

EQUALITY ANALYSIS: WEST MIDLANDS POLICE AND CRIME PLAN 2025 – 2029

Undertaking Equality Analysis (“EA”), also known as an equality impact assessment (“EIA”), of all key duties helps to show how the Police and Crime Commissioner for the West Midlands (“WMPCC”) is meeting his legal requirements under the Equality Act 2010.

It demonstrates the likely impact of the WMPCC’s projects, policies or other functions on different groups of people who share protected characteristics and how the WMPCC promotes equity, diversity and inclusion wherever possible in line with our legal duties.

Equality Duties

Under the Equality Act 2010, the WMPCC must evidence due regard for the Public Sector Equality Duty (PSED) and the following three duties:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

Due regard to the PSED needs to be considered in light of the following nine protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

Under the Police Reform and Social Responsibility Act 2011, the WMPCC also has a specific duty to hold the Chief Constable to account for the exercise of any duties relating to equality and diversity.

Section 1. Details

Title	West Midlands Police and Crime Plan 2025 – 2029
Head of Department	Head of Policy, West Midlands Police and Crime Commissioner’s office (“OPCC”)
EA completed by	Policy Manager, OPCC
Start date	May 2024
Publication date	March 2025

Section 2. Purpose

The Police and Crime Commissioner (“PCC”) is required by law to produce a Police and Crime Plan within the first financial year after they are elected. The Plan must include:

- The PCC’s police and crime objectives
- The priorities for the Chief Constable
- The resources the PCC will make available to the Chief Constable to provide policing
- How the Chief Constable will report to the PCC about policing
- How the Chief Constable’s performance will be measured
- Information about any crime and disorder reduction grants to be made by the PCC, any conditions made.

The West Midlands Police and Crime Commissioner, Simon Foster, will launch his West Midlands Police and Crime Plan 2025 – 2029 (“PCP”) in March 2025. The PCP sets out the needs, priorities and objectives of the people of the West Midlands in relation to policing, crime and criminal justice. The PCP will run for the term of office. It will be used to hold the Chief Constable and the police service to account on behalf of the people of the West Midlands.

This Equality Analysis accompanies the PCP.

Section 3. Sources of information

The main sources of information used to inform this analysis are listed below:

- Equality related responses to the stakeholder engagement and consultation activities (see Section 4).
- Demographic data on victim and suspect profiles for recorded crime data for 2023-24 across 41 crimes mentioned in the PCP.
- Evidence from subject matter experts, including policy leads in the OPCC and key partners.
- Desktop research, including other EAs and national research and equality data.

Section 4. Stakeholder engagement & consultation

The PCC has conducted a statutory consultation with the Chief Constable of West Midlands Police (“WMP”) and the West Midlands Police and Crime Panel as required by law. No equality considerations were raised by the Chief Constable.

As well as the statutory consultation, the OPCC carried out a comprehensive stakeholder and public consultation across the West Midlands to inform the development of the PCP. Actions were taken to ensure activities were accessible and inclusive and had engagement from diverse groups.

These activities are listed below:

- **Public survey**

An online public survey was opened for 14 weeks from July to October 2024 and received 5,828 responses. The survey included a specific question on whether the priorities and principles in the draft PCP fostered good relations and 3,967 respondents (68.1%) believed they would. The survey had a free-text follow up to this question and some respondents raised specific equality considerations as a way of fostering positive community relations.

The survey was designed with considerations for language and usability, particularly for individuals with specific accessibility needs.

The survey collected demographic data on age, disability, gender reassignment, religion and belief, sex, and sexual orientation. The demographic data gathered from survey respondents

closely aligns with the 2021 census for the West Midlands, so was representative of the region's diverse population.

- **Call for evidence**

Responses to a formal request for robust evidence from key organisations and subject matter experts, including those representing children, families, women, race, faith, LGBTQ+, disability and mental health.

