talking about the pressures faced by West Midlands Police and how the Government’s commitment to funding doesn’t match these pressures. In addition to this, it was noted that there is a growing awareness from the public in relation to this. <p>What more could the Public expect for an additional £15 on precept?</p> <ul style="list-style-type: none"> • The budget will have sufficient resources in there to maintain police officer numbers. • The uplift programme over 3 years has meant that the headcount will increase by 120 officers across the West Midlands. • Without the additional £15 the Force would be put in difficult position and the maintenance of the police uplift programme would be in jeopardy. <p>If the Police & Crime Commissioner did not increase the council tax what effect would that have on officer numbers?</p> <ul style="list-style-type: none"> • The additional money bought in by the increase in the Council Tax precept would equate to around £30 million and go towards approximately 250 officers which could risk the Force losing the financial grant of up to £16m.

	<p>West Midlands Police are aiming to make savings of £28m to cover the immediate deficit in the next financial year. Could you clarify, is it possible to make that financial saving from the entirety of the police budget or are you having to make it from only a proportion?</p> <ul style="list-style-type: none"> As the Force is unable to take the savings from officer pay which is 80% of the budget, we are looking to make £30m worth of savings from the remaining 20% of the budget which is a challenge. <p>Could you outline the procedure and process with the view of finalising the budget and council tax decision?</p> <ul style="list-style-type: none"> The Commissioner is consulting the West Midlands on the proposed budget for the next year which runs through to early Feb. The proposal for the budget will be taken to the Police & Crime Panel in the second week of February to set the precept level. Following this, if the panel vote on the increase the Commissioner needs to make a final decision by March 1st 2023 to set the budget precept for West Midlands Police.
--	--

Police and Crime Plan	
------------------------------	--

006/23	<p>Rebuilding Community Policing Part Two ACC Matthew Ward presented the paper, and the following items were discussed:</p> <p>How is good practice shared between the impact areas referred to? What is being done to equalise the competition in crime recording?</p> <ul style="list-style-type: none"> There are 19 areas identified after trawling a variety of data over a number of years. The 19 areas across all 8 NPU's are where the Force is trying to focus partnership activity There is recognition of the drivers behind crime such as deprivation. The role of neighbourhood policing is to work with partners to intervene and identify where there is a concern and put in place a problem-solving practice. As each area is different, there have been differing levels of progress made over the years, this is as a result of different drivers and different communities. Best practice continues to be shared, once a year Neighbourhood Officers are brought together at Tally Ho and they are invited to share what has worked well. This learning is then taken into each locality. There is a tailored approach for each locality. <p>There is a reference in paper to an initiative about identifying vulnerable vehicle types and how they are identified?</p> <ul style="list-style-type: none"> Vehicle crime is a priority and neighbourhood policing is responsible for coordinating the Force effort. A new vehicle task force has been launched operating on the west side of Birmingham. The Force has identified that there are certain models of vehicle which are more likely to be stolen, which reflects the markets nationally and internationally where parts are being sold. There has been a week of trialled action in Edgbaston where discounted vehicle locks have been distributed., Contact is being made with the owners of those vehicles at risk to provide advice on how to keep it safe. If this is successful there is the potential for it to be rolled out across the Force. This approach was made in relation to Ford Fiestas <p>I have been attending lots of community events with great active citizens who wish to provide intelligence to WMP. They are worried the intelligence isn't used, is there any assurance you can give that generally speaking it is well used to enhance the local intelligence?</p> <ul style="list-style-type: none"> Neighbourhood policing can only exist with the support of its neighbourhoods and the sharing of intelligence. The frustration of the public when reporting is understood, there are other ways that information can be shared such as via 101, webchat, and Crimestoppers.
--------	---

- All intelligence received is assessed and reviewed and will always be used.
- Activity is driven by the intelligence provide by our communities.
- It is recognised that more can be done to feed back to communities.

There are patches of fantastic work done by West Midlands Police, such as the Offender to Rehab programme, and some examples are:

- dedicated leads on retail crime that work across NPUs ensuring that they get best practice and recognise different models.
- different models to apply in different areas and it is important to get buy in from businesses. There is recognition that more can be done with business there to support us, we can't operate in isolation. Working in conjunction can bring good results.
- exploring how to expand Offender to Rehab across the West Midlands to embed into all retail sectors.
- Best practise is being shared.

