

2013-2014

ANNUAL REPORT



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police and crime
commissioner

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Foreword



Bob Jones' sad and untimely passing on 1 July 2014 provoked much sadness and an outpouring of respect for all he achieved in his political career and personal life. It was clear from the hundreds of people who attended Bob's memorial service and made entries in the book of condolence that Bob was widely respected, liked and recognised as a genuine public servant.

In normal circumstances, it would be Bob presenting this annual report to the Police and Crime Panel, and seeking their comments. That task now falls to me, and this annual report is a testament to all that Bob achieved in office – making the best of a role that he did not believe should exist. Though there is disagreement about the introduction of Police and Crime Commissioners, Bob and I agreed that the need for oversight and governance of policing is very real. The question is how this vital function is carried out.

Yvonne and I intend to continue with many of Bob's priorities. Recruitment of 450 officers will continue, despite the immense financial challenge we face. I will continue the emphasis

on partnership working, bringing together agencies and organisations to respond more effectively to the challenges that exist. I am already working very closely with my Deputy Police and Crime Commissioner Yvonne Mosquito.

While I have no immediate plans to make changes to the Police and Crime Plan or the budget, I will be reviewing both during my first months in office with the intention to make necessary changes and amendments for 2015-16. I will also be approaching the job somewhat differently, and I ask the Panel's patience as I find my way into this new role.

However, this annual report is Bob's, and reflects his commitment, which I share, to ensuring that policing is efficient, effective and unfailingly guided by the needs of the people of the West Midlands.

David Jamieson

West Midlands Police and Crime Commissioner

Introduction

After this report was completed, Bob Jones sadly passed away on 1 July 2014. This report remains as a record of his last financial year in office.

“The last year has made clear the commitment of West Midlands Police to prevent and detect crime, and officers and staff have continued their tremendous work to keep us safe. We saw some exceptional and extraordinary demands. The officers and staff of West Midlands Police responded, as always, with fortitude, tenacity, innovation and grit. In the face of the aftershocks from the killing of drummer Lee Rigby, Pavlo Lapshyn's murderous campaign, and the English Defence League's repulsive attempts to provoke and divide, the Force called on and ultimately reinforced its strong links with our diverse and varied communities. The operational review in this report gives a flavour of what West Midlands Police achieved in 2013-14. "Pride in Our Police" remains at the heart of the Police and Crime Plan and there was much to be proud of in 2013-14. Crime was at its second lowest ever level, and the Force remains committed to doing all it can to keep crime rates as low as possible. The reduction in recorded crime over the last fifteen years remains a remarkable achievement. On behalf of myself, Deputy Police and Crime Commissioner Yvonne

Mosquito, and everyone interested in cutting crime, I offer my thanks to the officers and staff of West Midlands Police for what they do to keep us safe.

I continue to do all I can to protect the frontline. I will be investing £72 million from our reserves in recruiting 450 police officers over the next two years, as well as a range of programmes to improve local policing. We are also recruiting new PCSOs and Special Constables to support not only local policing, but also our public transport network, motorway policing, airport security and the safety of our social housing. We are also recruiting civilian staff to release police officers for duties on the streets. Invest-to-save projects, such as new custody "super blocks" and the refurbishment of Lloyd House, will reduce our annual outgoings. Investment in new technology and processes means we can do more with the resources we have. The Innovation and Integration Partnership, which will be at the heart of how we use technology to improve the service we offer, will refresh and reinvigorate how we work.



However, there remain issues that require close attention. The government has done nothing to rectify a police funding mechanism that is fundamentally unfair. Unless there is an overhaul of police funding – and our £30 million a year shortfall is rectified, even if only in part – our efforts to keep officers on the streets may only maintain our strength for a few years. Without a fair deal for policing in the West Midlands, I'm concerned that officer numbers will start to fall again after the current recruitment.

Also of concern, there is still a risk that that crime is starting to rise, not only in the West Midlands, but elsewhere too. It is never straightforward to explain changes to recorded crime, but there are some worrying hints that crime levels have flat-lined, with a possibility of increases in future. Worryingly, the pressure seems to correlate with the areas that have seen the largest cuts to police resources. So, in forces like the Metropolitan Police in London, and the new Police Scotland, which have seen no cuts to the front line, crime has continued to fall. In the West Midlands, where we have lost over 1,300 officers, the pressure is more keenly felt. Over the next few months I will be exploring and analysing the data with the Force to understand what these changing patterns of crime are telling us.

My fear is that cuts to policing are combining with cuts to local government services, cuts to other partner agencies, and cuts to welfare support to create deprivation that is driving people towards crime. As I visit local policing units, I hear anecdotes that the bedroom tax is prompting tenants to rent out rooms for cannabis farms, that people are shoplifting food, that there is strong demand for stolen petrol, and that financial pressures are linked to increased domestic violence. Furthermore, as I reported last year, I remain concerned that cuts to policing can only go so far before we reach a "tipping point" as preventative policing is hollowed out,

meaning that crimes which would have been prevented by early intervention are instead committed, meaning that more and more resource is sucked into response policing, creating a vicious spiral that makes the problem worse and worse. Resources that should be preventing crime are called on to respond to rising crime instead. If we do indeed "tip" at some point soon, the cost of rebuilding preventative policing will be immense.

Key to keeping crime low will be maintaining the local partnerships that bring together agencies so they can work together, instead of just in parallel. The police should be active participants in the full range of networks that support community safety, including, for example Health and Well-being Boards. In the year ahead, we will have to respond to the implementation of risky government plans to inject private sector provision into probation services. There is much to lose. Years of partnership working with our probation service colleagues have seen extremely good performance in reducing reoffending. Black Country areas vie for the top spot nationally. Commercial pressures and new players create the danger that these solid and



Bob Jones supporting the 13 Peaks Challenge sponsored stair climb of the 13 highest buildings in Birmingham to raise funds for the Joshua Wilson Brain Tumour Charity

successful partnerships will be lost, again leading to increased offending. 2013-14 saw the new Local Policing and Crime Boards finding their feet. The Community Safety Partnerships on which they are built were successful, but could become too focused on the needs of the agencies around the table - rather than genuinely reflecting local need and local people's views. The Local Policing and Crime Boards have majority community representation, and their local policing and crime plans, based on thorough local consultation, will become the increasingly visible building blocks from which the Police and Crime Plan is constructed. I have deliberately passported community safety funding direct to the Local Policing and Crime Boards, avoiding the need for a new, duplicate, centralised bureaucracy. I will be monitoring local spend via my Deputy and Assistant Commissioners to ensure there is good value for money, and I expect the local boards to ensure

that the public is aware of the good work they are doing to reduce crime.

I remain opposed to the introduction of police and crime commissioners, and experiences in 2013-14 did nothing to change that view. The findings of the authoritative Stevens review mirrored my concerns. It is impossible for one person to "be the voice" of three million people and so I have put in place structures and processes that give the community a voice, and that maintain strong links with our proud cities, towns and boroughs, to ensure policing remains responsive to local need and West Midlands Police a force of which we can and should be proud.

Bob Jones



The launch of the new 101 Contact Centres in Birmingham and West Bromwich on 26 October 2013

Police and Crime Plan

The Police and Crime Plan is the formal mechanism by which the community sets out its priorities. It is reviewed on an annual basis to ensure the priorities in it continue to reflect the needs of those who live and work in the West Midlands.

The variations to the Police and Crime Plan were agreed on 5 March 2014.

The Plan has been created using a bottom up approach, with its first building blocks coming from a local level. This has been done by consulting people in their neighbourhoods and feeding their priorities into the Local Police and Crime Boards, which are community led. These local plans are the key driver to ensure local needs are being met by your local police service.

This approach has been adopted to ensure that the Plan is able to reflect people's local priorities as accurately as possible. The intention of giving this level of attention to detail is to make sure there are no gaps between the priorities at local level and for the West Midlands as a whole.

There continue to be over-arching issues that affect the Force area as a whole, such as serious organised crime and counter terrorism. These are included in the strategic plan, which reflects these issues but also sees how central resources can support the delivery of local priorities at city, borough and neighbourhood levels.

The reviewed 2014 milestones and deliverables are summarised on pages 6-9 and the rationale for the changes is contained within each section.

[The 2014 Police and Crime Plan can be downloaded here.](#)



Bob Jones attending a meeting of South Dudley PACT (Police and Community Together)

Summary of variations

2013-14	2014-15
<p>Improving public confidence in policing</p> <ul style="list-style-type: none"> • Increase confidence in policing • Identify aspects of policing that have an adverse impact on confidence, and establish ways to overcome such barriers • Analyse hate crime to better understand religious and racially aggravated offences, for example Islamophobia 	<p>Improving public confidence in policing</p> <ul style="list-style-type: none"> • Increase confidence in policing • Improve perceptions of safety • Identify and tackle aspects of policing that have an adverse impact on confidence • Implement the stop and search action plan influenced through summits and other local consultation • Improve confidence in the way that complaints against the police are investigated • Encourage the reporting of crimes and incidents that are under-reported • Continue to ensure the accuracy and integrity of incidents reported as crime
<p>Creating stronger partnerships</p> <ul style="list-style-type: none"> • Allocate funding to partnerships to tackle local policing and crime problems • Increase engagement with each health and well-being board across the seven local authority areas • Explore opportunities to improve the response to serious and organised crime in collaboration with regional forces and the National Crime Agency • Reduce reoffending of criminals through partnership working 	<p>Creating stronger partnerships</p> <ul style="list-style-type: none"> • Provide grants to local authority areas to enable the delivery of crime and community safety outcomes through the work of local policing and crime boards • Improve engagement with health, business and non-traditional partners with a view to reducing harm and partnership demand • Further develop evidence-based policing linking with the College of Policing, universities and other forces • Explore opportunities to improve the response to serious and organised crime including working collaboratively with regional forces and the National Crime Agency • Work with safeguarding partners to improve the outcomes for vulnerable people • Improve the quality and sharing of information with partners • Ensure we work with partners to effectively manage the risks associated with the emerging national Transforming Rehabilitation strategy, where offenders are managed in the community

2013-14	2014-15
<p>Developing greater local identity across the West Midlands</p> <ul style="list-style-type: none"> • Work with local partnerships to establish local policing and crime boards in each of the seven local authority areas 	<p>Developing greater local identity across the West Midlands</p> <ul style="list-style-type: none"> • Support the newly formed local policing and crime boards to strengthen their identity in the local community • Work with local policing and crime boards to deliver the outcomes contained in their local policing and crime plans • Tackle locally identified concerns such as anti-social behaviour, speeding, inconsiderate parking, off road motorbikes, drugs, vehicle crime and burglary • Establish the work plan for the Youth Commission, integrating its role into the work of the Commissioner • Implement the action plans agreed following the series of summits held in 2013-14 • Improve diversity throughout the Force, through recruitment and development opportunities, to better reflect the community
<p>Delivering better value for money</p> <ul style="list-style-type: none"> • Implement invest-to-save schemes that enable more efficient working practices • Develop people who are capable and effective in delivering their roles • Improve productivity of staff and assets • Improve diversity throughout the Force through the recruitment and progression processes 	<p>Delivering better value for money</p> <ul style="list-style-type: none"> • Implement invest-to-save schemes that enable more efficient working practices • Develop a workforce that meets future needs • Develop people who are capable and effective in delivering their roles • Improve productivity of staff and assets • Continue to explore opportunities with Innovation and Integration Partners (IIP) to harness innovation and improve service delivery • Improve productivity of staff and assets
<p>Demonstrating the Force's commitment to social responsibility</p> <ul style="list-style-type: none"> • Introduce a fleet of 'green' cars that are efficient and are better for the environment • Consult on the procurement strategy to influence the economic well-being of the area • Increase the involvement and work with voluntary, third sector and community partnerships in priority areas helping to keep crime down 	<p>Demonstrating the Force's commitment to social responsibility</p> <ul style="list-style-type: none"> • Evaluate the use of our 'green' cars and their impact on the environment • Complete the consultation on the procurement strategy to influence the economic well-being of the area • Increase the involvement and work with voluntary, third sector and community partnerships in priority areas helping to keep crime down • Introduce apprentice schemes in areas of policing where this can be supported

