



**STRATEGIC POLICING AND CRIME BOARD**

**Notes of meeting held on Tuesday, 17 December 2019  
Main Conference room (G2), Lloyd House**

**Present:**

Rev Carver Anderson : Executive Director - Bringing Hope Charity  
 Ashley BERTIE : Deputy Police and Crime Commissioner  
 Beth BRIDGES : Superintendent  
 Brendan CONNER : Board Member  
 Alethea FULLER : Head of Commissioning and Policy  
 Ernie HENDRICKS : Board Member  
 David JAMIESON : Police and Crime Commissioner  
 Jonathan JARDINE : Chief Executive  
 Chris JOHNSON : Assistant Chief Constable  
 Dr Sarah MARWICK : Board Member  
 Tom MCNEIL : Strategic Advisor/Board Member  
 Nicola PRICE : Director of People & Organisation Development  
 Waheed SALEEM : Assistant Police and Crime Commissioner  
 Sally SEELEY : Superintendent  
 Gurinder SINGH JOSAN : Board Member  
 Alex SHARIFF : Assistant Director - Change and Transformation  
 David STURMAN : Chief Superintendent  
 David THOMPSON : Chief Constable  
 Bishop Derek WEBLEY : Commission on Gangs and Violence

6 observers, 1 note taker and webcaster.

**Please note:**

1. *The meeting was recorded, and a webcast of the entire discussion can be viewed here: [https://westmidspcc.public-i.tv/core/portal/webcast\\_interactive/455951](https://westmidspcc.public-i.tv/core/portal/webcast_interactive/455951).*
2. *The reports referred to throughout this meeting can be viewed here: <https://www.westmidlands-pcc.gov.uk/archive/spcb-19th-november-2019/>.*
3. *Actions arising from the discussion during the meeting are highlighted in bold text*

<b>158/19</b>	The Commissioner welcomed everybody to the meeting, reminding attendees that it was being webcast.
<b>159/19</b>	<b>Item 1 – Conflicts of Interest</b>  There were none.
<b>160/19</b>	<b>Item 2 – Apologies</b>  Apologies were received from:

	<p>Mark KENYON – Chief Finance Officer  Louisa ROLFE – Deputy Chief Constable  Sue SOUTHERN – Assistant Chief Constable</p>
<b>161/19</b>	<p><b>Item 3 – Notes of last meeting – 17 November 2019</b></p> <p>The notes were accepted as a correct record of the meeting.</p>
<b>162/19</b>	<p><b>Item 4 – PCC Update</b></p> <ul style="list-style-type: none"> <li>• The Commissioner advised that the OPCC had recently held a Youth Summit attended by cadets and youth commissioners, representing diverse communities across the West Midlands. The Commissioner congratulated those who organised and thanked those who attended the event.</li> <li>• The Commissioner recognised cadets within the West Midlands who attended a variety of events across the region during December, including supporting the German Market, WMP Carol Service and Symphony Orchestra. The Commissioner stated that he was proud of their individual development and dedication over the festive period.</li> <li>• The Commissioner raised issues the OPCC plan to address with the new Government, Including: <ol style="list-style-type: none"> <li>1) Precept and grant allowance review for the West Midlands</li> <li>2) Update on the positive actions the WMOPCC has taken across a broad variety of policy areas</li> <li>3) Suggested changes to MOT laws (once a vehicle has been written off)</li> <li>4) A proposal that the WMP should have the same rights as London with regards to speeding fine funds</li> <li>5) 1,200 new officers will not match the losses WMP have experience since 2010</li> </ol> </li> <li>• The Commissioner offered his condolences to the family of Outstanding Citizen - Joan Campbell. The Commissioner also thanks Joan for the positive work she completed around gangs and violence within the West Midlands.</li> </ul>
<b>163/19</b>	<p><b>Item 5 – Acceptance of Petitions</b></p> <p>There were no petitions</p>
<b>164/19</b>	<p><b>Item 6 – Public Questions</b></p> <p>There was one public question asked by Andrew Venables, as follows: I have read about several interesting initiatives to help the police to locate missing or lost individuals. Numerous forces already such tools. These include the Herbert Protocol, to help trace missing vulnerable people with dementia, and What3Words that uses mobile phone technology to pinpoint an individual's location when they may otherwise struggle to describe it. However, West Midlands Police do not participate in either initiative. Will the Force commit to assessing their potential and consider adopting them?</p> <p>In response to the question:  What3Words is an APP that can be downloaded so that when a lost person calls the police, the location is identified with a combination of 3 words that help them be pinpointed to a particular area. West Midlands Police (WMP) do not use this App and checks with the national coordinator indicates no other force is using it.</p>