Members of the public build relationships with local officers who offer good problem-solving skills within communities but who then move on. There are fair explanations given for rotation issues, but wondered whether there were any comments available on the quality of the handovers given?

- The Force recognises there are certain roles such as neighbourhood PCSOs which are key roles that generate relationships. Managing those relationships as people move, it is clear there needs to be a good handover.
- Where possible, the teams will spend as much time to identify who the successors will be and allow the handover process to take place.

How well are we working with communities and which are engaging well? Are we engaging with faith leaders?

- West Midlands Police are fully engaged with communities and there is not a community not engaged with.
- There is also engagement with faith leaders. Evidence of this can be seen in the issues that arose at the end of last year which started in Leicester. Faith leaders attended the meetings and this shows that good engagement is taking place across communities.
- There could be more done to engage Young People to help with a mutual understanding of concerns.

On vehicle crime, has there been any thought of a pilot of introducing Faraday cases?

- All options available are being considered.
- Theft can happen to all vehicles, whether that is high end vehicles or those relatively older vehicles which don't have remote key access.
- The Force is working hard with manufacturers about cars being stolen, nationally and locally working particularly with JLR.

If you have a disability, or an unseen one, what mechanisms would be in place to assist with reporting?

- All members of staff are given assessments to assist with reporting and reasonable adjustments. There are also apps on phones which can be used to assist.
- This is dependent on individual officers and the roles they are asked to do to make sure that the support is there, there is not a one size fits all response.

When someone with disability applies to work for Mpho is this included in the promotion of roles?

- The Force is one of the most inclusive employers in the country and is committed to saying that we will try and find the right roles for the right people with a flexibility that says we can include a diverse series of skills and options.

How is training for neighbourhood and local policing progressing so we can progress Community policing?

- This is an area the Force is passionate about. There is a recognition that policing is a lot of specialisms. The Force has worked hard around these specialisms but there is a gap around Neighbourhood Policing, this is a chance to make it as much a specialism as needed.
- Enhanced training has been provided, especially to PCSOs. There is now work on driving community policing and working the College of Policing to understand what further training is needed.
- One of the latest training modules has been around black history, the relationship between black people and WMP which can be taken by officers.

Comments on proposals from the Policy Exchange Think Tank around professionalising community policing? They suggest the following:

- officers must be posted to neighbourhood teams for a minimum of two years in order to develop a knowledge of the local area so local people can get to know and trust them.
 - All uniformed constables and sergeants who wish to seek promotion should have completed at least a year on a neighbourhood team before being eligible for promotion.
 - Neighbourhood officers should not be seen as a taskable resource to be deployed to outstanding incidents which are the responsibility of Emergency Response Teams.
 - All officers posted in neighbourhood policing teams should be ring fenced save in the most exceptional of circumstances.
- A knowledge of the role and a passion to want to do the role are key and help influence how the force select its people. They also have to be given the skills and the tools to do their job properly.
 - The training and professional development offered are also important
 - Ringfencing officers would not be a positive move and would not allow some officers to carry out the role of being a neighbourhood police officer in responding to incidents.
 - The model that has been set out for neighbourhood policing by the Chief Constable starts to fill those gaps such as ensuring the right people are in the right area and that they have the skills and the space to do their job correctly and respond to communities satisfactorily.

The report details the welcome news of PCSO's becoming police officers, PCSO's have been around for about 20 years and are well established and valued by the public. Could you identify their importance in the current policing model and the future vision for West Midlands Police?

- ACC Ward had the honour of accompanying a PCSO to London recently where she won a national award for partnership working and tackling crime.
- This reflects the value that PCSOs offer to our communities, where their problem solving, passion and commitment all comes together.
- They are seen as a consistent aspect of being able to deliver the policing model and continue to play a key role in policing.

While there is an improving picture around 999 calls and to an extent 101, What role does Neighbourhood Policing have on repeat callers and those with vulnerabilities?