2013-14	2014-15
<p>Reduce crime and offending</p> <ul style="list-style-type: none"> • Reduce overall crime by 5 per cent • Reduce violent crime where injury is caused by 8 per cent • Reduce burglary by 8 per cent • Reduce crime in high crime priority areas by 7 per cent • Support local and national projects aimed at understanding which interventions are effective at reducing low level offending 	<p>Reduce crime and offending</p> <ul style="list-style-type: none"> • Strive to have our lowest ever crime levels • Encourage the reporting of crimes from vulnerable victims, such as those subject to domestic abuse, hate crime and sexual exploitation • Reduce public place violence by 5 per cent • Reduce property related crime, with a focus on burglary (reduce by 2 per cent), robbery (reduce by 5 per cent), thefts relating to vehicles and business crime • With partners, tackle the locations and people that contribute the highest crime levels and demands on public services
<p>Better protecting people from harm</p> <ul style="list-style-type: none"> • Reduce the harm caused by gangs and organised crime groups by continuing to target them • Reduce the harm caused by terrorism by continuing to target them under the local and national strategy • Carry out activity to understand in more detail the extent of people trafficking within the West Midlands and to maintain vigilance around child sexual exploitation • Develop a force strategy to tackle drug dealing, drug use and cannabis farming • Reduce the harm to vulnerable victims caused by domestic abuse • Work with safeguarding partners to improve the outcomes for vulnerable people 	<p>Better protecting people from harm</p> <ul style="list-style-type: none"> • Working with partners, reduce the harm caused by gangs and organised crime groups by continuing to target them • With partners, reduce the harm to vulnerable victims • Reduce the harm caused by extremism by continuing to target them under the local and national strategy in partnership • Develop tactics to tackle child sexual exploitation, modern day slavery (people trafficking) and honour based violence
<p>Improving the service the public receive from the police</p> <ul style="list-style-type: none"> • Increase satisfaction with services provided relating to crimes • Increase satisfaction with services provided relating to anti-social behaviour • Implement a customer services strategy drawing from the Victims Summit and the Customer Journey to deliver further improvements • Develop strategies to reduce repeat victims of crime and anti-social behaviour 	<p>Improving the service the public receive from the police</p> <ul style="list-style-type: none"> • Increase satisfaction with services provided relating to crimes • Increase satisfaction with services provided relating to anti-social behaviour • Develop work to improve victims services, supported by specific funding from the Police and Crime Commissioner • Implement the Code of Practice for Victims • Develop strategies to reduce repeat victims of crime and anti-social behaviour • Seek new opportunities to improve public accessibility to policing services

2013-14	2014-15
<p>Supporting stronger communities</p> <ul style="list-style-type: none"> • Reduce business crime by 6 per cent • Work with our partners to further reduce crime on the transport system • Strengthen the ability to work with partners on the Troubled Families programme • Review police community support officers' powers and deployment 	<p>Supporting stronger communities</p> <ul style="list-style-type: none"> • Work with our partners to further reduce crime on our transport network by implementing the partnership Safer Travel Plan • Improve our ability to work with partners to identify early intervention opportunities within communities, (the Troubled Families programme, the Mental Health Triage and the mental health nurses posted into police stations in Coventry being such examples) • Develop community capacity to deal with local issues • Respond to issues from the summits convened by the Police and Crime Commissioner
<p>Ensure an effective contribution to national policing</p> <ul style="list-style-type: none"> • Ensure West Midlands Police has appropriate capacity and capability to support the five components of the Strategic Policing Requirement: terrorism, other civil emergencies, organised crime, public order, and large scale cyber incidents 	<p>Ensure an effective contribution to national policing</p> <ul style="list-style-type: none"> • Ensure West Midlands Police has appropriate capacity and capability to support the five components of the Strategic Policing Requirement: terrorism, other civil emergencies, organised crime, public order, and large scale cyber incidents • Ensure the public of the West Midlands benefits from the work of agencies across the national policing landscape i.e. National Crime Agency, College of Policing, Home Office Immigration Enforcement, Action Fraud and Counter Terrorism. • Establish a Regional Organised Crime Unit (ROCU) to meet our national requirement

Decisions of the PCC

West Midlands Police and Crime Commissioner Bob Jones is the local governing body for policing in the West Midlands. The Commissioner has executive powers to make decisions that are set out in the Police Reform and Social Responsibility Act 2011 and he is required to publish a record of those decisions.

In this section, you can see all the decisions made by the Commissioner between 1 April 2013 and 31 March 2014. Reports and decisions can be viewed in full on the Commissioner's website:

www.westmidlands-pcc.gov.uk/transparency/record-of-decisions

1 May 2013 **WMPCC 019 2013 Appointment of Independent Chair of Joint Audit Committee**

A decision to appoint the Chair of the West Midlands Joint Audit Committee.

1 May 2013 **WMPCC 020 2013 Strategic Policing and Crime Board Rules of Procedure**

A decision on the rules and procedure for the Strategic Policing and Crime Board.

17 May 2013 **WMPCC 021 2013 Technology Task Force – Innovation and Integration Partner Implementation Approach**

This decision summarises information provided to the Commissioner on the options for how an innovation and integration partner (IIP) could be sought. This decision is commercially confidential and is not for publication.

14 May 2013 **WMPCC 022 2013 Mutual Aid Complaints Arrangements**

A decision on an agreement that would enable the Police Ombudsman for Northern Ireland to investigate complaints against officers who work in Northern Ireland under mutual aid agreements.

17 May 2013 **WMPCC 023 2013 Decision Making Policy**

A decision on the requirement for the Police and Crime Commissioner to publish a statement of policy in relation to the making of decisions of significant public interest arising from the exercise of his functions.

12 June 2013 **WMPCC 024 2013 Process for the award of grants from the Community Initiative Fund 2013-14**

A decision defining the procedure for decision-making the Commissioner will use for the Community Initiatives Fund allocation of £25,000 for 2013-14.

3 July 2013 **WMPCC 025 2013 Redaction Policy**

A decision on the policy for the redaction of data in the classes of information required to be published by virtue of the Elected Local Policing Bodies (Specified Information) Order 2011 and the Local Policing Bodies (Specified Information) (Amendment) Order 2012.

3 July 2013 **WMPCC 026 2013 Youth Consultation Structures**

A decision to establish new structures for the engagement and consultation of young people.

3 July 2013 **WMPCC 027 2013 Disposal of Property**

A decision to sell nine police properties.

3 July 2013 **WMPCC 028 2013 Provision of a Motor Vehicle Body Repair Service**

A decision for the renewal of the Motor Vehicle Body Repair Service contract in accordance with the Scheme of Consent and Standing Orders Relating to Contracts. This decision is exempt from publication.

3 July 2013 **WMPCC 029 2013 IIP Appointment of Legal Consultants**

This decision relates only to the procurement of legal consultants and acknowledges the appointment of Pinsent Masons under the Government Procurement Service Framework for Legal Services.

16 July 2013 **WMPCC 030 2013 Technology Task Force - Innovation and Integration Partner**

Decision to accept the recommendations of the Technology Task Force on how the Commissioner and Chief Constable could work with an Innovation and Integration Partner (IIP) to enhance policing services delivered to the communities of the West Midlands.

16 July 2013 **WMPCC 031 2013 Technology Task Force OJEU Contract Notice**

This decision follows on from the decision WMPCC 030 2013 Technology Task Force - Innovation and Integration Partner. This decision is commercially confidential and is not for publication.

16 July 2013 **WMPCC 032 2013 Annual Report 2012-13**

Decision to approve the Commissioner's Annual Report and the method of its dissemination.

16 July 2013 **WMPCC 033 2013 Community Initiative Fund Grant Applications July 2013**

To consider applications from community based organisations based in the West Midlands seeking financial support from the Community Initiatives Fund in 2013-14.

3 September 2013 **WMPCC 034 2013 Outstanding Citizen and Outstanding Young Citizen Awards Scheme**

A proposal for a new West Midlands Police and Crime Commissioner's Outstanding Citizen and Outstanding Young Citizen Award Scheme, which will recognise outstanding acts of citizenship that have contributed to safety or reducing crime and disorder.

3 September 2013 **WMPCC 035 2013 West Midlands Safer Travel Plan**

To approve the Safer Travel Plan which has been jointly produced by the Commissioner and the Integrated Transport Authority subject to final agreement at the Integrated Transport Authority on 9 September 2013.



(l-r) Liz France of the British Transport Police Authority, Centro chairman Cllr John McNicholas and West Midlands Police Commissioner Bob Jones launch the region's new Local Transport Policing Plan

3 September 2013 **WMPCC 036 2013 Invest to Save Budget Business Case - Domestic Homicide Review Research**

To approve £30,000 funding from the Invest to Save Budget, to support research into the statutory work undertaken by the seven community safety partnerships in respect of domestic homicide reviews.

16 September 2013 **WMPCC 037 2013 Submission to Home Secretary Stage 2 Transfer**

The submission, which was the subject of this decision, sets out details of the staff to be transferred and the terms under which they transfer together with an explanation of the roles and functions being retained by the Commissioner and those transferring to the Chief Constable. The submission and transfer scheme are treated as confidential because they impact on identifiable individual members of staff.

2 October 2013 **WMPCC 038 2013 Property Disposal**

As part of the on-going review of the West Midlands Estate the property within this decision report, Canterbury Road Police Station, Canterbury Road, Perry Barr, Birmingham B20 3AA, is to be sold.

2 October 2013 **WMPCC 039 2013 Supply, delivery, installation and networking of digital interview recording equipment**

This is a confidential decision to award a contract. It is confidential because it is commercially sensitive.

5 November 2013 **WMPCC 040 2013 Confidential Reporting Policy**

This policy forms an integral part of the governance landscape of the Office of the Police and Crime Commissioner which is reviewed and assessed by the external auditor.

5 November 2013 **WMPCC 041 2013 Anti Fraud, Bribery and Corruption Policy**

The opportunity was taken, following the change in governance arrangements, to revisit and update the Anti-Fraud, Bribery and Corruption protocols and policy in line with best practice. The Joint Audit Committee considered this policy and recommended that it be adopted as a joint policy for both the Office of the PCC and WMP.

5 November 2013 **WMPCC 042 2013 Community Initiative Fund November 13**

To consider applications from community based organisations based in the West Midlands seeking financial support from the Community Initiatives Fund in 2013-14.

3 December 2013 **WMPCC 043 2013 Invest to Save November 13**

A decision awarding a total of £314,500 to community safety partnerships across the West Midlands.

3 December 2013 **WMPCC 044 2013 Technology Task Force Procurement of an Innovation and Integration Partner**

This is part of a series of decisions made by the Commissioner on the Technology Task Force's procurement of an Innovation and Integration Partner (IIP). It is a confidential decision because it is commercially sensitive.

3 December **2013 WMPCC 045 2013 Extension to Chief Constable's term of appointment**

A decision to extend the appointment of Chris Sims as Chief Constable of West Midlands Police from 31 May 2014 to 31 May 2017.

2014**7 February 2014 WMPCC 001 2014 Dip sampling complaints files**

A decision to introduce a new system for dip sampling completed complaints files.

13 February 2014 WMPCC 002 2014 Revenue Budget 2014-15

This decision sets the Police and Crime Commissioner's 2014/15 Revenue Budget and Precept and Capital Budget and Programme 2014/15 to 2017/18. The Police and Crime Commissioner has decided to increase the police part of Council Tax by 1.99%.

5 March 2014 WMPCC 003 2014 UKBA Custody Visiting Provision

A decision to provide a custody visiting service at the UK Border Agency custody facility at Birmingham Airport.