- **Targeted focus groups**

Overall, 16 focus groups were facilitated by service providers and OPCC staff:

- 9 focus groups were conducted including a specific focus group for victims and for under 25s. The question sets for these focus groups were tailored or adapted. Demographics were not recorded at any focus groups as the sample sizes were small. However, attendees included young people, people from racially minoritised communities, those with lived experience of policing and/or the criminal justice system, and those affected by particular crimes.
- 7 focus groups were carried out with police officers across the seven Local Policing Areas ("LPAs") to hear localised issues, which in some cases were linked to local demographics and socio-economic conditions.

- **Targeted in-person events**

Specific events were used to reach groups who are under-served in society and/or under-represented in the response to the public survey. For example, racially minoritised groups and individuals with limited digital access. OPCC staff attended 28 public events, some of which were specific to age, race and religion or belief. Many events were run by community groups. The OPCC hosted 4 sessions, including for faith communities, and Black communities and other racially minoritised groups. The OPCC also ran or participated in several youth-oriented events, and ran consultation sessions at colleges and universities.

- **Youth Evaluation**

An evaluation of children and young people's ("CYP") priorities in regards to policing and crime was carried out based on the following activities:

- Questionnaires/surveys
- Research projects and reports
- Consultation activities
- Focus groups
- Conferences, events and meetings (in-person and online).

Some of these activities had an explicit focus on the intersection between age and sex, race, sexual orientation and disability and included CYP with other characteristics, such as lived experience of the criminal justice system or the care system.

The equality considerations that were raised as part of these activities are listed in Section 5 below.

Section 5. Assessment & impact

This section will set out:

- The positive and negative equality impacts resulting from the commitments made in the PCP.

- How the PCP will address the positive and negative equality impacts raised through the stakeholder engagement and consultation (see Section 4) and other sources of information (see Section 3).
- How positive impacts will be promoted and negative impacts will be mitigated.

The impacts identified are set out for each protected characteristic in turn. When an impact intersects with other protected characteristics, this is also noted. No impacts were identified for marriage and civil partnership, and pregnancy and maternity.

Consideration has also been given to other characteristics that may lead to a positive or negative impact e.g. socio-economic status.

Age

	Impact and action	
<p>Disproportionality based on age in stop and search, use of force and other police powers.</p> <p>Also intersects with: race, sex</p> <p>(Youth Evaluation, under 25s focus group, public survey, crime data)</p>	<p>Impact</p>	<p>Negative – CYP may continue to experience adverse consequences as a result of PCP commitments such as: using stop and search tactics to increase the number of dangerous weapons recovered and removed.</p> <p>This approach can be justified as:</p> <ul style="list-style-type: none"> • The WMP area recorded the highest rate of knife crime offences in 2023/24 and remains an outlier. • Recorded crime data shows that young people aged 15-19 and under 25s are more likely to be both victims and suspects of knife crime. • There is prominent public concern about preventing knife crime. During the public consultation survey, it emerged as the top priority across all local areas for 12 weeks, with significantly more participants selecting it than any other issue. • The commitment is not to increase stop and search, but to conduct effective stop and search for a higher weapon find rate. • It aligns with the government's national mission to halve youth violence and knife crime in a decade. <p>The following mitigations are already in place:</p> <ul style="list-style-type: none"> • The PCP is clear throughout that policing resource should be targeted based on robust evidence, while prioritising fairness and proportionality, rather than perception only, including for knife-related crimes (e.g. 'knife enabled robberies, will reduce through...directed patrols and targeted prevention action'). • The PCC will maintain: <ul style="list-style-type: none"> ○ Stop and Search education for CYP in schools to inform young people of their