- Neighbourhood Policing lead on this, they can work closer with hospitals and care homes. The team's job is to lead the effort with individuals who generate demand for all agencies. It is about identifying how best to help divert away from dialling 999 or 101 and providing the support they need.
- Identifying an underlying cause, such as addiction, can help.

Domestic Abuse is only referenced once within the report, could you offer reassurance that this is part of local policing?

- Domestic Abuse is key but is coordinated by Public Protection (PPU). The Strategy is led by PPU rather than Neighbourhood Policing but it remains a key priority.

What progress has been made by Neighbourhood Policing officers working with repeat callers to 999/101

- There has been some exciting work with the data analytics lab to scan across all systems for high system users to assess whether there could be other ways to help them.
- This is supported by the Ethics Committee. Teams have highlighted those individuals with each NPU taking the top 10 service users and looking at intervention plans as part of work that can be done
- This is much more of a targeted piece of work to allow the Force to put interventions in place and identify the underlying causes and establish what policing can do to assist?

There is mention of revising the mechanism for measuring performance and productivity of Neighbourhood Policing officers. What is this mechanism and how do you know they are being effective in the work that they do?

- There is a plan around the national performance framework for Neighbourhood Policing, and this lists measures that we should apply.
- Each force has taken a different approach with West Midlands Police focussing on the outcomes. The outputs seen will be much more qualitative than quantitative.
- The framework allows access to both qualitative and quantitative data.
- With the new operating model, this framework will sit right at the heart of how the success of each of the local areas will be measured.

A service standards pledge has been made to victims of burglary. What is the pledge for victims of Domestic Abuse, serious fraud and violence? Is there an equivalent pledge to attend all properties and visit personally victims of those crimes?

- The Chief Constable's Council agreed that forces would attend all domestic burglaries and West Midlands Police are committed to attend them.
- The Force does not suggest that other crimes raised aren't as devastating. The force doesn't have an equivalent policy which says we will attend all of those mentioned. On occasions victims will not wish the police to attend, however each report is assessed as part of threat and harm on how we would attend each crime.

What other reasons may there be if a Domestic Abuse call was not attended?

- The main reason for non-attendance would be the victims wishes. Another may be the unavailability of an officer.
- There is often a desire to speak over the phone. A support desk has recently been installed where victims are happy to engage over the phone. This is all dependent on the victims wishes.

In Paragraph 31 there is the mention of SOCEX hubs. Could you share more detail about why they were established and the work undertaken that we hope to establish?

- Colleagues familiar with county lines will know that this is just one form of exploitation, modern slavery and human trafficking are others.
- Dedicated operation teams are being created who could go on and respond and dispatch resources deal with incidents, to safeguard individuals and then go on to prosecute individuals.
- The ambition would have been to create on all 8 NPUs but this level of funding was not received.

	<p>Officers from NPUs work with colleagues in Force Response, the Force Support Unit and Roads Policing – is the balance right? With the impact that community policing can have in terms of intervention and prevention, is this not where the starting place should be?</p> <ul style="list-style-type: none"> • There will always be a tension when responding. The report tries to highlight the awareness of the tension and that the force is moving towards remedying it. • The tensions won't go away, the demand for police services will always outstrip the capacity. The force is looking for a dynamic approach • Things change significantly, such as around digitalisation and how the force adapt, things are much more 24/7 within cities which can be a stretch of capacity.
007/23	<p>NABIS annual Report Chief Superintendent Jo Clews presented the paper, and the following items were discussed:</p> <p>Could you explain the potential motivation for someone to surrender a firearm? Also, are you able to advise why there may have been such an increase?</p> <ul style="list-style-type: none"> • After the 2019 surrender there was a review undertaken to understand the tactics used to communicate information to the public. Following the review, learning and good practice was shared with licensing departments. • There could be a number of reasons behind the increase such as the change in legislation, items handed in following the passing of a family member. • Those that are illegal and out in public have the potential to fall into the wrong hands. Assessments are taken to analyse all items that come in. <p>The report talks about offences in the UK increasing by 1% to 5750 in the year ending March 22, could this be attributed to Lockdown? Are there any figures available for 19/20?</p> <ul style="list-style-type: none"> • This information is not available at this moment but can be provided following the meeting. <p>What are the key trends in the criminal use of firearms and what future challenges does NABIS foresee?</p> <ul style="list-style-type: none"> • Current trends involve shotguns, handguns and self-loading pistols. • One of the concerning trends is around blank firing firearms being bought overseas and bought into the UK. • In terms of across the UK, the picture can change depending on Organised Crime Groups and the connections they have. • In terms of future trends, there will always be a new trend that comes to light as soon as law enforcement starts to address the trend. Law enforcement needs to be quick off the mark to identify the next one. <p>How significant is the threat of criminal use of 3D firearms?</p> <ul style="list-style-type: none"> • NABIS are seeing items that are being recovered in the UK which is challenging because of the technology that is now available. This is being monitoring closely with the NCA and other agencies to ensure they are aligned to reducing this threat. • Criminals looking to use firearms will look at all avenues to do so and 3D items are one of these options. <p>Are there any risks identified in the NABIS tech investment programme?</p> <ul style="list-style-type: none"> • The greatest threat will be maintaining the funding allocated through the spending review. • The second biggest risk is probably ensuring compatibility across Police IT systems and maximising opportunities. <p>What advice can be given about those maybe converting firearms? There are some videos on the internet which teach an individual how to convert firearms? Is there any work done to challenge?</p>