	<p>There are other similar APPs available that rural forces have used and work will take place to understand these approaches. There are legalities around its use and as such, local Search and Rescue teams are often the administrators (an example being in Kent) so this will also need further exploration. The broader use of a tracker is something the Force will consider along with other forces.</p> <p>The tracing of missing vulnerable people is a priority for the Force, which will deploy different tactics in order to locate a missing person, dependant on the individual situation.</p> <p>The Locate team have been working on the Herbert Protocol and WMP aim to launch early January. This is a risk reduction tool that allows vital information to be given to Police at the earliest opportunity. This allows informed and relevant tasks to be expedited without delay, maximising the opportunities to locate the vulnerable adult and making them safer sooner. In principle, it asks care homes to complete a form that police can use to assist searching for vulnerable adults, once they have confirmed that they are not on the premises, which happens regularly.</p>
165/19	<p><b>Item 7 - Questions from the Board on matters not on the agenda</b></p> <p>1. Could the Chief Constable please update the Board on the arrangements for the management of terrorists released on licence, undertaken by the West Midlands Counter Terrorism Unit? (Asked by David Jamieson)</p> <p>The Chief Constable responded that the government will review arrangements. Processes are already in place to monitor TACT offenders when leaving prison under probation navigating a safe release to the public. These are supervised by MAPA which puts statutory regulations on police and probation services.</p> <p>The Commissioner asked for assurance that everything possible is being done to protect against further attacks.</p> <p>The Chief Constable responded that MAPA processes manage people and risk within the community and demonstrate good practice.</p> <p>2. Can the Chief Constable set out the initiatives to support BME officers in the promotion process to support the Commissioner's objectives to ensure the workforce reflects the people it serves? (To be asked by Waheed Saleem)</p> <p>The Chief Constable responded that the intent is not to just recruit but support talent to achieve potential. WMP staff are involved in the design of the interview programme, panels are diverse and the interview process contains real life role play situations. Significant work is going on around BME talent showing a positive outcome already. The process aims at growing the level of talent and is proving fairer.</p> <p>The Commissioner stated that it is important that the ambition for female and BME officers is shared in order to offer realistic public representation across WMP. Our aims should be to decrease loss of talent, in order to do this retention and progression is key. The Commissioner also highlighted that all applicants must still meet high recruitment standards and there should be no desire to lower expectations.</p>

	<p>3. Can the Chief Constable comment on the disorder at the VUE cinema, Star City, on the 23rd of November, giving consideration to:</p> <ul style="list-style-type: none"> <li>- The age of the young people involved</li> <li>- The use of force used by West Midlands Police</li> <li>- The reason as to why the disorder occurred</li> <li>- Any measures put in place as a result of the incident, and</li> <li>- The officers that were hurt and their on-going recovery?</li> </ul> <p>(To be asked by Ernie Hendricks)</p> <p>The Chief Constable responded that there has been a significant amount of media interest around this challenging issue. Thankfully no one was seriously hurt. In the first instance it is believed that there was confrontation and a fight broke out and in the second instance young women fighting resulted in the assault on a police officer. Followed by a further 3 incidents resulting in assaults on police officers. All officers are fine and have returned to work and only primary constraint was used. Criminal investigations are currently taking place including follow up visits. The Chief Constable provided reassurance around Star City and commented that the level of crime at this location is no more than other multiplex across the region.</p> <p>The Commissioner thanked officers for their proportionate response and commented that assault on police officers is never acceptable. The Commissioner also thanked local schools and organisations for their input and hopes that the film is reinstated soon.</p> <p>4. Given the success of the WMP Nissan Leaf electric vehicle programme over the last 5 years, and the recent availability of Light Commercial EVs from mainstream suppliers, what plans does the Force have to introduce Electric vans? How does the Force intend to comply with the proposed Birmingham Ultra Low Emission Zone requirements? (To be asked by Brendan Connor)</p> <p>The Chief Constable responded that the Force is keen to ensure good progress is made in order to be more sustainable. Alternative cars and specifically charging has been explored in detail. The main challenge is that 184 Electric vehicles could be in place if infrastructure was changed. 37 sites need to be modified for charge<sup>r</sup>s to be installed. As an alternative a vehicle grid charge point is being explored for Lloyd House. The Force is about to move to a national buying group to obtain greater discount and less leasing costs. With regards to clean air zones; specialist vehicles are exempt from charges but any none specialist will be charged. Traffic cars will be in line by 2020; how vehicles are dispatched is being explored and issues at the moment are mainly around converting current vehicles. The Chief Constable advised that a paper would follow providing further details around this.</p> <p><b>Action: WMP to provide paper around how they intend to comply with the proposed Birmingham Ultra Low Emission Zone requirements.</b></p>
<b>EMERGING ITEMS</b>	
166/19	<p><b>Item 8a: Commonwealth Games 2022.</b></p> <p>This report was presented and summarised by Assistant Chief Constable Chris Johnson and the following points were discussed:</p>