		<p>rights and entitlement to directly feedback on individual searches.</p> <ul style="list-style-type: none"> ○ Scrutiny of stop and search practices through community-led scrutiny panels across the region which challenges any disproportionality including on the basis of age, including establishing a youth-led scrutiny panel. ○ A strong focus on prevention of CYP becoming involved in knife crime through various interventions delivered by the PCC and the West Midlands Violence Reduction Partnership. ○ WMP have introduced a new Stop and Search policy which has an accompanying EA and its own mitigations. ○ WMP have initiatives to increase compliance with Body-Worn Video, the use of which is also reviewed at community-led scrutiny panels. <p>The PCP also commits to safeguards around other uses of police powers for CYP, for example:</p> <ul style="list-style-type: none"> • Minimise stays of young people in police custody; maintain the custody visitors scheme to check on young detainee's welfare and monitor timeliness of the local authority provision of appropriate adults for CYP. • Support new legal protections for CYP who are strip searched.
	Action	The approach can be justified and effective mitigations are in place. Any disproportionality in stop and search, use of force and other police powers based on age will continue to be kept under review.
<p>Young people are concerned about police use of powers (such as stop and search and strip search) in school settings.</p> <p>Also intersects with: race, sex, disability, socio-economic status</p> <p>(Youth Evaluation, under 25s focus group, desktop research)</p>	Impact	<p>Impact not known – CYP have expressed concern about police in schools, using stop and search and other force (strip-search), especially without parental notification or adequate support.</p> <p>National research shows that the presence of officers in schools can disproportionately impact children from Black and other racially minoritised communities.</p> <p>The PCP commits that across the region, each school will have a named Early Intervention Officer, Early Help Officers or Schools Intervention Police Officers, that are appropriately trained for work in schools.</p> <p>There is some support for this from CYP:</p> <ul style="list-style-type: none"> ○ Feedback from some groups of CYP during the public consultation is that properly trained officers who are able to engage effectively and build stronger connections is positive.

		<ul style="list-style-type: none"> One of the top suggestions in the public survey (including responses from CYP) on how to foster good relations is for the police to have better engagement with schools and other education settings. <p>The PCP commits to safeguards for school-age children and use of police powers or criminalisation:</p> <ul style="list-style-type: none"> Stop and Search education for CYP in schools to inform young people of their rights and entitlement to directly feedback on individual searches. Support new legal protections for CYP who are strip searched. In regards to criminalisation, intervene early to reduce school exclusions and divert children away from the criminal justice system (this will positively impact children from Gypsy, Roma and Traveller ("GRT") and other racially minoritised groups, children with learning difficulties, boys, and those from lower socio-economic backgrounds). <p>WMP are currently reviewing its school-based engagement work and the PCC would expect equality impacts to be considered as part of that work.</p>
	Action	Further research will be conducted by the OPCC to understand the role of police officers and staff in schools, and the impact on CYP on the basis of age (and race), and how to reduce any negative impact found.
<p>Young people are concerned about the age-specific risks of serious violence and exploitation, involving gangs, knife crime and drug crime.</p> <p>(Youth Evaluation, Under 25s focus groups, targeted events)</p>	Impact	<p>Positive – The PCP contains well developed measures to prevent serious youth violence and knife crime at local and regional levels, which should have a positive impact on CYP (recorded crime data for 2023/24 shows that boys aged 15-19 are the most likely victims and suspects of knife crime), as well as specific measures regarding exploitation of CYP:</p> <ul style="list-style-type: none"> Increase positive outcomes for criminal exploitation and supporting victims to come forward. Introduce a new offence of criminal exploitation of children to target gangs. Improve the National Referral Mechanism ("NRM") to meet the needs of trafficked children (recorded crime data for 23/24 shows that boys aged 15-19 and girls aged 10-19 were the most common victims of modern slavery and human trafficking respectively). Schools to deliver age-appropriate preventative programmes on child criminal exploitation, sexual exploitation, drug harms, knife crime and serious youth violence.