5 March 2014 WMPCC 004 2014 Variations to Police and Crime Plan

This decision outlines the process undertaken to produce variations to the Plan and attaches the revised Plan.

5 March WMPCC 005 2014 Application for assistance with costs in legal proceedings

This decision relates to a request for the payment of costs associated with legal proceedings. Such requests are governed by Home Office Circular 43/2001. The decision is confidential because it relates to individuals and contains personal data.

5 March 2014 WMPCC 006 2014 Provision of manned guarding services

This decision concerns the award of a contract for manned guarding services. It is not published because it is commercially sensitive.

5 March 2013 WMPCC 007 2014 New custody facilities (Western Site)

This decision concerns the award of a contract for the construction of a new Western Custody Suite and approval of a revised budget for the purchase of land and construction for two new custody facilities (Central and Western Sites). The decision is not published because it is commercially sensitive.

24 March 2014 WMPCC 008 2014 Victims Services Commissioning and Restorative Justice Allocations 2013-14

Funding for victims of crime transfers to Police and Crime Commissioners (PCCs) in October 2014. PCCs will be responsible for commissioning locally most of the emotional and practical support services for victims of crime that are provided by the voluntary, community and social enterprise sector from April 2015.

24 March 2014 WMPCC 009 2014 Invest to Save February 2014

This final £5,500 bid relates to the installation of a CCTV camera in Gornal Village to manage tensions and improve quality of life and safety.

Engagement and correspondence

Engagement

Making sure that people have a voice in how their policing service is provided is a top priority and the Police and Crime Plan puts a strong emphasis on making sure people can let the Commissioner know their thoughts.

To try and reflect the views of as many people as possible, a variety of ways exist in which people can get in touch. From a contact page on the website

www.westmidlands-pcc.gov.uk to social media including

- Facebook (www.facebook.com/WestMidsPCC)
- Twitter (@WestMidsPCC)
- Flickr (www.flickr.com/photos/westmidlandspcc)

The year 2013-14 has seen the number of people following the Commissioner's Office on Twitter rise to over four thousand. Regular newsletters are sent to over one and a half thousand people who subscribe to regular updates at **www.westmidlands-pcc.gov.uk/your-commissioner/newsletters**. If you want to learn more about the work of the Commissioner, then join the thousands of people who have signed up to receive the electronic newsletter.

During the year, there have been 40,870 unique visitors to the website with over 180 thousand pages viewed.

Monthly surgery events are held at venues across the West Midlands, to give as many people as possible the opportunity to come and speak with the Commissioner and Deputy Commissioner face to face. Dozens of people have booked

appointments with them, and many others have

come along on the day hoping to see the

Commissioner. All have been seen and their cases

are being dealt with.

There have been 12 summit events between 1 April 2013 and 31 March 2014 (see pages 15-22 for more information).

The Commissioner also answers enquiries from the media and responds to requests for interviews whenever possible, with the aim of working as transparently as possible and keeping people informed of what he is doing in real time.

The Commissioner is keen to meet with community groups, unions and staff associations. Many hundreds of people and groups have contacted the Commissioner to invite him to events and he is a regular attendee at local meetings across the Force area.

The Strategic Policing and Crime Board holds its meetings monthly and these are open to the public to come and observe. People can put questions to the Board at these meetings, provided prior notice is given.



Bob Jones, Diana Holl-Allen and Chief Superintendent Sally Bourner launch the Solihull Local Policing and Crime Plan

Correspondence

By the 31 March 2014, almost 2000 people had contacted the Commissioner to raise their policing and community safety issues with him.

The Commissioner is insistent that he sees the correspondence from everyone who contacts him, and sends a personal response in every case.

"It is essential that the office of the PCC is as open and accessible as possible," said Bob Jones. "As PCC I am pleased that so many people have contacted my office, as casework is not only an important way for people to have their issues dealt with, it is also an essential part of making policing better. It gives real insight into how people across the West Midlands experience policing and the police. It helps us make the service better for everyone. I would encourage anyone with an issue concerning West Midlands Police to contact my office on 0121 626 6060. My casework team will take all the details and I will respond to you. Alternatively, you can contact us through the website."

Lessons learned from the Police and Crime Commissioner's casework have already helped West Midlands Police improve how it manages recovered property, deals with small claims cases, and the processes for classifying and responding to incidents.

Summits and Engagement

The Commissioner's Police and Crime Plan has informed the themes for consultation and engagement summits and in turn been supported in its development through the actions agreed at these events.

One of the summits' aims was to reach as many people as possible by developing a process of dialogue between individuals and organisations, providing the arena for a genuine and open exchange of views. The views expressed at summits are captured to inform and influence decisions, policies and planning to improve service delivery and strengthen effective partnership working. The summits give the opportunity to listen to people's opinions, concerns and potential solutions to the issues facing policing. Reports from the summits are presented to the Strategic Policing and Crime Board, setting out in more detail what has been learned and what action will follow.

Nine summits took place between April 2013 and the end of March 2014. Smaller roundtable and stakeholder forum events were also used to facilitate dialogue with specific groups of stakeholders or about geographically specific issues. These were on the subject of business crime, safeguarding and criminal justice. Further summits and stakeholder forum events are planned for 2014.

Mental Health and Learning Disability 21 June 2013

This forum for professionals on 21 June brought together for the first time a diverse set of partners from health, policing, local authorities, academia and the charity sector that have a practical role in the management or governance of mental health and learning disabilities across the West Midlands. There were a range of presentations and workshops, all intended to discuss and encourage improvements to the partnership arrangements for mental health and learning disabilities in the West Midlands. Organisations with a national role such as Black Mental Health and Mencap were also influential advocates at the event.

The aims of the summit were to:

- Raise the profile and awareness of the work required from strategic partnerships to improve the response to people who come into contact with the criminal justice system that are experiencing mental health issues or have learning disabilities.
- Encourage organisations to commit to a programme of working together to ensure the right response from the right agency at the right time.

Following the summit a report, recommendations and the Plan for Action have been agreed with each of the partner agencies and placed in the public domain on the Commissioner's website www.westmidlands-pcc.gov.uk. The partnership programme of working together has gone onto West Midlands Police (WMP) subsequently being successful in securing national funding for a mental health mobile triage pilot, and hosting a national conference on Places of Safety and a second summit – 'Policing, health and community – a collaborative future' being scheduled by the Commissioner in June 2014.

Stop and Search Summit 20 September 2013

This event was a direct response to concerns that delegates at the Trust and Confidence had voiced earlier in the year. The aim of the summit was to hear from people who had been affected by stop and search and to explore where it was being used effectively to prevent and detect crime, but also where and why its use was undermining trust and confidence in the West Midlands Police service. There were passionate contributions made by delegates as well as suggestions for improving the way stop and search was conducted by police officers.



Yvonne Mosquito hosting the Stop and Search Summit

The summit has been influential in catalysing changes to how stop and search is deployed. Some changes were implemented by WMP within 48 hours, demonstrating the impact of the speakers and the open debate at the summit. Further consultation was carried out in November and December 2013 with the results published in January 2014. The Police and Crime Plan introduces new oversight measures for stop and search. On the Commissioner's website are the results of the subsequent consultation, also an action plan and details of the ten stop and search panels that are convened across the local policing units for members of the public to discuss stop and search activity in their local area.

Women's Summit 28 September 2013

The aim of this initial event was to ensure that women's views on the Police and Crime Plan were heard. The informal, open forum event hosted by the Deputy Police and Crime Commissioner Yvonne Mosquito, was enthusiastically welcomed by attendees who volunteered the sharing of skills for future collaborative projects. Two further events were planned as a response to this initial event, on female genital mutilation and on women's experiences within the offender management system.

Child Sexual Exploitation and Human Trafficking 8 October 2013

This summit was jointly hosted with Wolverhampton University at Wolverhampton's Science Park. It supported other wider work under Operation Sentinel by WMP. Child Sexual Exploitation (CSE) and Human Trafficking are to a large extent a hidden problem, and in the West Midlands and in the UK as a whole, efforts to tackle these problems have met with limited success.

The summit was the opportunity to gain support for some real changes in the West Midlands to improve the response and help to our most vulnerable people. It sought to address the following:

- How partners can come together to do more on prevention and early intervention
- How communities could do more to flag up the issues
- How there could be a better collective understanding of the problems and the issues
- Future strategic planning by the statutory agencies including West Midlands Police
- The role and perspective of the voluntary sector and its interface with the statutory agencies

The Commissioner was pleased to announce the two year secondment of Stephen Rimmer from the Home Office to be the region's strategic leader on action to prevent violence against vulnerable people including children.

The summit's delegates gained a memorable insight into the damage that perpetrators inflict on the lives of their victims through a survivor of CSE sharing what had happened to her.

The large audience was made aware of organisations that were already actively involved in local and regional networks, raising awareness of the issues, supporting the victims and prosecuting perpetrators.

A draft action plan with multi agency contributions was produced within a report from the conference. This was forwarded to Stephen Rimmer by the Commissioner to provide the starting blocks for his work in the region.



Neighbourhood Watch Summit

Neighbourhood Watch Summit 15 November 2013

This event was a direct result of representations made by a number of coordinators from local and West Midlands wide Neighbourhood Watch organisations to the Commissioner's office. The summit aimed to discuss what lines of communication, support and strategic structures delegates would welcome, to celebrate the good practice of schemes locally and nationally, and to share the experience of Street Watch representatives from the Birmingham East Local Policing Unit (LPU).

The summit brought together Neighbourhood Watch coordinators and Street Watch schemes from across the region together with WMP officers and the Chairperson of the National Neighbourhood Watch Network.

The feedback from the 69 delegates has informed the drafting of an action plan which will be shared shortly with West Midlands Police Governance Board and the Commissioner's Strategic Policing and Crime Board. Proactive engagement and active listening from a designated WMP single point of contact (SPOC) has empowered a steering group of neighbourhood watch coordinators drawn from all 10 LPU areas to be able to undertake key elements of this action plan.

During the same time frame, there has been a wider national initiative for all police forces to explore all the roles for citizens within policing. A follow up summit in the Autumn of 2014 will therefore give an update on the progress made on neighbourhood watch structures alongside an exploration of this wider agenda.

Partnerships Summit 29 November 2013

Now an annual summit, this event brings together seven community safety partnerships (CSPs) from the Force area, together with the respective local authority chief executives, LPU commanders, heads of community safety, elected members and community representatives from each local police and crime board (LPCB). Earlier in 2013, the Commissioner and the CSPs had agreed that the Community Safety Fund 2013-14 would be 'passported' to the CSPs on condition that a community led local policing and crime board was established in each local authority area.

The summit was the opportunity to inform partners and to discuss this year's strategic assessment, the WMP Strategic Policing Requirement and the results of the Commissioner's summits and survey work on policing and community safety priorities. It also highlighted other corporate strategies pertinent to partnerships such as the estates and proposed procurement strategies. An overview of the approach to the budget for 2014-15 and beyond, particularly in relation to the allocation of grants and awards was also given before an open discussion on the emerging local policing and crime boards.

CSPs were able to report on the progress against recruitment and inclusion of community members onto local boards and to share their local consultation on community safety priorities for inclusion in the West Midlands Police and Crime Plan.

Stephen Rimmer, the newly appointed West Midlands Strategic Leader for preventing violence against vulnerable people was present and able to explain his role on action against the sexual exploitation of children and other vulnerable people. He will instigate joint working across the seven local authorities, WMP, the criminal justice system and the voluntary sector.

Youth Summit 6 December 2013

Consultation about a structure for a Youth Commission and elected Youth Commissioners at the 2012 Youth Summit did not produce a consensus view from the options. West Midlands Office for Policing and Crime (WMOPC) therefore sought further opinions from local authority youth service teams and police officers supporting an existing youth independent advisory group. The resulting model incorporated more than one of the options, and aimed to amalgamate the membership of the police youth IAG with two elected youth commissioners from each of the seven local authority areas.