	<ul style="list-style-type: none"> <li>• A multi-agency team of 19 staff including: WMP, Fire service and key stakeholders staff is based across 2 locations is in place.</li> <li>• WMP is recruiting to include a strong inclusion strategy to alleviate pressure and ensure social values are upheld.</li> <li>• The focus within 2020 will be financial and build.</li> <li>• The games remain at a moderate threat level even with the national threat level being shifted to substantial. A detailed threat assessment will be completed 18 months prior to the games taking place. The Force plan to be one level ahead of assessed level. Security advisors have been deployed in order to risk assess and provide a plan. 95 risks have currently been highlighted. With regards to finance the budget has now been signed off and includes a 20% contingency plan.</li> <li>• Event control is on schedule and expected to be up and running prior to the games in order for intense testing to be completed.</li> <li>• With regards to resource 3,000 officers will be requested; 1,000 from WMP and 2,000 from other forces. The force is also exploring how we use Cadets and Specials and researching lessons learnt from previous games. A firm costing plan is in place for 1,800 troops from the Ministry of Defence if needed.</li> <li>• The Force is keen that the Games leave a positive legacy for Birmingham.</li> <li>• The focus is to build a safe, strong, friendly and clean environment for visitors to the city. There are no plans to clear homeless people off the streets; support for homeless people is something the Force is aiming to drive forward ahead of the games.</li> <li>• Other events taking place whilst the Games are active have been reviewed in order for police support to be coordinated and available.</li> </ul>
167/19	<p><b>Item 8b: Mental Health Update</b></p> <p>This report was presented and summarised by Assistant Chief Constable Jayne Meir, Supt Beth Bridges and Supt Sally Seeley and the following points were discussed:</p> <ul style="list-style-type: none"> <li>• A partnership event recently took place to consider current mental health policies.</li> <li>• Quality of interventions has improved.</li> <li>• A review is taking place to ensure individuals are supported and that resources are utilised properly.</li> <li>• An independent group needs to be in place in order to review triage from a patient's perspective.</li> <li>• Interventions are being assessed within custody as only half of people referred attend.</li> <li>• There is an expectation to review the THRIVE action plan which will take place in 2020.</li> <li>• Experts previously in pockets across the Force will be trained in order to support practitioners across the region positively. The priority is the person in crisis - officers understand the challenges and want to provide help whilst recognising they are not always the most suitable to support. Guidance documents are being developed for use by all officers and staff. The aim is to create experts across region that can teach and train others.</li> <li>• Data is currently not available on those who repeatedly access the triage service. NPU's pick up individuals who regularly arise as a risk and assess and support on an individual basis.</li> <li>• Long waits for assessment can still be a problem. This can be reduced by providing officers with guidance to help them understand the challenges and</li> </ul>