		<ul style="list-style-type: none"> Work with partners to ensure children understand the consequences and risks of online grooming and exploitation including becoming a 'money mule' (recorded crime data in WMP areas shows that high numbers of children have been used as money mules).
	Action	The PCP already contains relevant actions.
Anti-social behaviour ("ASB")	Impact	<p>Negative – Recorded crime data indicates that the vast majority of ASB is committed by young people. The PCP commits to WMP tackling ASB by focusing on identifying ASB hotspots, providing visible patrols and utilising all powers available within the Crime and Policing Act 2014, with regard to statutory guidance.</p> <p>This approach could have negative impacts on young people. The mitigations are:</p> <ul style="list-style-type: none"> Hotspot policing is proven to be an effective policing tactic, including by the Youth Endowment Fund ("YEF"). The PCP is clear that any policing resource is allocated based on robust evidence with regard to fairness and proportionality. As well as enforcement, the PCP commits to innovating to focus on prevention, early intervention and diversion to address the underlying causes of ASB (e.g. through a specific ASB court model). Where appropriate, the PCC expects some ASB enforcement powers e.g. Public Space Protection Order ("PSPO") to be matched with appropriate safeguarding, drug/alcohol support, housing and benefit support.
	Action	To keep under review and to ensure innovations accurately address underlying causes of ASB for young people.
<p>Young people feel misunderstood, dismissed and criminalised by police and lack support.</p> <p>(Call for evidence, Under 25s focus groups, public survey)</p>	Impact	<p>Positive – The PCP is clear that police should take a 'child first' approach, to safeguard and promote welfare of CYP. Their best interests should be a top priority in all actions and decisions that affect them.</p> <p>There is a strong focus in the PCP on:</p> <ul style="list-style-type: none"> Safeguarding and protecting young people and promoting their welfare (balanced with enforcement) and taking a trauma-informed approach. Collaborating with partners to reduce the vulnerability of and risk to children and young people. Prevention and diversion away from the criminal justice system to minimise unnecessary criminalisation where appropriate.

		<ul style="list-style-type: none"> • Work with partners to improve youth services, including co-location for young people to improve access to tailored support. • Enhanced support services for children experiencing some crimes. • Building positive relationships where trust is low, including with young people. <p>The PCP also makes commitments to increase Police Officer and Police Community Support Officer numbers to improve police visibility, and for neighbourhood police to meaningfully engage with local communities and understand their needs.</p>
	Action	The PCP already contains relevant actions.
Older people (65+) are more likely to be victims of certain crime types, such as ASB and residential burglary, according to recorded crime data for 2023/24.	Impact	Positive – The PCP sets out commitments to reduce these crime types, which will positively impact older people in the region and to enhance and encourage victim support services for ASB.
	Action	The PCP already contains relevant actions.

Disability

	Impact and action	
Accessibility of police stations for people with disabilities	Impact	Positive – the PCP commits to ensuring the police estate should be well designed for accessibility, as well as committing to local police stations in every LPA and to retaining 10 public contact offices (at least one in every LPA). People with disabilities should be able to access police buildings and not have to travel far.
	Action	No action – WMP Estates Project leads have embedded EA/EIAs into this area and will work to ensure the police estate is designed for accessibility and adjustments are made to older buildings.
<p>Concerns about access to justice for people with disabilities and a live court link system in the West Midlands</p> <p>Also intersects with: age, socio-economic status</p> <p>(Desktop research, focus groups)</p>	Impact	<p>Negative – the Equality and Human Rights Commission (“EHRC”), the Judiciary and leading disability rights organisations have found negative impacts for disabled people regarding virtual court hearings:</p> <ul style="list-style-type: none"> • EHRC conducted an inquiry into live video court proceedings which found that video hearings can significantly impede communication and understanding for disabled people with certain impairments, such as a learning disability, autism spectrum disorders and mental health conditions. • The Judiciary’s best practice guidance suggests that there is a disparity of access to remote court hearings based on disability, as well as age and socio-economic factors.

