

ACCOUNTABILITY AND GOVERNANCE BOARD

May 2025

Police and Crime Plan Performance

Presented by: Arron Cullen

Report

1. Introduction

- 1.1. This report presents an outline of performance against the strategic priorities outlined in the 2025–2029 Police and Crime Plan. These priorities include rebuilding community policing, preventing and tackling violence, improving road and travel safety, protecting victims and witnesses, and building public trust and confidence in policing.
- 1.2. Performance is measured against a set of Key Performance Indicators (KPIs) defined within each of the plan's priority areas. This update draws on the recent data and longer-term trends to support a shared understanding around West Midlands Police (WMP), the Office of the Police and Crime Commissioner (OPCC), and wider criminal justice partner performance.
- 1.3. Unless stated otherwise, the data presented covers the 12-month period from 1st April 2024 to 31st March 2025. Performance is assessed in comparison with the relevant baseline, typically the same period in the previous year (1st April 2023 to 31st March 2024). All data is accurate at the time of reporting and may be subject to change due originating from live systems.

2. Rebuilding Community Policing

- 2.1. This section reviews performance against the KPIs linked to the priority of rebuilding community policing, with a focus on increasing officer numbers, delivering the neighbourhood policing guarantee, and reducing anti-social behaviour (ASB) and crime.

- 2.2. A key commitment within the Police and Crime Plan is to expand the number of police officers and Police Community Support Officers (PCSOs). As of March 2025, the force recorded a police officer headcount of 8,094, down slightly from 8,102 in April 2024. This represents a marginal decrease of 0.1 percent over the 12-month period.
- 2.3. PCSOs have also seen a small increase. In April 2024, there were 310 PCSOs in post, compared to 312 in March 2025, an increase of 0.7 percent. While these changes reflect a relatively static picture, maintaining front-line visibility and neighbourhood presence remains a core priority.
- 2.4. An extra 150 neighbourhood police officers for the West Midlands have been secured, following a bid that was jointly submitted to the Home Office, by the Chief Constable and the Police and Crime Commissioner.
- 2.5. Moving on to ASB, a total of 29,334 reports were recorded in 2024/25, an increase of 11.1 percent from the previous year. This shift highlights the continued importance of visible community policing and local problem-solving to tackle the underlying causes of low-level nuisance and disorder, see Figure 1.

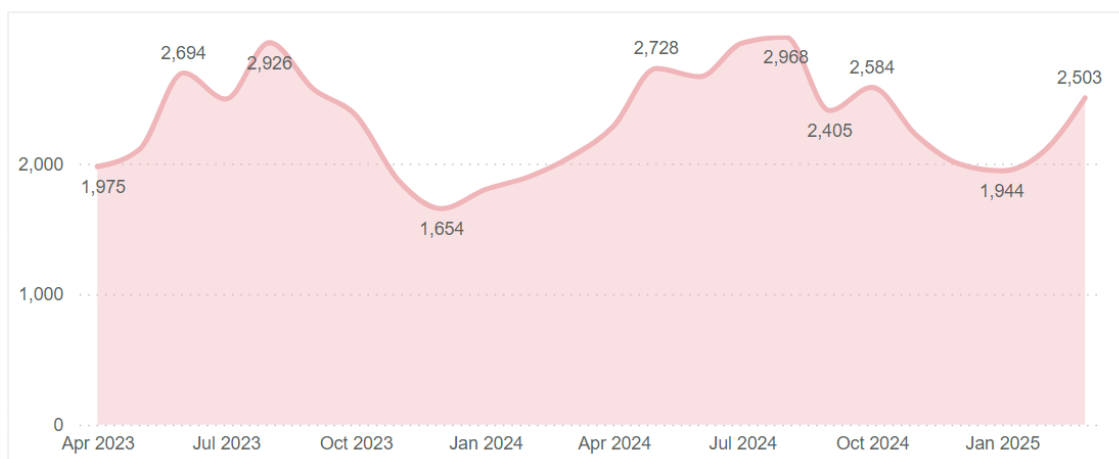


Figure 1

- 2.6. Of the incidents recorded, 24,844 were categorised as nuisance, 4,840 as personal, and 2,956 as environmental. The highest increases were seen in Wolverhampton, which rose by 21.0 percent, and Walsall, which recorded an increase of 18.4 percent.

2.7. Total recorded crime across the West Midlands continues to fall. For the 12 months ending March 2025, 308,970 offences were recorded, a 5.8 percent reduction compared to the previous year.

2.8. This downward trend is consistent across all Local Policing Areas (LPAs), with the most notable reductions in Wolverhampton (-9.5 percent), Coventry (-7.4 percent), Sandwell (-7.4 percent), and Solihull (-6.1 percent). Other areas also recorded decreases, including Dudley (-5.7 percent), Birmingham (-4.2 percent), and Walsall (-3.5 percent).