Youth Summit

Elected Youth Commissioners were presented to their peers at the Youth Summit on 6 December 2013. The theme of the summit was knife crime. The West Midlands Crimestoppers' "Fearless" Project was presented and the evening culminated in an appearance by Roach Killa, a rap artist who spoke about his personal commitment to reducing knife crime, finishing with a live performance of his songs. Since the summit, the Youth Commissioners have gone through an induction process and have responded to a wide variety of organisations and sections of the police force wishing to include the voice of young people.

West Midlands Office for Policing and Crime supports the bi-monthly Youth Commission meetings, with the Youth Commissioners taking it in turns to organise the agenda and chair the meetings. They have been particularly involved in regional initiatives around reducing knife crime, preventing violence against vulnerable people and breaking down barriers between the police and young people, as well as representing a young person's perspective on an interview panel for a new Assistant Chief Constable. Ahead lies engagement on mental health issues for young people, Sports England and Welfare to Work strategies as well as their own proactive activity to engage the views of young people in their local area on their priorities for the Police and Crime Plan. There is national interest in the West Midlands PCC's Youth Commission model, and it is likely that the Youth Commissioners will meet the Minister for Policing, Criminal Justice and Victims, Damian Green and Home Office representatives later this year.

Business Summit 28 January 2014

The business annual summit is an important event that gives the Commissioner the opportunity to speak to the business sector. The meeting also incorporates consultation on the police revenue and capital budget for the coming year. The overall theme for this year's event was corporate and social responsibility and the Commissioner welcomed presentations from Business in the Community, Colmore Business District (BID) and Opus Restaurant.

Through 2013, the WMOPC held a series of business breakfast roundtables across the region with business networks, as well as meetings with key organisations such as the Institute of Directors, CBI and Chambers of Commerce chairs to improve lines of communication between WMOPC, WMP and business leaders. Businesses were also asked for their opinion on the inclusion of cyber-crime and fraud to existing WMP business crime priorities of metal theft, bilking (theft of petrol), cash in transit and retail crime.



Bob Jones and Yvonne Mosquito visiting the policing team at the German Christmas Market in Birmingham City Centre

A retail crime seminar for stakeholders in November 2013 has influenced the shaping of an improved and coherent structure for business crime partnerships in the region to be agreed in 2014.

The Commissioner has also supported the production of a monthly joint WMP and WMOPC e-newsletter to businesses.

Victims’ Summit 11 January 2013

The first Victims Summit held in January 2013 informed the basis of a consultation which ran from March to the end of May 2013. The consultation focused on how the needs of victims should be represented locally and on the delivery of victims support services from October 2014 onwards when Ministry of Justice funding transfers to the Commissioner. Since then there has been further face to face consultation through roundtables with community and voluntary sector stakeholders in each of the local authorities in the force area:

- Mapping out the level of victims service provision by geography
- Providing victims organisations with an understanding of the revised landscape for funding
- Modelling options for a Victims Commission and its functions
- Encouraging a collaborative working environment between victims organisations in their approach to seeking future funding and delivery of services
- Creating ownership of the way forward in the provision of victims’ services

A second Victims Summit will be held on 8 July 2014 to invite stakeholders to hear and debate the results of all the intensive engagement and planning that has taken place.

Pan West Midlands Female Genital Mutilation Study Day 24 February 2014

This event was the largest held this year, attracting over 300 delegates and was jointly hosted by the Commissioner’s office, WMP and Birmingham Against FGM Group (BAFGM). The event was aimed at professionals from health, social care, police, victim support agencies and third sector organisations. The programme covered:

- Understanding the issues around FGM
- Identifying girls at risk
- How frontline professionals can make a difference
- Legal interventions

The outcomes of this event were reported under the mantle of Operation Sentinel – which had already raised Force awareness around child sexual exploitation, honour based violence/forced marriage, human trafficking and domestic abuse.

By having better informed officers on these subjects, partnerships will be able to respond sensitively, carry out robust investigations and maximise the opportunities to safeguard vulnerable victims and bring offenders to justice. The event received a lot of interest via social media and the press demonstrating a wider impact outside the West Midlands.



Nimco Ali, Co founder and Director of Daughters of Eve



FGM Study Day

Integrated Offender Management – a female perspective 13 May 2014

The Deputy Commissioner Yvonne Mosquito said of this summit “The role of women in the criminal justice system sits at the heart of two emerging trends in policing and community safety, both of which are reflected in the Police and Crime Plan.

- “First, huge changes to offender management under the government's “Transforming Rehabilitation” agenda, which will see increased private sector involvement and the risk of fragmentation of the close and effective partnerships we see in the West Midlands.
- “Secondly, we have a greater focus on vulnerability and ensuring that the criminal justice system is responsive to those at the greatest risk. This event, organised in partnership with statutory and voluntary sector agencies, is an opportunity to examine these issues in detail and listen to those who can help us develop and deliver an effective action plan for women offenders.”

The event demonstrated the benefits to adopting a multi-agency problem solving approach which focuses on the female offender rather than their offence. This can address the causes for the offending behaviour and more effectively reduce re-offending and support the woman to not be a victim in the future. It described the pathways, interventions and referral agents available, the triggers to offending for women, and the complex needs that female offenders may have.

A report on the outcomes from this summit will be written in the near future.

Communities against violent extremism 14 May 2014

Events in 2013, including the murder of Mohammed Saleem and subsequent bombings of mosques by Pavlo Lapshyn, the series of court cases and convictions of men from our area who were intent on terrorist attacks, and the large EDL protest in July all showed how violent extremism remains a significant issue.

Commissioner Bob Jones said, “We should all be impressed by the way communities came together with the police in response to these attacks. WMP showed great resourcefulness in its response, with the Counter Terrorism Unit working closely with local policing units to secure an arrest, as well as offering reassurance and protection to our communities during times of high tension.”

The Commissioner considered it important to learn from these cases and to build on the strength of community feeling that exists. The summit was organised to bring together community representatives and stakeholders, as part of a process towards a locally developed, locally owned and locally progressed response to violent extremism in the West Midlands.

The interactive day used facilitated discussion groups to enable and encourage people to share their views, expertise and experience. In the afternoon, members of West Midlands Counter Terrorism Unit as well as other statutory agencies from health and probation outlined what they can do to support community effort. Two de-radicalisation mentors gave an insight into their practical work with people expressing extreme views to prevent their transition into violent extremism. A report on the outcomes from this summit will be written in the near future.

Plans for summits in 2014-15

The Commissioner's office, working with partners and stakeholders is developing the following in response to his community engagement and issues raised in the summits so far:

- Policing, health and community –a collaborative approach. 26 June 2014
- Victims Summit 8 July 2014
- Supermarket Summit 10 July 2014
- Citizens in policing Autumn 2014
- Alcohol and drugs Autumn 2014
- Youth Summit 2 December 2014
- Business Summit 15 January 2015

Performance milestones and deliverables 2013-2014

2013-14 saw the first Police and Crime Plan (the Plan) for the West Midlands issued under the new PCC arrangements. The Plan included commitments to increase public confidence in policing, while sustaining the downward pattern in recorded crime. There was also a particular focus on hate crime, stop and search, safer travel and protecting the most vulnerable members of society. In total 35 milestones and deliverable were included in the Plan.

The first set of these supported progress towards ownership of the service by those to whom it is delivered and contained five key police and crime objectives:

- Improving public confidence in policing
- Creating stronger partnerships
- Developing greater local identity across the West Midlands
- Demonstrating the Force's commitment to social responsibility
- Delivering better value for money

The second aspect of the 'Pride in our Police' vision is to recognise the importance of improved delivery of policing services and this ambition was underpinned by five further objectives:

- Reducing crime and offending
- Better protecting people from harm
- Improving the service the public receive from the police
- Supporting stronger communities
- Ensuring a more effective contribution to national policing

In addition for 2013-14 each of the West Midlands local policing units created its own Police and Crime Plan, reflecting the differing needs of local areas. These local plans are key drivers to ensure local West Midlands people's needs are being met by our local police service. The Plan also delivered on the manifesto commitment to "passport" community safety funding to local areas, allowing community-led Local Policing and Crime Boards - built on existing Community Safety Partnerships - to set priorities that are right for their areas, and hold local agencies to account.



Bob Jones at the Annual West Midlands Association of Muslim Police Awards

Reducing Crime and Offending

As stated within the Plan there was an ambition to reduce crime during the year, setting a milestone of a 5% reduction. Due to a number of factors overall crime rose by 2.3% during 2013-14 an increase of almost 3,900 offences.

However this should be put in the context that during 2013-14 West Midlands had the second lowest level of recorded crime since current recording practices began in 2002. National information also shows that West Midlands compares very well against those forces considered as being most similar with the lowest rate of crimes per 1,000 residents during 2013.

One of the main reasons for this increase is that during the year West Midlands experienced a large increase in shoplifting particularly in city and town centres. This was also experienced by many other areas in the country. This has also had a significant impact upon business crime, another of the milestones in the Plan, which increased by 4.5% during the year.

There has also been an increase in the number of violent crimes recorded by the police. This is not necessarily a bad thing as this has been driven by an increase in the reporting of domestic violence and hate crime, those crimes which are associated with the more vulnerable people in our communities and a sign that they are more confident in reporting crimes to the police. Within the Plan a milestone of reducing Violence with Injury by 8% was included, but was not achieved as there were over 1,500 additional offences compared to 2012-13 an increase of 8.7%.

One of the main crime issues raised by residents of the West Midlands is a fear of burglary. Burglaries of dwellings have now fallen for three consecutive years and are at the lowest levels recorded since 2002. Similarly, there was a further reduction in the number of people experiencing robbery with again the lowest levels experienced being recorded.

Improving public confidence in policing

In assessing the public's confidence in the police, as part of the Plan, an independent survey is carried out twice a year interviewing in excess of 16,000 people face to face.

The research shows that performance has fallen slightly during 2013-14 but over 80% of those surveyed state that they do have confidence in the police.

Improving the service the public receive from the police

As part of a national survey victims of key crimes are contacted to assess their satisfaction with the service which they received by the police. During 2013-14 nearly 84% of victims surveyed stated that they were satisfied with the service received from the police in the West Midlands. Victims of burglaries have the highest levels of satisfaction in the West Midlands at over 90%.

Satisfaction for victims of anti-social behaviour is also measured in the West Midlands. Satisfaction levels are lower than those for crime but the gap continues to close with nearly 78% of those surveyed stating that they were satisfied with the service they received.

Performance indicators and targets

Force Objectives	2012/13	2013/14	Difference	Mstone	Performance	Variance
Reduce Total Recorded Crime	170,635	174,526	3,891	5%	2.3%	12,123
Reduce Burglary Dwelling	13,559	12,721	-838	-8%	-6.1%	247
Reduce Violence With Injury	17,841	19,393	1,552	8%	8.7%	2,980
Reduce Business Crime	34,297	35,813	1,516	-8%	4.5%	3,574
	M'stone (top two tiers)	Performance (top two tiers)	Variance (top two tiers)	M'stone	Performance	Variance
Public have confidence in police	65%	59.6%	5.4	85%	82.4%	2.8
Customer satisfaction with service - crime	70%	69%	1	88%	83.8%	4.2
Customer satisfaction with service - ASB	60%	61.8%	1.8	80%	77.7%	2.3

Fair Funding for West Midlands Police

"Insult to injury" - Bob Jones' response to police funding announcement December 2013

Speaking on 18 December 2013 about the further cuts to West Midlands Police announced by the Home Office Bob Jones said:



Bob Jones with the Central Motorway Police Group

"Today's police funding announcement is bad news for West Midlands Police. The government has imposed more cuts than expected, and we have been hit harder than other forces. We were expecting a cut of £19 million in 2014-15, and today's announcement means another £4 million has been additionally taken, making a total cut of £23 million.