		<ul style="list-style-type: none"> Disability rights organisations and academic networks, such as the UWE Neurodivergence in Criminal Justice Network, have raised concerns that virtual court hearings can discriminate against individuals with learning difficulties, who are neurodivergent, or experience mental distress. <p>This approach can be justified as:</p> <ul style="list-style-type: none"> The PCP contains a commitment of support for the live link system, in order to have a positive impact on victims to provide evidence from remote locations to reduce trauma. Evidence shows that being a victim of crime is a risk factor for mental health and those with certain disabilities (including mental health, brain injury, learning disabilities) are disproportionately victims of certain crime times. It is also expected to have a positive impact on people with physical disabilities. The commitment is to support the establishment of the system, not for it to be used for all individuals. Remote video hearings will not be mandatory or the only form of evidence giving. Individual's suitability for live link is a decision for judicial/victim case managers, to support best evidence giving. Reasonable adjustments should also be considered for each use, as per equality duties. <p>The PCP contains a mitigation that EAs should be undertaken before any new technology is introduced to ensure fairness and inclusivity. The PCC would expect an EA to be undertaken and all best practice guidance and principles for those with disabilities to be considered within it.</p>
	Action	<p>Court hearings and how they are conducted are the responsibility of the Judiciary and His Majesty's Courts and Tribunal Service ("HMCTS"). The PCC chairs the Local Criminal Justice Board ("LCJB") which HMCTS attends. The PCC will have oversight of this risk through LCJB.</p>
<p>Disproportionate representation of groups with specific disabilities entering the criminal justice system (e.g. brain injuries, neurodivergent, mental health conditions) who may need tailored support.</p> <p>(Call for evidence, focus groups, desktop research)</p>	Impact	<p>Positive – The PCP recognises the different forms of disproportionate representation of certain protected groups (including those with disabilities) across the criminal justice system and has committed to these being regularly scrutinised to drive improvements.</p> <p>The PCP has a specific focus on supporting individuals with mental health conditions and who are neurodivergent, including:</p> <ul style="list-style-type: none"> WMP ensuring individuals with neurodivergent needs are taken into account and understood within policing activity.

		<ul style="list-style-type: none"> • Ensure officers receive regular ongoing training on neurodivergence. • WMP to make services and interactions accessible to all communities (including those with disabilities). • For WMP to collaborate with health services to safeguard vulnerable adults. • Provide appropriate adults to assist vulnerable adult detainees (including those with learning disabilities, neurodivergence or mental health conditions) through the custody process. • Ensure that victims/individuals with mental health issues receive appropriate support. • Expand the use of Mental Health Treatment Requirements. • Ensure safe implementation of 'Right Care Right Person'. • Advocating for adequate availability of beds within secure health facilities and Approved Mental Health Professionals, to enable timely assessment and appropriate support.
	Action	No action.
<p>People with disabilities are at particular risk of 'cuckooing' and criminal exploitation.</p> <p>(Desktop research)</p>	Impact	<p>Positive – the PCP commits to collaborate with and where appropriate challenge, local authorities and landlords to tackle issues such as cuckooing, where vulnerable individuals are exploited in their home, as well as exempt accommodation, and lack of access to appropriate housing for vulnerable people.</p> <p>The PCP expects WMP to reduce vulnerability by working with partners to identify and safeguard vulnerable adults and promote their welfare.</p>
	Action	The PCP already contains relevant actions.

Race

	Impact and action	
Disproportionality on the basis of race , specifically in stop and search practices and use of force.	Impact	<p>Negative – WMP performance data shows there is disproportionality in search rates for Asian and Black communities. The PCP commits to using stop and search tactics to increase weapon finds which may adversely impact people from racially minoritised groups, specifically Black and Asian groups. The commitment is not to increase stop and search, but to conduct effective stop and search for a higher weapon find rate. This fails to promote the three PSED duties.</p> <p>The following mitigations are already in place:</p> <ul style="list-style-type: none"> • The PCP is clear throughout that policing resource should be targeted based on robust