3. Preventing and Tackling Violence

3.1. This section reviews KPIs that reflect the continued efforts to prevent and reduce violence, with a particular focus on protecting vulnerable people and addressing high-harm offences.

3.2. In 2024/25, there were 52,761 recorded crimes flagged as domestic abuse. This represents a year-on-year reduction of 5.4 percent. The most significant decrease was seen in violence with injury offences, which fell by 9.6 percent to 11,241 recorded offences.

3.3. Reducing Violence against Women and Girls (VAWG) is a core strategic priority. In the 12 months to March 2025, there were 54,446 recorded VAWG-related crimes, a reduction of 11.9 percent compared to the previous year. The associated harm score also fell by approximately 10.5 percent, indicating a decline in the overall severity of offences.

3.4. There has been a marked improvement in the outcome rate for VAWG victims, rising to 10.2 percent. This is an increase of 3.6 percentage points on the previous year, suggesting progress in bringing offenders to justice and providing support to victims.

3.5. Sexual violence recorded across the West Midlands has increased by 8.9 percent. This trend is driven by an 18.6 percent rise in 'other sexual offences', which includes sexual assaults. In contrast, recorded rape offences have fallen by 3.5 percent, suggesting a more complex picture that may reflect changes in both reporting and offending patterns. In comparison, it is important to note that the WMP trend observed here is in line with other most similar police force areas (Greater Manchester, Merseyside, West Yorkshire).

- 3.6. Serious youth violence, defined as non-domestic violence with injury offences involving victims under the age of 25, has continued to fall. In 2024/25, these offences declined by 12.6 percent, with a corresponding 12.8 percent reduction in the harm score. All LPAs have contributed to this improvement, reflecting a consistent approach to tackling youth violence.
- 3.7. In 2024/25, there were 31 homicides recorded by WMP, a reduction of 14 compared to the previous year. Of these, 9 were flagged as domestic-related, which remains unchanged from 2023/24.
- 3.8. Knife and gun crime statistics are based on Home Office Annual Data Requirement definitions, ensuring consistency in how these offences are measured.
- 3.9. The most recent data, covering the calendar year 2024, reports 4,577 knife crime offences. This represents a reduction of 13.1 percent. Similarly, gun crime fell by 12.5 percent, with 504 offences recorded.
- 3.10. The Police and Crime Plan includes a commitment to increase the number of weapons recovered through stop and search activity. In 2024/25, WMP recorded 855 stops where a knife was recovered. While this represents a slight reduction of 3.8 percent compared to the previous year, it demonstrates continued focus in this area. In addition, there were 85 stops where a firearm was recovered, a decrease of 19.1 percent.
- 3.11. Reducing violence against business and emergency service workers is a priority. In the latest reporting period, violence against business workers decreased by 8.2 percent, with 481 offences recorded.
- 3.12. In contrast, there were 3,297 offences flagged as violence against emergency workers, reflecting an increase of 8.7 percent. This trend highlights the ongoing risks faced by frontline emergency workers in the course of their duties.
- 3.13. Improving outcomes for victims of violence is a key component of delivering justice and maintaining public confidence. In 2024/25, WMP recorded 12,116 positive outcomes for violent offences. This equates to a positive outcome rate of 9.9 percent, an increase of 3.7 percentage points from the previous year.

4. Improving Road and Travel Safety

- 4.1. This section provides an update on KPIs relating to road safety and transport crime. It covers changes in the number of people killed or seriously injured on roads, enforcement activity around driving offences, and trends across the region's public transport network.
- 4.2. In 2024/25, there were 56 fatalities on roads in the West Midlands, a figure that remains static from the previous year. A further 1,140 people were seriously injured, representing a minimal increase of 0.8 percent compared to 2023/24. While broadly static, these figures continue to underscore the need for sustained focus on road safety measures. However, there is a slight delay in this data being inputted into the electronic system, so figures are likely to change.
- 4.3. The plan prioritises stronger enforcement of the "Fatal 4" driving offences, which include speeding, mobile phone use while driving, failure to wear a seatbelt, and driving under the influence of alcohol or drugs.
- 4.4. Enforcement activity in these areas has risen, with 4,203 actions recorded in 2024/25, reflecting a 20.5 percent increase. However, arrests for drink and drug driving fell by 6.2 percent, with 2,755 arrests made during the same period.
- 4.5. Tackling organised criminal street racing is another objective within the plan. WMP recorded a 27.2 percent reduction in incident reports of street racing in 2024/25, indicating positive progress in disrupting this dangerous activity.
- 4.6. Public reporting also plays a growing role in tackling road offences. The Police and Crime Plan sets out a commitment to expand third-party reporting, including dashcam footage submissions.
- 4.7. WMP received around 18,346 reports from members of the public in 2024/25, marking a significant increase of 133.9 percent compared to the previous year. The positive outcome rate for these submissions now stands at 84.0 percent, meaning the majority have resulted in enforcement action such as driver education, fines, or prosecutions.
- 4.8. Vehicle seizures for unlawful use remain an important measure of roads policing activity. In 2024/25, there were 13,387 vehicle recoveries for reasons including no insurance, no tax, or no driving licence. This represents a 12.9 percent increase from the previous year and supports the plan's focus on making roads safer through proactive intervention.