"The additional cut has come from top slicing the police grant and the way the government's use of funding "damping" means we don't get our fair share of national funding, and instead subsidise other forces. We now get over £44 million less a year than the national police funding formula says we need. West Midlands Police faces the worst funding position in the country by a large margin.

"As a result, relatively low crime areas see their community safety funding topped up while the West Midlands suffers. Community safety funding pays for local schemes that address local priorities and needs. Despite these unfair cuts from central government, I have committed to maintain funding in 2014-15 at the level for 2013-14 but the cut means the shortfall will have to be made up from elsewhere in the policing budget.

"The additional top slicing of police funding adds insult to injury and causes deep concern.

"All forces are being made to pay for the direct entry Superintendents scheme when only two forces have expressed an interest in recruiting senior officers this way. Thus an overwhelming number of forces are being made to pay for an expensive and unnecessary scheme that will be used by a minority.

"The £50 million Innovation Scheme seems designed to provide incentives for police collaboration which has ground to a halt since the introduction of police and crime commissioners. Again, its benefits will not be evenly spread, as the funding will be of more value to smaller and less efficient forces, rather than large forces like the West Midlands.

"I remain opposed to cutting police budgets to spend more on the Independent Police Complaints Commission. This is throwing good money after bad, when instead there needs to be a new organisation that has the credibility to investigate serious complaints against the police.

"Finally, I am very concerned by what appears to be a very strange plan to nearly double HM Inspectorate of Constabulary's inspection budget. If this is as it seems, it is very odd to be taking money from the direct provision of policing to pay for more inspections and make HMIC more expensive instead, particularly when not only did the government promise to make inspection leaner and reduce bureaucracy, but also reduced the responsibilities of HMIC (by removing their power to inspect PCCs, for example).

"I am incredulous that this is what the Home Secretary calls "protecting" the police budget."

Commenting on the Home Office financial settlement, Chief Constable Chris Sims said:

"West Midlands Police has faced significant financial challenges in the past few years but continues to serve and protect the people of the West Midlands. I'm proud that my officers and staff tackle criminality in this region with passion and pride.

"It's disappointing that once again West Midlands Police is facing deeper savings than other forces because of the way the national funding arrangements are set up.

"The force continues to innovate and I am looking forward to opening recruitment for new constables and working with a private partner next year to develop new ways of working especially in the area of technology."

The introduction of PCCs

Statement from Yvonne Mosquito in response to Home Affairs Select Committee report on PCCs

On 22 May 2013, Yvonne Mosquito said: "I welcome this report. Bob and I have said all along that we opposed the introduction of Police and Crime Commissioners because the Police Authority, with its mix of councillors and independent members, was more representative of the West Midlands and better able to reflect the views of our diverse and varied cities and boroughs. I note that there is not one PCC from an ethnic minority. Spending about £100 million on elections where only 12% of the population voted, to create a new class of politician that the public does not want, and at a time of severe cuts to policing, was a mistake. The concerns raised by the Home Affairs Select Committee are therefore no surprise.

“The report mentions Bob's appointment of three Assistant Police and Crime Commissioners who are also Labour councillors, citing the Daily Mail as its source. The report fails to add that these posts were filled following open competition. It also doesn't mention that the Assistant Commissioners are part of a Strategic Policing and Crime Board that includes a Liberal Democrat councillor, a Conservative Councillor, and two people who either stood or campaigned against me and Bob in the election, all also selected after open competition. The Assistant PCCs will link with the local authority areas across the 2.8 million people who live in the West Midlands - a number so vast as to be well beyond one or even two people - while the non-executive members bring an element of challenge. It should be noted that Bob Jones as the West Midlands Police and Crime Commissioner covers 28 MP's constituencies. The Strategic Policing and Crime Board meets in public, its reports are published, and anyone can submit questions to ask in person.

“The report suggests revisiting the powers of Police and Crime Panels. It is worth noting that PCPs already have statutory powers some way beyond those of a Parliamentary select committee, including the ability to veto precept proposals and Chief Constable appointments, as well as all the other powers to require attendance and information - including from the PCC's staff - one would expect.

“I support the views of Councillor Jess Phillips, Vice Chair of the West Midlands PCP, who said there should be consideration of the membership of PCPs - ensuring that members are selected who have relevant expertise and can give time to the responsibility - and looking at whether the panels are adequately supported. It is worth remembering that the large majority of PCP members are councillors appointed by their local authority.

“I was pleased to note that the budget of the office of the PCC in the West Midlands is the second lowest in England and Wales as a proportion of the overall Force budget, and we remain committed to keeping that cost low. Indeed, as stated in the report, the cost of the supporting office has reduced by 5.5% this year compared to the police authority budget - a saving of nearly £110,000. However, it should be remembered that these budgets are not easily comparable. PCCs inherited from police authorities offices that vary in scope, responsibilities and functions. Some PCCs are co-located with their police force and some are not. We use office space in Police Headquarters, for example.

“As set out in the report, police and crime commissioners are required to publish data to ensure transparency and openness. Our office is compliant with the requirements relating to the office and financial and budgetary information, and we exceed the requirement in many regards, publishing additional information and reports. The report recommends the creation of a national register for some of this data. This seems like an additional administrative burden to republish information that is already in the public domain. There is no national register of interests for councillors or elected mayors, by comparison; what matters is that the data is published accurately and on time for anyone to see, particularly everyone who lives, works or studies in the West Midlands.”



Yvonne congratulating the newly appointed Youth Commissioners

Appointment of Youth Commissioners

The names of fourteen Youth Commissioners, who work directly with the Commissioner, police officers and key decision makers, were announced at the Commissioner’s Youth Summit in December 2013.

In each local authority area, two Youth Commissioners were selected through a democratic process, chosen by their peers. Their role is to be the voice of young people, through actively engaging and consulting with other young

people in their local communities and ensuring that their concerns and priorities are used to influence and inform the planning and priority setting of the Commissioner. They are carrying out their duties on a voluntary basis.

The decision to appoint Youth Commissioners was the outcome of a Youth Summit event held in February 2013. At this summit, 180 young people were asked how the Police and Crime Commissioner could give young people the opportunity to influence the development of on-going consultation and engagement mechanisms.

The young people at the event suggested options for ways they wanted to be consulted. In addition to the appointment of Youth Commissioners, these included engagement through social media and the creation of a Youth Commission. These options offer a variety of ways in which young can engage in order to suit the diverse nature of the population of this area. The Youth Commission will consist of the Youth Commissioners and some additional young people to ensure the Commission is representative of the West Midlands.

The Commissioner said that he is delighted to have the assistance of the Youth Commissioners: "It is great to have young people involved, who want to actively question, challenge and inform policing policy in their local area. They have a significant role in helping to build relationships and break down barriers that exist between the police, young people and the community," said Bob Jones.

Police and Crime Commissioner meets Special recruits as volunteer role widens

The Commissioner took the opportunity to meet a class of new Special Constable recruits as they underwent personal safety training as part of their induction into West Midlands Police.

The Commissioner has committed to recruiting 50 new Special Constables, and in addition others are joining the Force as part of the Safer Travel Team and the Safer Homes Initiative in Coventry. The new recruits will support and supplement, but not replace, their salaried colleagues, retaining the balance of regular officers, Specials and PCSOs in local teams. Special Constables increasingly undertake a wide range of roles, including working with British Transport Police protecting public transport, policing our motorways with the Central Motorway Police Group and supporting policing at Birmingham Airport. In Coventry, the Safer Homes Initiative –

funded with support from the Police and Crime Commissioner – will see 20 new Specials playing a key role in local policing teams in priority areas.

Speaking about the new recruits, who will be pounding the beat in just a few months' time, The Commissioner said, "Special Constables are remarkable volunteers who give their time for their community. Specials are vital in supporting local policing, yet are also pioneering new roles in support of Safer Travel and motorway policing, for example. These new recruits will be a fantastic addition to the officers and staff of West Midlands Police on the streets, protecting the people of the West Midlands. I set out in my Police and Crime Plan how I wanted to recruit an additional 50 Specials to support the work of officers and Police and Community Support Officers, and I am delighted that their training is progressing. Becoming a Special Constable is not easy, and I applaud the commitment they have shown in putting themselves forward."



Special recruits in personal safety training

Police officer recruitment has begun again

On 4 February 2014, it was announced that West Midlands Police recruitment was going to re-open and that people would be able to register their interest in applying from 10 February 2014.

The Commissioner said: "After nearly four years without any new officers, this is a great opportunity to infuse the force with new skills and experience and I'm sure we will get lots of excellent candidates. It is a real priority to bring in officers with the skills needed for policing over the next thirty plus years, and officers able to police our diverse and varied communities.

The recruitment freeze, which was in place for five years, has ended and a new application process has opened as the search begins for a fresh, new and diverse group of recruits.

West Midlands Police is the second largest police force in the country and in the last two years has reduced crime by 20 per cent. It covers 348 square miles and serves a population of almost 2.6 million, responding to more than 2,000 emergency calls for help daily.

Successful applicants need to complete two years as a probationary officer; following this they may choose to develop their career by working up the ranks or specialising in a particular area of policing.

Force cements plan to build new custody blocks

Work to build two new purpose built 60-cell custody blocks started in March 2014.

The Commissioner said: "Improving police custody facilities is a key priority in my police and crime plan. This is an important investment for policing in the West Midlands and will bring our custody facilities up to date.

"The two new custody blocks are significant infrastructure investments that will support service improvements, provide further revenue budget savings into the medium term and release older inefficient cell blocks."

"They will be more efficient, reducing our revenue costs in the long term, which means that more resources will be available to keep officers on the street, protecting the people of the West Midlands."

Permission to build the first site on Bromford Lane, Oldbury, West Bromwich was granted in June 2013, from Sandwell Council. This was followed by approval from Birmingham City Council for the custody suite, on Holford Drive, Perry Barr, at the end of 2013.

The suite in Sandwell, close to Sandwell and Dudley train station, is being built on a 3.4 acre site and will have 60 cells, together with facilities for interviewing suspects, consulting with solicitors, gathering evidential samples and to allow medical treatment from doctors and nurses.

The facility will house detainees mainly from across the western side of the West Midlands Police area and is due to be open in June 2015. The second suite planned for Perry Barr will mirror the site in Sandwell with work scheduled to start in August.

The Commissioner supports mental health "street triage" pilot

A new partnership pilot has been launched to ensure people with mental health issues are kept out of police custody and receive the right treatment and care.



Michele Hassan of the Black Country Partnership NHS Foundation Trust and Superintendent Manjit Thandi talking to Bob Jones about Mental Health Triage in custody

West Midlands Police is one of a number to be selected by the Department of Health to pilot the 'street triage' scheme, which sees mental health nurses and paramedics accompany police officers to incidents where it's believed people need immediate mental health support.

A dedicated car began operating everyday throughout the Birmingham and Solihull area on Friday 10 January 2014 and involves police officers, nurses and paramedics working together. It will aim to ensure people who need mental health care get the right support and at the same time reduce demand on the emergency services.

The pilot follows in the footsteps of other schemes that have taken place elsewhere in the country and have already shown that it can help to keep people out of custodial settings and reduce the demands on valuable police time.

The Commissioner said: "West Midlands Police, the mental health trusts and West Midlands Ambulance Service have been at the forefront of improved care for people with mental health needs. We pioneered the use of places of safety outside police stations, which ensures much better care for people facing a mental health crisis.

"We have piloted embedding a mental health nurse in a police custody suite, which we hope to carry forward into our new larger custody blocks, as it is potentially a much better way to assess the mental health needs of people entering the criminal justice system.

"This new project, which sees the three working together again to assess and support people with mental health needs while reducing the need for admission, is another excellent example of how the public sector can work together to better protect the most vulnerable in society".