		<p>evidence while prioritising fairness and proportionality, rather than perception only.</p> <ul style="list-style-type: none"> • The PCC will continue to hold WMP to account on its stop and search practices and challenge any disproportionality. • Community-led scrutiny panels across the region also challenge any disproportionality on the basis of race in stop and search activity.
	Action	Any disproportionality in stop and search based on race will continue to be kept under review.
<p>The lack of fairness and equality in policing and the criminal justice system on the basis of race.</p> <p>(Public survey, focus groups, call for evidence)</p>	Impact	<p>Positive – The PCP sets out various measures to promote fairness and equality on the basis of race in policing, including:</p> <ul style="list-style-type: none"> • Building on the existing Fairness and Belonging programme. • WMP to continue being committed to anti-racism and eliminating all forms of racism. Officers having no tolerance for racism and to encourage other officers and staff to challenge inappropriate behaviours. • Recommendations from the National and West Midlands Police Race Action Plans to be implemented. • WMP to deepen its understanding of the historical discriminatory relationship between police and the Black community to support the building of trust and confidence. • Engaging with, listening to and working with Black communities in policing governance. • Ensure officers receive regular ongoing training on disproportionality and race. <p>For the criminal justice system (“CJS”):</p> <ul style="list-style-type: none"> • Identify and challenge disproportionality in the CJS including in criminal justice outcomes. • Increase police diversion. Research shows that some diversionary programmes that the PCP has committed to maintain has reduced disproportionality in the CJS.
	Action	The PCP already contains relevant actions.
<p>Racially minoritised groups are not well represented in the WMP workforce.</p> <p>Also intersects with: sex</p> <p>(Youth Evaluation, public survey, police focus groups)</p>	Impact	<p>Positive – the PCP commits to:</p> <ul style="list-style-type: none"> • WMP to recruit, retain, progress and support Black officers. (WMP workforce data shows that a particular focus on Black women is needed). • Work with WMP to address racial disparities in misconduct and professional standards processes, improving support for Black, Asian, and other racially minoritised officers and staff.

		<ul style="list-style-type: none"> Identify and challenge disproportionality in the workforce and for these areas to be regularly scrutinised to drive improvements. For the OPCC to maintain a zero ethnicity pay gap and the Karl George Race Code accreditation.
	Action	The PCP already contains relevant actions.
<p>Lack of accessible, multilingual and culturally competent support services for victims from racially minoritised backgrounds</p> <p>Also intersects with: sex</p> <p>(Focus groups, public survey, call for evidence)</p>	Impact	<p>Positive – the PCP commits to:</p> <ul style="list-style-type: none"> Ensure that services for victims and survivors from minoritised communities (including racially minoritised) are culturally competent. This requires training delivery from representatives of the wider community, as evidence suggests that police officers are not always best placed to provide training/support. Continue to commission specialist by and for services for Black and other racially minoritised communities Maintain existing by-and-for services in the region and improve access to tailored support (including co-locating services). Conduct a comprehensive needs assessment to guide the commissioning of specialist services designed by and for victims.
	Action	The PCP already contains relevant actions.

Religion or Belief

	Impact and action	
<p>Hate crime on the basis of religion or belief.</p> <p>(Desktop research)</p>	Impact	<p>Potential negative impact - National statistics show that hate crime based on religion is increasing (although hate crime levels are decreasing overall).</p> <p>Some West Midlands recorded crime data for 2023/24 suggests that Muslims are the most common victims of religious hate crimes. However, this data alone is not robust enough to make a firm conclusion.</p> <p>The PCP contains commitments to improve the reporting and positive outcomes for hate crimes, which may bring improvements for Muslim and religious communities.</p>
	Action	To keep under review and work with WMP to best understand trends and address any negative impact found.