	<ul style="list-style-type: none"> • This is a difficult one, because the majority of these conversions are taking place behind closed doors. • There is a PREVENT board which sits beneath the structure which works closely with businesses and industries and the work done around concerns but also with internet companies about removal where possible. This is not always possible though because it comes up so quickly and frequently. <p>There have been some incidents where firearms have been returned to unstable individuals through the certification process. What is being done to make this system more secure so the public is protected from harm being caused?</p> <ul style="list-style-type: none"> • Inappropriate to comment on this, as this is more a licensing issue than a NABIS issues. This is all discussed at PREVENT boards. • All forces on the back of the incident in Plymouth were required to review their returns. • The Chief Constable confirmed that he would double check that it was Force policy that information was received from a GP before the issuing of a firearm license.
008/23	<p>West Midlands Police: Supporting the Workforce; organisational change Toni Williams-Long presented the paper, and the following items were discussed:</p> <p>In Paragraph 4 it mentions a 17% increase for new recruits – Could a breakdown on genders and religions be provided?</p> <ul style="list-style-type: none"> • A breakdown can be provided. For reassurance, a monthly breakdown is provided to the PCC. <p>Paragraph 8 references a 30.4% resignation rate, is there any evidence what may be behind this?</p> <ul style="list-style-type: none"> • Predominantly the reason behind this figure has been student officers leaving the force due to a change of mind. Some will be for those will be looking for a career change <p>In terms of increasing diversity, are activities which have been successful being continued?</p> <ul style="list-style-type: none"> • The activities where success has been found will definitely be continued. • In terms of inclusion, what works well is getting out in communities and engaging. The Recruitment Ambassador scheme has started again which will also help with engagement within the community. <p>How is information shared with members of the disabled community that they are able to apply to roles within the force?</p> <ul style="list-style-type: none"> • West Midlands Police are a Disability Confident Employer, this is mentioned on the website and is something the force talk about a lot. There are no barriers to joining the force and applying for roles. • Furthermore, the Recruitment Ambassador mentioned previously. <p>Could an update be provided on the work undertaken around misogyny:</p> <ul style="list-style-type: none"> • As a result of the work mentioned at the start of the meeting around David Carrick, the work from Operation Santos has escalated and continued alongside the profiling and moral courage training which has been positively received. • The work is discussed at every Force leadership conference and can offer reassurance it is still at the forefront of what the force does. • Part of the work that the Commissioner requested from the Chief Constable at the start of the meeting is already underway as a result of this work. <p>Part of the effort in the work of this Operation was to identify where there may be problematic areas, have any been uncovered and have you been able to address?</p>

- Yes, in short. At all levels, people have written to the Deputy Chief Constable personally to express concern.
 - There is a working group which has led to ongoing PSD investigations. There is also a culture review in firearms teams.
 - There is confidence but the force won't rest. It's never enough, we have to keep going.
- The PCC receives casework around Domestic Abuse incidents not being responded to with enough empathy and similar around Stop & Search and neurodiversity how confident about the consistency of training is the Force? In terms of training, the ambition is to deliver the highest form of training as possible to all officers and ensure that it is consistent. A new commissioning and evaluation group has just been pulled together alongside a more blended learning approach which means more people can be trained in a more efficient way.
- A new 9 module programme for first line managers has just been rolled out to ensure the best service is provided to the public.