Progress in addressing stop and search concerns

On 24 January 2014, The Commissioner said:

"In a recent opinion piece in The Times, Sutton Coldfield MP Andrew Mitchell called for an end to the use of stop and search powers that do not require suspicion, most notably powers under Section 60 of the Criminal Justice and Public Order Act where no 'reasonable grounds' are required for the search to take place. These powers where no suspicion is required are separate from the large majority of stops and searches, where the officer must have 'reasonable grounds' for believing that an individual is carrying drugs, weapons, or stolen goods, for example.

"Most importantly, people should know that use of Section 60 powers has massively declined compared to previous years. People should be reassured that I and West Midlands Police both recognise the issues associated with Section 60, and are taking steps to make sure it is used effectively, proportionately and sparingly. The concerns Mr Mitchell sets out are not new, and I recognise that they have some merit. It is widely acknowledged that Section 60 was over used and that it can have negative impact on public perceptions.

"However, there are circumstances where Section 60 remains a valuable tactic: where there is an immediate risk of violence and disorder, it makes sense to allow officers to search people for weapons, or use powers to make people remove face coverings. These are unusual circumstances, and the authorisation process for Section 60 should reflect this. That's why West Midlands Police has moved to requiring an Assistant Chief Constable or above - the most senior police officers in the force - to authorise a pre-planned Section 60, instead of an Inspector as the law allows. The result has been a massive reduction in the use of Section 60 powers. So far in 2013-14 there have been just eight authorisations. So, for example, there was a Section 60 authorisation during last summer's EDL protest in Birmingham city centre, six have been for gang tensions that could have led to violence and one came as a result of spontaneous disorder at a football match. Just a few years ago, 180 authorisations in a year would not have been unusual.

"This change is just one among many in the joint stop and search action plan that the Force developed with my office, which builds on existing work and what members of the public told us at the stop and search summit I held last year.

"As part of the action plan, officers across the Force are receiving training on what reasonable grounds actually mean and there is much tighter supervision locally over the of this important power. Later this year we will introduce new recording and reporting mechanisms that will give more confidence about how stop and

search is used. There are also stop and search scrutiny panels across the Force and I encourage anyone with an interest in this area to contact my office and get involved.

"As a result of this work, early evidence suggests that use of mainstream 'reasonable grounds' stop and search is declining and yet a more intelligence led approach means that more searches are leading to arrests."

The Commissioner, police and partners vow to take a stand against FGM

Hundreds of people vowed to take a stand against female genital mutilation in the West Midlands at an event which brought together professionals from across the region at the biggest event of its type in Birmingham.

Opened by Yvonne Mosquito, the conference was attended by 300 representatives from law enforcement, health and social care, education and the third sector. The Commissioner said: "I welcome all opportunities for open and honest discussions to take place about the challenges posed by enforcement of the law in this difficult area.

"It is important to be involved in education so that partners in health organisations and police can recognise the warning signs. It was an honour to support this event, which brought together partnership organisations to work together to make a difference."

"Hopefully the event will strengthen still further joint working and reporting particularly with health and education partners."

International Development Minister Lynne Featherstone MP also spoke at the event and said "It is time to break the taboo of genital mutilation. FGM is child abuse and girls around the world have suffered a lifetime of damage, sometimes even death, as a result.

"I welcome the work that West Midland's Police has done to raise awareness amongst agencies and frontline staff who are vital for tackling this crime and supporting those at risk. By working together, including internationally, I believe we can end FGM in a generation."

It is illegal to carry out the act itself, to assist or arrange for someone to be taken abroad for FGM or to assist a woman, who is a UK national or permanent UK resident, to mutilate her own genitalia.

Anyone with any information about children believed to be at risk of FGM, about people believed to be carrying out the practice, or any other information relating to offences of FGM, is urged to contact West Midlands Police on 101.

Alternatively contact the independent charity Crimestoppers anonymously on 0800 555 111 or the NSPCC's FGM Helpline on 0800 028 3550. For further information visit www.west-midlands.police.uk and search for "Female Genital Mutilation".

Hate Crime Reporting



Bob Jones and Yvonne Mosquito braved the weather to take part in the parade at Birmingham Gay Pride

In January 2014, the Commissioner responded to a question, asking whether he or the Chief Constable would want to see an increase in reported hate crime.

"The answer is that here in the West Midlands we want to see hate crime reporting increase, and we have made this a priority in the West Midlands Police and Crime Plan. This effort to increase hate crime reporting has been a consistent feature of our plans dating back to the Police Authority. We're sure many police and crime

commissioners and chief constables feel the same way, exactly as ACPO lead Assistant Chief Constable Drew Harris said.

"We have introduced new protocols for more accurate hate crime recording and supported the development of third party reporting centres where victims can come forward without having to visit a police station, as well as an online hate crime reporting website called "True Vision". Furthermore West Midlands Police ran "Operation Sentinel" this summer, which focused on a range of crimes where victim vulnerability is a factor. Improved training for contact and visitor handling staff is in place that includes involvement from disability and transgender reference groups. This will be rolled out across the Force so that officers and staff are better able to identify vulnerable community members, recognise when a hate crime has taken place, ensure an effective investigation and seek enhanced sentencing where appropriate, working to a Service Level Agreement with the Crown Prosecution Service. We are also working with the seven local authorities in our area, and developing hate crime reference groups. We acknowledge that hate crimes are under-reported and want to give our communities the confidence to know that they can come forward, that they will be heard, and that they will get a thorough and effective response. West Midlands Police is committed to encouraging the increased reporting of any type of hate crime, including that which is racially or religiously motivated.

"As a result, we are seeing increases in reported hate crime and we want to see this continue so we can get a proper understanding of the true level of hate crime - and with this knowledge take the right steps to drive it down."

Fingerprint gadgets keep police on the streets - and snare crime suspects

Fingerprint scanning devices that allow officers to ID crime suspects in seconds have been hailed a success - saving thousands of police hours, keeping officers on the streets and trapping several on-the-run crime suspects.

The pocket-sized gadgets - introduced by West Midlands Police last August - are satellite linked to a national fingerprint database and instantly alert officers if the scanned prints belong to a convicted criminal.

Officers can then cross-reference against the Police National Computer (PNC) to find out if the person is wanted by police or the courts.

The Commissioner said: "The mobile scanners are already proving they can help police to work much more quickly and effectively. At a time when we need to make major financial savings, it is essential we maximise the number of officers out on the streets protecting the public. Our investment in this technology allows us to save in the long term by freeing up police officers to work more efficiently."

Around 70 of the devices are being used by police teams across the region and already they've helped officers identify more than 2,200 people on the spot...many of whom have been shown to be wanted in connection with criminal investigations.

Force lead for MobileID, Chief Inspector Darren Walsh said: "The mobile scanners have proved a resounding success over the last few months we've had many examples of suspects being identified and arrested thanks to the scanning devices.

"Traditionally, if officers had suspicions about an individual we'd need to take them to a police station, go through the custody process, and fingerprint them at the station which could take hours. The MobileID kits quickly confirm whether an arrest is necessary and free-up officers to be on the streets protecting the public.

"The number of people being brought in to custody simply to confirm their ID has reduced from approximately 130 a month to just 25. The kits have freed-up many hundreds of hours of police time every month."

Launch of community-led knife surrender

'Get a life, bin that knife' is the message being spread to anyone thinking about carrying a blade in Birmingham, in a knife surrender launched in Birmingham in 2014.

The knife surrender was called for by local people and secure bins have been located at the heart of the city's neighbourhoods.

The initiative is being backed by young people who attended the Police and Crime Commissioner's Youth Summit in Birmingham in December last year and pledged their support for the surrender.

Members of the community and officers have been working with Word 4 Weapons to organise the placement of the bins - the organisation has experience of running a similar scheme in London.

A total of three knife disposal bins have now been installed across the city and there are plans for more in the near future. The first three can be found at:

- New Testament Church Of God, New Spring Street Hockley
- New Testament Church Of God, 240-244 Lozells Road Birmingham
- New Testament Church of God, Goosemore Lane, Erdington

The Commissioner explained: "Our communities told us that they want an end to knife crime and that they want to work with us to make that happen.



Launch of the Get a life, Bin that knife campaign

"These bins are a direct response to members of the public who called for a Knife Surrender at our Stop and Search Summit in September and at our October 2013 public meeting on knife crime.

"I would like to thank our partners in the community and other organisations who worked together to bring this about.

"For this Knife Surrender campaign to succeed it needs to be actively led by our community and particularly our young people. Five more bins are to be placed in additional locations during the summer of 2014."

"Our Youth Commissioners have a significant role in working proactively to spread the message to young people about the risks to themselves from carrying a knife and the reasons they should use the knife surrender bins."

Anyone with information on those carrying a knife should call police on 101. People who do not want to speak to officers directly can call the independent charity Crimestoppers anonymously on 0800 555 111.

New Scrap Metal Dealers Act is good news for West Midlands

The Commissioner welcomed the new law targeting trade in stolen metal which came into force on 1 October 2013.

The Commissioner said:

"After years of cross-party campaigning at local and national levels, with the engagement of many other organisations and business leaders, the law changed in December 2012. It meant that anyone selling scrap metal would have to show photo ID and would not be able to be paid

cash for their wares.

"The new Scrap Metal Dealers Act 2013 is aimed at preventing the theft of metal and means that all dealers, motor salvage operators and itinerant collectors must obtain a licence from each local authority where they operate.

"This is good news for the West Midlands, where we have suffered more than other parts of the country with high levels of metal theft, including theft from the rail transport infrastructure such as power cables and signalling equipment and the consequent detrimental effect on our rail services.

"It is therefore welcome news that the National Metal Theft Taskforce led by the British Transport Police within the United Kingdom, has helped to reduce metal thefts nationally with reductions of 47% across the West Midlands Force area.

"In the past, the Scrap Metal Dealers Act 1964 did not place the onus upon the dealers to ensure the traceability of the seller as transactions were in cash and police powers to enter and inspect premises were very limited. The new Scrap

Metal Dealers Act 2013 will help to address these issues.

"Metal theft also involves theft of metal from the exterior of residential/commercial properties or the desecration of war memorials. It is an issue that adversely affects our local communities and the economic well-being of the West Midlands and it is reassuring to see that the new Act is a step in the right direction toward improving this situation."

Public Open Day at the Commissioner's Offices

In June 2013, The Commissioner threw open the doors of Lloyd House, to allow people to come and see first-hand the place where he works and meet with him and a range of other organisations.

"The introduction of Police and Crime Commissioners was an entirely new innovation and it is important for people to know what their Police and Crime Commissioner does on their behalf, said The Commissioner. "I was delighted to meet people who came to talk to me and Yvonne and members of the Strategic Policing and Crime Board who were there to talk to people about our roles."

The event was also attended by Fire Service, Police, Probation Service, Victim Support, Safer Travel, HMP Restorative Justice and many other organisations, who actively engaged with visitors.



Bob Jones and Yvonne Mosquito with Citizens UK Birmingham

Performance indicators and targets 2013-2014

In 2013-14 total revenue spending was £525m, with a further £11m spent on capital projects. This is broadly in line with outturn forecasts made during the year and in line with the changes under Priority Based Budgeting and the Comprehensive Spending Review. The key areas of spending were:

People

Policing is delivered by the 11,700 people who work for the Force as police officers, police staff and police community support officers. The total staffing costs for the year were £474m.

Buildings

We spent £20m on utilities, rates and maintenance of our buildings. There was some significant capital expenditure on buildings, £4m, as we began work on the building of two new Custody Blocks and the changes to the central Birmingham estate.

Vehicles

We spent £8m on fuelling, maintaining and insuring our fleet of 1,700 cars, motor cycles, and support vehicles. In addition we spent £3m buying new and replacing old vehicles.

Supplies and Services

IT and communication systems are essential to policing and are a significant area of our spending. We spent £14m on maintaining IT and communications systems, licences and telephones. In addition we made capital expenditure of £2m on implementing new and upgrading older IT systems and infrastructure.