	<p>escalate where needed.</p> <ul style="list-style-type: none"> <li>• There is currently no data available post 2017, it was agreed that this would need to be looked into.</li> </ul> <p><b>Action: The Force will need to explore why Mental Health data post 2017 is only available and provide an update.</b></p>
	<b>Police and Crime Plan Priorities</b>
<b>168/19</b>	<p><b>Item 9a – Building a Modern Police Force: WMP2020</b></p> <p>This report was presented and summarised by Chief Constable David Thompson and Alex Shariff and the following points were discussed:</p> <ul style="list-style-type: none"> <li>• As we move into 2020, the Force will be moving to some new systems, and I will be exploring continuous improvement over the next 3-5 years.</li> <li>• Investigations requires a full review.</li> <li>• Work continues to share good practice in order to improve across all areas of the business.</li> <li>• Public feedback around live chat is positive. The service has increased gradually and none emergency demand is moving to this channel.</li> <li>• There is a need for the government to consider how technology is used within law enforcement. In the meantime WMP will continue to monitor and maintain business management.</li> <li>• The Force is encouraging a more proactive approach in NPU's.</li> </ul>
<b>169/19</b>	<p><b>Item 9b – Building a Modern Police Force: People and Organisational Development</b></p> <p>This report was presented and summarised by Nicola Price and Chris Thurley, the following points were discussed:</p> <ul style="list-style-type: none"> <li>• The cadet team have been organising for uniforms to be put into place. We are in need of leaders for the cadets.</li> <li>• The force has not yet hit the 500 cadet target and is writing to schools to promote and encourage cadet leaders. An enormous stride forward is expected in January 2020.</li> <li>• The PCC welcomed the Chief Constable's continued commitment to the 500 cadet target by spring 2020.</li> <li>• People and Organisational Development wants to enable staff to be able to perform at their best in order to support the community appropriately.</li> <li>• An engagement strategy has been developed and responded to by 51% of employees.</li> <li>• A wellbeing strategy has been created.</li> <li>• We are open for recruitment and working to increase females and BAME officers.</li> <li>• The Degree programme curriculum has been established in collaboration with police and academics and changes have been introduced to ensure learning is modern. Regular opportunities are available for input and reflection also.</li> <li>• A meeting is scheduled to discuss review and highlight issues around BAME recruitment. Engagement is positive and the force plans to develop this in the future.</li> </ul>

	<ul style="list-style-type: none"> <li>• There are 593 junior PCSO's across the force.</li> </ul>
<b>170/19</b>	<p><b>Item 9c – Reducing Crime and Harm – Gangs and Violence</b></p> <p>The report was presented and summarised by Alethea Fuller, Bishop Derek Webley and Dr Rev Carver, the following points were discussed:</p> <ul style="list-style-type: none"> <li>• The Gangs and Violence report was created 2 years ago and it was very clear that the work needed to be community lead within a 2 million pound budget.</li> <li>• The initial conclusion from research conducted was that community collaboration is the key to decreasing gangs and violence and that a public health approach was necessary.</li> <li>• People who have died within the region are within our community and must not be forgotten, lessons must be learned from their sad losses.</li> <li>• In order to support the project further a community lead is needed. There are trust issues within groups which need to be explored further and discussions need to take place in order for lessons to be highlighted.</li> <li>• There is a need for more collaborative working and the OPCC needs to explore how we reach wider community groups.</li> </ul>
<b>REGULAR ITEMS</b>	
<b>171/19</b>	<p><b>Item 10a – SPCB Work plan</b></p> <p>This report was circulated prior to the meeting and can be viewed online.</p>
<b>172/19</b>	<p><b>Item 10b – Chief Constable update</b></p> <ul style="list-style-type: none"> <li>• The Chief Constable reflected on 2019 advising that it has been a tough year due to attacks on officers being higher.</li> <li>• The Chief Constable is confident that the force is moving into a phase of positive progress and advised that improvements have been made during 2019 around getting more guns off the streets, reducing domestic crime, homicides and vehicle crime. Significant improvements have been made within call handling and digital channels, further improvements are expected in 2020.</li> <li>• The Chief Constable advised that challenges as we move into 2020 are around recruitment, customer service and meeting acceptable public expectation, robbery and domestic vulnerability, exploitation and the on-going challenges around violence.</li> <li>• The Chief Constable highlighted that there is work to be completed around the general election in order to keep our MPs safe, secure and supported.</li> <li>• The Chief Constable expressed thanks to staff working over Christmas and New Year.</li> </ul>