In relation to the Staff Survey, participant figures are not high, what affected that?

- The Force was disappointed with the low participation. The figure is lower than last years.
- Part of the lack of feedback could have been due to a fear as to whether the responses would be treated seriously and whether the organisation would make changes. There may also be a fear it is not anonymous, although it is.
- There could also be an element of being unsure what would happen with the appointment of a new Chief Constable which made people less likely to complete.
- The hope is that when the Survey is carried out again the numbers will increase.

Assaults on police officers, what is preventing these cases being progressed?

- Staff are encouraged to report these incidents but do not always do so.
- The Force will always try to prosecute where possible

The paper draws attention to the increasing attrition rates, and that the participation rate is down. There is also mention in the report that senior leaders are reviewing the results with their teams, could you indicate what this could involve?

- Reflecting on the attrition, this could be a factor. Policing is not an easy job; the current financial situation might mean that there are roles that are more attractive which may also play a part. In terms of engagement and action planning, these are being pulled together across departments with the leads, things that have come up have been around recognition, non-financial recognition, but also input into decision making.

In the report it is noted there was an uplift of 17% on diversity, in terms of recruitment in Nottinghamshire the Chief Constable had a lot of success in this area, What learning are you bringing across and what aren't we doing here that we could be?

- West Midlands Police are doing a lot of good things, one of the important things would be making sure all staff are advocates for the organisation
- There is a Positive Action Outreach Team in place.
- Need to target more geographies.
- The force has just launched the internal recruitment. What you may normally see is there is a higher percentage of diversity in police staff roles than officer roles. If introduced through staff then this can be a healthy recruitment opportunity which is also cost effective.
- Schools outreach programme. The Chief Constable hasn't yet tested out the West Midlands programme. In his previous Force this had good results and provided an opportunity to sell the brand of local jobs, local people.
- Another good thing West Midlands Police is doing is taking people who are on a policing degree course, they have bought into being a police officer or staff member and this is starting to bear fruit. Linked to this is the apprenticeship opportunities.

009/23	<p>Chief Constable Update</p> <ul style="list-style-type: none"> • There have been a number of recruitment processes taking place including a new Assistant Chief Constable Claire Bell and a Temporary Assistant Chief Constable Matt Welstead. There have also been interviews to replace the departing Deputy Chief Constable, Scott Green from Greater Manchester Police has been successful in this process. • The internal Recruitment entry route was over-subscribed, 50 additional funded places have been secured from the national recruitment campaign. • There have been improvements around the answering of 999 calls, there are plans in place which will come to fruition this year. The improvements push the Force up the national league tables. • Continue to undertake operations in relation to firearms. Firearms have recently been seized along with a quantity of Class A drugs following a large operation. 6 people were arrested for firearms related crime over the weekend, 4 of whom have been charged. • There was an arrest made outside a club in Birmingham following the stabbing of a member of door staff. • The force dealt with a Mental Health episode in Coventry where 4 Public Protection officers were first on the scene and helped to detain someone who was suffering from an acute mental health issue. • This week is Neighbourhood Policing week so there will be a lot of local activity which should receive a lot of media. • West Midlands Police are playing their part in Operation Mighty Oak, which is the local resilience forum around national power outages, and working through table top exercises in relation to contingencies. • As a result of the recent strikes by different sectors, the Force has been running on many occasions a contingency on how this is impacted with partners from emergency services and authorities.
010/23	<p>SPCB Workplan & SPCB Actions and Further Lines of Inquiry</p> <p>There are currently 10 outstanding actions.</p>
011/23	<p>Date of the next meeting: The date of the next meeting is Tuesday 28th February 2023.</p>