Other significant areas of spend within supplies and services include £4m on uniforms and equipment, £3m on medical advice and £1.5m in interpreters.

Agency

We spent £2m on forensic science costs and our contribution to the Police National Computer was £2m.

Income

We received £29m of income from additional grants, providing services, and other recharges. This was on top of our core government grant support.

Provisional Revenue Outturn Summary for 2013/14

Annual Statements of Accounts are available on the website at www.westmidlands-pcc.gov.uk/transparency/budgetary-and-financial-information

	2013/14 Revised Budget £000	2013/14 Actual Spend £000	Variation to Current Budget £000
Police Pay	360,568	360,010	-558
Police Community Support Officers	17,449	17,306	-143
Support staff pay	92,248	93,447	1,199
Other employees expenses	2,482	3,021	539
Sub total	472,747	473,784	1,037
Premises	22,413	20,321	-2,092
Transport	9,377	8,118	-1,259
Supplies and services	40,881	39,953	-928
Agency	4,000	3,980	-20
Capital Financing Costs	3,441	3,525	84
External income	-25,407	-29,177	-3,770
CTU	2,621	2,609	-12
Police Force	530,073	523,113	-6,960
Office of the PCC	1,884	1,665	-219
CSF Grant Income	-6,969	-6,969	0
CSF Expenditure	7,319	7,319	0
Total Revenue Budget	532,307	525,128	-7,179
Contribution to Reserves	24,363	31,542	7,179
Total Revenue Budget	556,670	556,670	0

This report is available in large print, other languages and alternative formats on request.

Sign up to receive email newsletters at the website -

www.westmidlands-pcc.gov.uk

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Strategic Policing and Crime Board



Bob Jones -
Police and Crime
Commissioner



Yvonne Mosquito -
Deputy Police and Crime
Commissioner

Assistant Police and Crime Commissioners



Faye Abbott



Judy Foster



Mohammad Nazir

Non executive members



Brendan Connor JP



Cath Hannon



Ernie Hendricks



Tim Sawdon

Chief Executive: Jacky Courtney

Chief Finance Officer: Mike Williams

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West Midlands Police & Crime Commissioner
Lloyd House, Colmore Circus Queensway, Birmingham B4 6NQ



2013/2014 Annual Review



A Force Fit for the Future

We reach the end of March 2014 having seen the second lowest year for crime figures since 2002. This translates to 45,000 fewer victims of crime in the West Midlands during several years of unprecedented change.

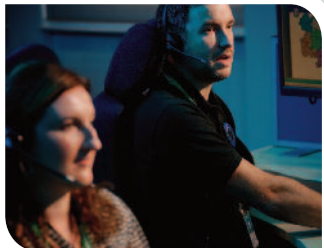
This has been delivered against a backdrop of continuing challenges for all police forces. The latest Government Comprehensive Spending Review means that on top of the £126m that we have had to save over the past four years, we will have to continue working with a diminishing budget.

A significant amount of work has gone into achieving these savings while modernising the services that we provide to our communities. This can be seen in the new Contact Centres- which opened in November- that are improving the way that the public access our services.

Similarly, our Shared Service Centre has brought together expertise in human resources and business service functions. Our transformation programme will continue this year through the Organisational Change Board, which will look to make the force fit for the future.



All of this could not be achieved without the excellent working relationship that I have developed with Commissioner Bob Jones and his team. It is my responsibility to deliver policing across the West Midlands, and for this I am held to account by the Commissioner. Each month I attend the Strategic Policing and Crime Board where I present our performance to allow oversight and scrutiny of what we are doing. In the context of this relationship, the Commissioner and his team are actively supporting our programme of change to make us fit for the future.



The year has not been without significant challenges both locally and nationally, with several high profile issues - including "Plebgate" - embroiling all police forces including our own. It is vital that the public have trust and confidence in West Midlands Police officers and staff. Whenever this has been shaken we will take action to ensure the integrity of the force, as we have shown on a number of occasions throughout the past 12 months.



We have also seen a significant amount of change across policing. The newly formed National Crime Agency has been launched with arrests and charges for serious criminality including human trafficking, money laundering and child protection offences. We also continue to work closely with the College of Policing on a number of policy areas, including a Code of Ethics and Authorised Professional Practice.

Finally I am delighted that this year has seen the first front line recruitment in four years. We have recruited 50 new PCSOs and 50 new volunteer Specials, and the next two years will see us recruit a further 450 police officers to help us ensure a positive future for West Midlands Police.

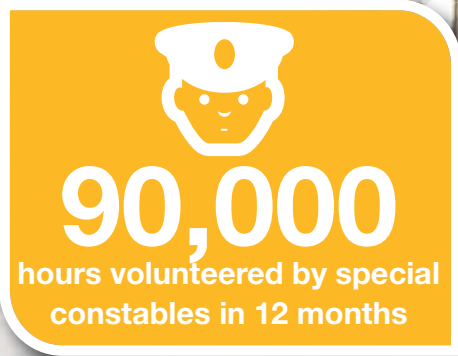


We continue to embrace changes that improve the way we deliver services to our communities and I look forward to building even more on the success of the past year.

Chief Constable Chris Sims

The Year in Numbers

2013-2014



Our Successes

Reducing re-offending across the region

Much of the reduction in crime over the past few years is a result of offender management by police and partner agencies, helping offenders leave their life of crime. Police and partners in the West Midlands continue to have significant success with all seven local authority areas in the top 30 nationally for reducing offending.

The latest Ministry of Justice table:

- 1 Sandwell
- 6 Wolverhampton
- 7 Dudley
- 17 Walsall
- 19 Solihull
- 23 Birmingham
- 28 Coventry



Burglary awareness Illuminated by initiatives

Burglary has fallen across the region again, with a reduction of over six per cent which equates to 800 fewer victims.

As well as targeting offenders and vulnerable locations other initiatives have contributed significantly to the reductions. For example **Operation Illuminate**, launched in Autumn, tied in with the innovative Dark Nights campaign tackling seasonal crime, raising public awareness.

"**Magpie officers**" were introduced across the West Midlands in 2013. Designed to investigate the stolen goods market, the role aims to build relationships with pawn shops and help police recover property sold on by thieves.

Student liaison officers have been helping to reduce crime among the large student population across the force and have seen lots of success, particularly in traditionally hot spot areas like Selly Oak, which saw a significant reduction in offences when students returned to university. The force also launched a new student website in February.



Operation Sentinel – protecting vulnerable people from harm

The Public Protection Unit launched Operation Sentinel in July - a five-month campaign to raise awareness with the public and police officers and staff of five key crime types - child sexual exploitation, honour-based violence, human trafficking, female genital mutilation, and domestic abuse.

Around 75 support agencies were involved across all Operation Sentinel activities, including the Asian Women's Network, the Salvation Army, the Princes's Trust, Star Support Counselling and sex worker support groups.

The campaign received extensive media coverage and saw an increase of reporting each crime type, as well as more than 100 questions from several online webchats.

Raising awareness of the issues amongst police officers saw Learning and Development working with a theatre company to deliver a fresh, innovative approach to training.

- 7,502 Operation Sentinel website hits
- 794,592 people reached by Twitter Thunderclaps
- 50,000 posters, aide memoirs and leaflets produced and distributed
- 10,174 visits to the internal intranet site

Collaborating with our partners

West Midlands Police is working more closely than ever with partner agencies, from grassroots charities through to other forces and national initiatives.

- West Midlands Regional Organised Crime Unit (WMROCU) has been established. The unit covers West Midlands, Staffordshire, Warwickshire and West Mercia and includes the Regional Intelligence Unit, Prisoner Intelligence Unit, an Asset Recovery Team and the Government Agency Intelligence Network.
- Multi-Agency Safeguarding Hubs (MASH) are emerging across all seven local authority areas to allow a better flow of information and partnership working to protect the vulnerable members of communities.
- West Midlands Police are working with Home Office Immigration Enforcement to identify high harm foreign national criminal offenders by utilising shared intelligence and combining police and immigration powers for maximum results.
- The successful Central Motorway Policing Group continued as the team worked closely with the Highways Agency to implement the managed motorway on the M6.
- The force are working with Cambridge University on evidence based policing, developing brand new strategies in different areas of business, including predictive policing foot patrols in micro-level crime hot spots, engaging first offenders in plans to stop re-offending and specialist teams for assisting repeat victims of anti-social behaviour.



Officers awarded for Bravery

The bravery of officers was illustrated throughout 2013 with countless reports of our boys and girls in blue risking their own safety to protect the public.



Notably, PC Adam Koch was awarded the Birmingham Mail's Police Hero Award after being stabbed several times when rushing to disarm a knifeman who threatened worshippers at a Birmingham mosque.

PC Pete McGinn was awarded the Outstanding

Bravery Award at the Sutton Coldfield Local Community Awards after suffering horrendous leg injuries when crushed against a lamp-post by a car driven by a burglar he was trying to apprehend in Erdington.



Deputy Chief Constable Dave Thompson and former Chief Superintendent Neil Evans were named as the recipients of the Queen's Police Medal (QPM) in the 2014 New Year Honours List.

Finally a new Roll of Honour was unveiled last year at Lloyd House in memory of those officers who've paid the ultimate sacrifice whilst serving the public.

Operation Steel

New laws and police enforcement saw the number of metal thefts in the West Midlands fall by almost 30 per cent in 2013.

The reduction follows similar successes in 2012, seeing year-on-year cuts of more than 75 per cent.

Last year saw the introduction of the Scrap Metal Dealers Act 2013 which makes it illegal for traders to offer cash for scrap being weighed at their yards, while every scrap metal collector had to obtain a licence for the area in which they operate.

Officers worked with the Environment Agency, council licensing teams and the Department of Work and Pensions on a number of action days to ensure that everybody in the scrap metal trade is complying with the new laws.



Operational Policing Programme

The Operational Policing Programme (OPP) brings together a number of critical projects which form the bedrock of how we police our communities under a single workstream.

OPP aims to transform and reshape the force's operating model by identifying and standardising innovative, effective and efficient practices.

Areas of business being looked at by the team include:

- Victims, children and young people
- Offenders
- Location
- Customer perspective
- Mental health
- Information
- Research and evidence based policing



Changes to custody

Central Justice Services are looking at improving the design of the custody process to ensure an efficient, rationalised and fit for purpose service. This will be achieved by reducing costs in staffing, our estate footprint and demands on the service through alternatives to custody and the best use of technology.



New ways of Working

New Ways of Working (NWoW) is a major change programme looking at the way we engage with our people, assets, infrastructure and technology to provide flexible and effective ways of working to meet the needs of customers and stakeholders.

In more simple terms the programme aims to provide value for money services, improved customer experiences, lower property running costs and reinforce a one team working together ethos.

The NWoW programme is made up of following four sub programmes:

- People and culture – developing new practices such as agile working.
- Technology – making sure that people are able to work in a more agile way
- Infrastructure (which includes Lloyd House)
- PaperLite – understanding storage requirements and developing online storage systems



Transforming the Force

The wide range of major programmes and projects being co-ordinated by the Organisational Change Board (OCB) are set to transform many key areas of policing to help us improve our service to the public and make us fit for the future.

Force Contact

The first stage of the Force Contact review was completed when the two brand new non-emergency contact centres were launched in November 2013.

All non-emergency calls will be dealt with by staff in one of the two contact centres based at police HQ Lloyd House in Birmingham and West Bromwich Police Station.

Cutting edge technology has also been installed in the contact centres, including updated telephony and IT systems allowing the force to build a picture of repeat callers and any vulnerability.

For the first time, contact officers have access to digital mapping, priority areas and information on local neighbourhood teams giving vital detailed local knowledge where callers are from the West Midlands.

The team are now reviewing the front offices across the force, analysing footfall at all of the open offices and carrying out a consultation process with the public.