Sex

	Impact and action	
<p>Culture change is required to effectively prevent male violence against women and girls (MVAWG).</p> <p>Also intersects with age, race as recorded crime data for 2023/24 shows that women from certain age groups of minoritised communities are more likely to be victims of specific violence against women and girls ("VAWG") crime types.</p> <p>(Crime data, call for evidence, focus groups)</p>	Impact	<p>Positive – PCP is clear about the support for the strategic policing requirement on VAWG and ensuring WMP tackle all forms of MVAWG.</p> <ul style="list-style-type: none"> • Increase positive outcomes for VAWG and encourage reporting of current underreported hidden harms/crimes and improving prosecutions for female genital mutilation, so called 'honour-based' abuse, forced marriage, coercive control and stalking. • Specific, well-developed focus in the PCP on preventing and reducing the following crimes that data shows women and girls are most likely to be victim of: <ul style="list-style-type: none"> ○ preventing and reducing domestic abuse, rape and other sexual offences ○ online crimes including child abuse, child sexual abuse and revenge pornography ○ spiking, upskirting and other harms in the night-time economy. • Improvements to reporting processes, support services, engagement, and legal and independent advice, so victims and survivors receive the care and support they need. <p>Evidence shows that women, girls and young women lack trust and confidence in the police, particularly to protect them from sexual violence. WMP has a specific focus on building positive relationships with victims of VAWG where trust is low, in order to improve reporting.</p>
	Action	<p>The PCP already contains relevant actions. The PCC's Accountability and Governance functions will ensure that these actions are undertaken.</p>
<p>Misogyny and discriminatory attitudes to women and girls (particularly girls) based on sex in policing</p> <p>Also intersects with: age</p> <p>(Call for evidence, focus groups)</p>	Impact	<p>Positive – The PCP has a strong focus on eliminating, challenging and changing misogynistic attitudes and behaviour and being clear that misogyny will not be tolerated. The public consultation showed that women and girls are concerned that poor vetting practices are not effectively identifying officers with misogynistic attitudes or relevant convictions.</p> <p>The PCP commits to the following regarding police vetting:</p> <ul style="list-style-type: none"> • Ensuring annual integrity health checks for all personnel and require regular vetting for all officers and staff, including those transitioning from other forces. • Poor performance and misconduct to be managed effectively through formal structures, with support for improvement if appropriate and dismissal if necessary.

		<ul style="list-style-type: none"> • Encouraging all officers and staff to challenge misogynistic attitudes and behaviours. • WMP to continue to implement the lessons learned from its review of firearms policing more widely across the force. <p>It also commits to prevention:</p> <ul style="list-style-type: none"> • Mandate all schools to prevent and address misogyny and support education to do this. • Schools to deliver age/gender appropriate preventative programmes on VAWG. • Officers receive training on any personal biases, victim-blaming language and behaviours.
	Action	The PCP already contains relevant actions.
<p>Women (particularly young women and young Black women) are arrested/charged for assault against emergency workers</p> <p>Also intersects with: age, race (Desktop research, crime data)</p>	Impact	<p>Negative – the PCP commits to increased enforcement for violence against police officers and staff, and for WMP to take firm action against people who attack emergency responders and night-time economy workers. This may disproportionately impact women.</p> <p>Limited national reports/data shows that prosecutions for assaults against emergency workers disproportionately impacts women, particularly groups of young women and young Black women. Research from the Young Women's Justice Project showed that in 2019:</p> <ul style="list-style-type: none"> • It made up 6% of total offences young women (18–24) were immediately sentenced to prison for, compared to 2% for young men • It made up 17% of total offences leading to a custodial sentence for Black young women aged 18–24 (the most common offence). <p>Research shows that women displaying challenging or unusual behaviour (signs of distress or a trauma response) are often arrested for this offence.</p>
	Action	To request updated data for the West Midlands and keep under review. Increased training for police officers and staff, emergency responders, retail workers and night-time economy workers to recognise signs of trauma.
Addressing the sex-specific outcomes and experiences for women and girls who come into contact with the police and the criminal justice system.	Impact	<p>Positive – evidence shows that women and girls in contact with the police and the criminal justice system have sex-specific experiences.</p> <p>The PCP makes clear that a holistic, intersectional, trauma informed and diversionary approach should be undertaken for women and girls at risk of or involved in offending and particular work will be undertaken:</p> <ul style="list-style-type: none"> • innovative court processes to support vulnerable women.