Service transformation

Proposals made by the Service Transformation Team (STT) to make improvements around how the force delivers public protection and carries out investigations will fundamentally change the way the force works and see the introduction of a brand new working model.

Force CID and PPU will continue to operate as two separate departments but they will work much more closely together with collaboration in some areas.

The raft of changes to be introduced will place the victim at the centre of investigations and strengthen the force's response to major investigations and safeguarding.

The new operating model will start rolling out across the force from June 2014 and will be live across all areas by November 2014.



Winsor recommendations

On 1 October 2010, the UK Home Secretary Theresa May MP, announced that Tom Winsor was to carry out a review of police pay and conditions. The purpose was to improve service for the public and maximise value for money.

Areas being looked at by the implementation team include revised pay scales for supt/chief supts, restricted officer policy, constable pay progress, direct entry, police staff overtime and the specialist skills threshold.

The team are working closely with other forces on the implementation of Winsor 2 in order to share best practice in the roll out of recommendations.

The first part of the implementation has focused on fitness tests, with the force launching a "Health MOT" in April including a new fitness test for officers.

Innovation and Integration Partner (IIP)

The force's forthcoming partnership with an external organisation is set to be a 'unique deal' in terms of the public sector.

The organisation is currently in the 'detailed dialogue' stage of an ongoing intensive process to identify an external partner who can work with the force on the technology-based transformation process, which will seek to modernise the way the force does business.

The next phase will engage members of the Command Team, the Police & Crime Commissioner, the Technology Task Force, senior leaders and Legal Services.

A Year in Policing

Officers and staff are working 24 hours seven days a week to keep the public safe. Here are just a handful of some of the significant events that happened over the past 12 months.

Year starts with crime at record low

West Midlands Police announced that crime had fallen to a record low.



Man sentenced for murder of Mohammed Saleem

http://www.youtube.com/watch?v=Z_bxn0oBt1M
Mohammed Saleem, an 82-year-old from Small Heath, was fatally stabbed on 29 April as he walked home from evening prayers. Pavlo Lapshyn, a Ukrainian student, was found guilty and sentenced to life in prison in October 2013.



Force launch green cars

West Midlands Police became the first in the country to use electric cars after taking delivery of 30 new Nissan Leaf vehicles.



Keanu Williams mother sentencing

<http://www.youtube.com/watch?v=A4sU1sSbH9w>
Following a trial lasting five months Rebecca Shuttleworth was convicted at Birmingham Crown Court of killing Keanu Williams. The toddler was taken to hospital after being found unconscious on a sofa bed in a one bedroom flat in January 2011 and was found to have multiple injuries. Shuttleworth received a life sentence..

Drug dealers tackled in Wolverhampton No Deal

<http://www.youtube.com/watch?v=0vBqoxu7-CM>
No Deal, an operation targeting drug dealers in the West Midlands, launched in Wolverhampton in September. The initiative has so far seen 23 people receive jail sentences totalling 50 years, making the streets of Wolverhampton a safer place.



Warm weather causes increase in violent crime

The hot summer months resulted in a small spike in violence with injury across the force. Officers have since carried out lots of work to tackle violent crime.

2013

APRIL

MAY

JUNE

JULY

AUGUST

SEPTEMBER

Eleven sentenced for planned suicide bombing

<http://www.youtube.com/watch?v=j1rCPeyBzOs>
26 April saw 11 Birmingham men sentenced for planning a suicide bombing campaign. The leader of the group received five life sentences and his two lieutenants were handed sentences of 23 and 20 years for their part in the plot.



Service transformation launched

A new Service Transformation team was set up in May to drive forward improvements to the service offered to the public. The first project has been a review of Public Protection and investigation, which is due to be implemented mid-2014.

New sexual assault centres opened

<http://www.youtube.com/watch?v=tAeH3D5cYfs>
The two new Horizon Sexual Assault Referral Centres (SARCs) for Birmingham, Solihull and the Black Country were launched in May. For the first time, people who have been subjected to rape or sexual assault in the region will be able to access support services without reporting to the police first. The two centres, in Walsall and Castle Vale, are accessible 24 hours a day.



Major investigation into mosque bombs

<http://www.youtube.com/watch?v=GjBpRJIe8Q>
A major incident was declared after explosive devices were found near to mosques in Sandwell and Wolverhampton, two weeks after a device was found outside a mosque in Walsall. Pavlo Lapshyn was sentenced to a further 40 years in October 2013.



Six sentenced for planned attack

<http://www.youtube.com/watch?v=wc2AATxJZDg>
Six men were sentenced to 18 years in prison for planning an attack on an English Defence League rally.



Daniel Pelka parents sentenced

<http://www.youtube.com/watch?v=ev6mzNu7kQw>
Magdalena Luczak and her partner Mariusz Krezolek were sentenced to life in prison on 2 August for the murder of their 4-year-old son Daniel Pelka, who died from a blow to the head after suffering months of cruelty and abuse.



Christina Edkins killer sentenced

Phillip Simelane pleaded guilty to the manslaughter of schoolgirl Christina Edkins on 2 October. The Walsall man was detained on the morning of March 7 2013, a short time after 16-year-old Christina had been fatally stabbed on board a number 9 bus. Simelane received an indeterminate hospital order.



Review of force estates started

In October the force began a review of all police owned and leased buildings over the next two years, looking at issues such as how the force uses buildings, the operational 'fit', the condition of buildings, the long term cost of maintaining buildings, and opportunities which may exist for sharing facilities with partners.

Confidence pilot in Yardley and Tipton ends

http://www.youtube.com/watch?v=5ChT1_NwBoM

A nine month neighbourhood policing pilot, working closely with partner agencies, designed to help increase public confidence in Yardley and Tipton concluded in December.



Launch of mental health street triage scheme

West Midlands Police launched a new partnership pilot to ensure people with mental health issues are kept out of police custody and receive the right treatment and care.



No Deal moves to Birmingham

<http://www.youtube.com/watch?v=usaqubw6FBQ>
In February No Deal came to Birmingham, with officers targeting suspected drug dealers in Handsworth, Erdington, Nechells, Aston and Sutton Coldfield. Thirty seven were arrested over a two week period in the operation, supported by local drug treatment agencies.

2013

OCTOBER

NOVEMBER

DECEMBER

2014

JANUARY

FEBRUARY

MARCH



Life sentence for killer of Big Issue sellers

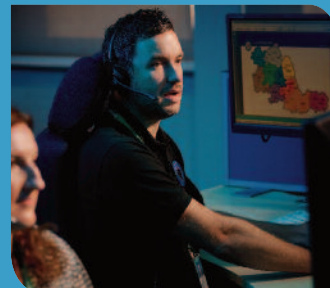
<http://www.youtube.com/watch?v=DY7KyTRxbTo&feature=youtu.be>

John Ward was sentenced to life in prison after admitting knifing two men to death in front of shoppers and commuters in the centre of Birmingham.

He pleaded guilty to manslaughter on the grounds of diminished responsibility after the attack which happened in the city centre in January.

Chief Constable appears at Home Affairs Select Committee

Chief Constable Chris Sims appeared in front of the Home Affairs Select Committee to discuss the meeting held by three Police Federation reps, including a West Midlands Police sergeant. Chief Constable Sims has since met with Andrew Mitchell MP.



Force contact hubs launched

<http://www.youtube.com/watch?v=1Epe42YWyM0>

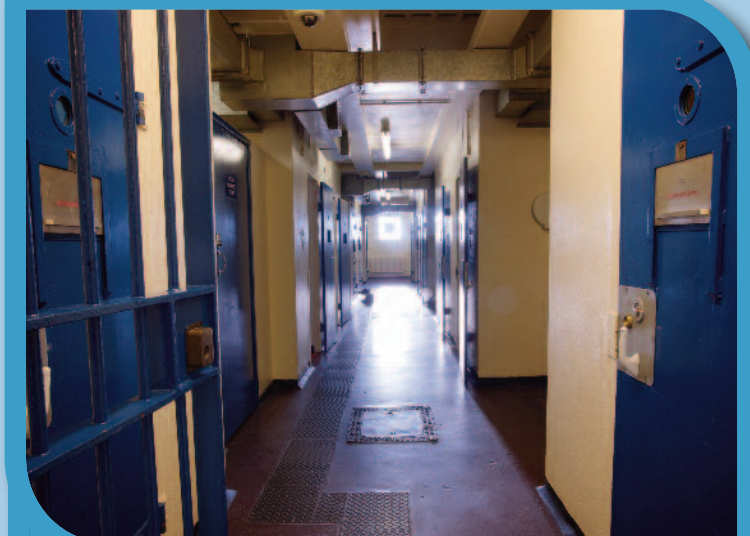
The force launched two new contact centres in Lloyd House and Sandwell on 26 November. As well as improving the way the force handles calls, including the use of cutting edge technology, the move has also allowed the force to deploy 93 officers back to the front line.



Walsall EDL disorder sentences

<http://www.youtube.com/watch?v=CBZ5ZhtuNkY>

Following disorder at an EDL demonstration in Walsall in September 2012, 32 men were jailed for a total of 55 years at Wolverhampton Crown Court in December.



Work starts on new custody blocks

Work began on the new custody facility in Sandwell, with work due to begin on the Perry Barr custody block in August 2014.



New PCSOs and Specials recruited

<http://www.youtube.com/watch?v=dw6M1jnd-Og>

Recruitment for new PCSOs and specials opened in September with more than 1,000 applications for each. Fifty new PCSOs and 50 new Specials were selected and have been undergoing their training in preparation for joining teams across the force.

Achieving our Milestones



Every year the policing plan sets out critical issues that the force will focus on over the year. Alongside this plan there are milestones which the force uses to measure progress.

Below we set out the progress that we have made against each of these 10 milestones. These are rated as achieved ■, partially achieved ■ or not achieved ■.

Increase public confidence in policing

- Increase confidence in policing ■
- Identify aspects of policing that adversely affect confidence ■
- Analyse and better understand hate crime ■

Creating stronger partnerships

- Allocate funding to partnerships to tackle local policing and crime problems ■
- Engagement with local health and wellbeing boards ■
- Improve regional and national collaboration to tackle serious and organised crime ■
- Reduce reoffending of criminals through partnership working ■

Develop greater local identity across the West Midlands

- Work with local partnerships to establish local policing and crime boards in each of the seven local authority areas ■

Develop better value for money

- Implement invest-to-save schemes ■
- Develop people who are capable and effective in delivering their roles ■
- Improve productivity of staff and assets ■
- Improve diversity throughout the Force ■

Ensure an effective contribution to national policing

- Ensure West Midlands Police has appropriate capacity and capability to support the five components of the Strategic Policing Requirement ■

Demonstrating the force's commitment to social responsibility

- Introduce a fleet of 'green' cars ■
- Consult on the procurement strategy to influence the economic well-being of the area ■
- Increase the involvement and work with voluntary and third sector ■

Reduce crime and offending

- Reduce overall crime by 5 per cent ■
- Reduce violent crime where injury is caused by 8 per cent ■
- Reduce burglary by 8 per cent ■
- Reduce crime in high crime priority areas by 7 per cent ■
- Support local and national projects aimed at understanding effective interventions ■

Better protecting people from harm

- Reduce the harm caused by gangs and organised crime ■
- Reduce the harm caused by terrorism ■
- Develop understanding of the extent of people trafficking ■
- Develop a Force strategy to tackle drugs ■
- Reduce the harm to vulnerable victims caused by domestic abuse ■
- Improve the outcomes for vulnerable people ■

Improving the service the public receive from the police

- Increase satisfaction with services provided relating to crimes ■
- Increase satisfaction with services provided relating to ASB ■
- Implement a customer services strategy ■
- Reduce repeat victims of crime and anti-social behaviour ■

Supporting stronger communities

- Reduce business crime by 6 per cent ■
- Reduce crime on the transport system ■
- Strengthen the ability to work with partners on the Troubled Families programme ■
- Review police community support officers' powers and deployment ■