		<ul style="list-style-type: none"> seek the appointment of a senior force lead to advance this approach to women and girls within WMP.
	Action	The PCP already contains relevant actions.
<p>Men are more likely to be victims of certain crimes, such as death and serious injury on roads, based on recorded crime data for 2023/24. Men will also have sex-specific experiences of certain crime types such as domestic abuse and sexual assault and abuse. Some of these crime types intersect with other protected characteristics.</p>	Impact	<p>Positive – The PCP sets out commitments to reduce these crime types that men are more likely to be victims of.</p> <p>The PCC will also commission a dedicated IDVA service for men for those who are victims of domestic abuse.</p>
	Action	The PCP already contains relevant actions.

Sexual Orientation

	Impact and action	
<p>People identifying as LGBTQ+ lack trust and confidence in the police. This is worsened by poor experiences of police handling of hate crime. This was a specific concern in the Youth Evaluation.</p> <p>Also intersects with: gender reassignment, age</p> <p>(Youth evaluation)</p>	Impact	<p>Positive – the PCP recognises this and commits to ensuring that WMP develops an understanding of the historical discriminatory relationship between law enforcement and the LGBTQ+ community to build trust and confidence and improve engagement. It also sets out that all forms of discrimination, including homophobia and transphobia, should be eliminated and that officers should receive training on any personal biases, and there should be no tolerance for homophobia within the force and this behavior should be challenged.</p> <p>The PCP also commits to strengthen police's handling of hate crime:</p> <ul style="list-style-type: none"> Encourage and facilitate the reporting of hate crime, whether direct to the police or via third party reporting centres, ensuring all reports are taken seriously by WMP, with thorough investigations and perpetrators held to account Ensure victims have access to dedicated and specialist hate crime victim support services. Work with WMP, commissioned services and local authorities to prevent and tackle all forms of hate crime. <p>The PCC will also campaign for a national hate crime strategy.</p>
	Action	The PCP already contains relevant actions.

Section 6. Actions

Any potential negative impacts identified in Section 5 are listed below. This table sets out details on further actions that are required and RAG rated according to the following scale.

Green	Negative or potential negative impact has been identified, there is strong justification, and/or mitigations are well developed.
Amber	Negative or potential negative impact has been identified, there is average justification, and/or mitigations are being developed.
Red	Negative or potential negative impact has been identified, there is limited justification and/or mitigations are not identified.

Protected characteristic	Area	Action / details / update	RAG
Age, race	Stop and search	To be kept under review via existing mechanisms e.g. scrutiny panels. A new stop and search policy with accompanying EA was published in February 2025 where concerns are addressed.	Green
Age, race	Officers in schools	Further research will be conducted by the OPCC to understand the role of officers in schools across the region, and any negative impact on CYP on the basis of age and race, and how this can be eliminated.	Amber
Age	ASB	To keep under review and to ensure innovations accurately address underlying causes of ASB for young people.	Green
Sex Age, race	Enforcement of assaults on emergency workers	Further data analysis will be done. Increased training to be provided for police officers and staff, emergency responders, retail workers and night-time economy workers to recognise signs of trauma.	Amber
Disability Age	Remote live link for court hearings	The PCC will have oversight of this risk through LCJB.	Green

Section 7. Monitor and Review

This EA will be reviewed at least annually. It will be updated beforehand by the OPCC if any equality impacts emerge during implementation of the PCP. Any updates will be listed below.

Separate EAs will be conducted for new projects within the PCP.

Review date	Updates / revisions
2026	
2027	
2028	