- 4.9. Turning to crime on the public transport network, data from the Safer Travel Partnership shows that bus-related crime has remained broadly stable, with 4,161 offences recorded and a percentage change of minus 1.3 percent. Train-related crime rose slightly by 3.5 percent to 2,661 offences, while crime on the metro increased by 25.4 percent, with 143 offences recorded.

5. Preventing and Reducing Neighbourhood Crime

- 5.1. This section examines performance in tackling neighbourhood crime, a key priority within the Police and Crime Plan. The core neighbourhood crime types include personal robbery, theft from the person, and residential burglary. The plan also includes performance metrics for business crime and reports of fraud and cybercrime.
- 5.2. Across 2024/25, WMP recorded 48,938 neighbourhood crimes, reflecting a 17.3 percent reduction compared to the previous year. These decreases are evident across all LPAs, with the largest falls observed in Coventry (24.1 percent), Walsall (23.1 percent), and Solihull (22.6 percent).
- 5.3. When looking at individual crime types, the reductions are similarly encouraging. Vehicle offences have fallen by 13.9 percent, residential burglary by 20.6 percent, personal robbery by 21.9 percent, and theft from the person by 26.4 percent. These trends indicate sustained progress in protecting communities from the types of crime that affect people's everyday lives and sense of safety.
- 5.4. Business crime, by contrast, has increased during the reporting period. A total of 58,404 offences were recorded in 2024/25, representing an 8.4 percent rise. However, despite the increase in volume, the overall harm score associated with business crime has reduced by 18.2 percent, suggesting a shift towards lower-harm offences.
- 5.5. A key factor contributing to the rise in business crime is the national increase in shoplifting. In the West Midlands, shoplifting offences rose by 34.5 percent, with 32,703 crimes recorded over the year. Most LPAs reported increases, with Walsall experiencing the highest rise at 64.7 percent. In contrast, shoplifting levels in Sandwell remained largely unchanged, recording a small reduction of 2.9 percent.

- 5.6. There has been a significant improvement in the proportion of shoplifting offences resulting in a positive outcome. In 2024/25, 7,440 positive outcomes were recorded, delivering an outcome rate of 22.8 percent. This marks an improvement of 8.8 percentage points when compared to 2023/24 and reflects targeted activity to bring more offenders to justice.
- 5.7. In relation to fraud and cybercrime, the Police and Crime Plan highlights the need to encourage more reporting, particularly given the underreported nature of these offences.
- 5.8. The latest data from the Action Fraud dashboard shows 15,065 reports were made in 2024/25. Of these, 83.0 percent related to fraud and 17.0 percent to cybercrime. This represents a 5.1 percent reduction in total reports compared to the previous year.

6. Protecting Victims and Witnesses

- 6.1. The Police and Crime Plan includes several KPIs aimed at improving outcomes for victims and witnesses. These measures are currently in development and will form a critical part of future performance monitoring. Three core indicators are outlined below.
- 6.2. The compliance with the Victims' Code of Practice measure will track the cases in which WMP and wider criminal justice partners comply with the 12 statutory rights set out in the Victims' Code. The aim is to ensure consistent and high-quality treatment of victims throughout the justice process.
- 6.3. Improving victim satisfaction with WMP is an indicator that will assess victim satisfaction levels based on feedback collected through a victim insights platform. It will provide a more detailed understanding of victim experiences and help inform service improvements.
- 6.4. Satisfaction with commissioned support services will reflect the proportion of victims who report being satisfied with the support services funded by the OPCC. It will support efforts to ensure that commissioned services meet victims' needs and contribute to their recovery.

7. Building Trust and Confidence

- 7.1. This section outlines progress against the Police and Crime Plan priority of building trust and confidence in policing. It covers KPIs relating to access to police services, emergency and priority response, investigations, complaints, and confidence in the Force.
- 7.2. In 2024/25, the total number of 999 calls received by WMP fell by 9.7 percent, decreasing from 810,868 to 732,440 calls. Call handling performance has remained consistently strong. The proportion of 999 calls answered remained static at 99.9 percent, demonstrating sustained reliability in emergency call response.
- 7.3. Performance against the national 10-second call service level agreement has improved. Compliance increased from 92.9 percent in the previous year to 95.5 percent in 2024/25, representing a 2.6 percentage point improvement. This indicates a continued focus on meeting service level expectations and ensuring the public receives a timely emergency response, see Figure 2.

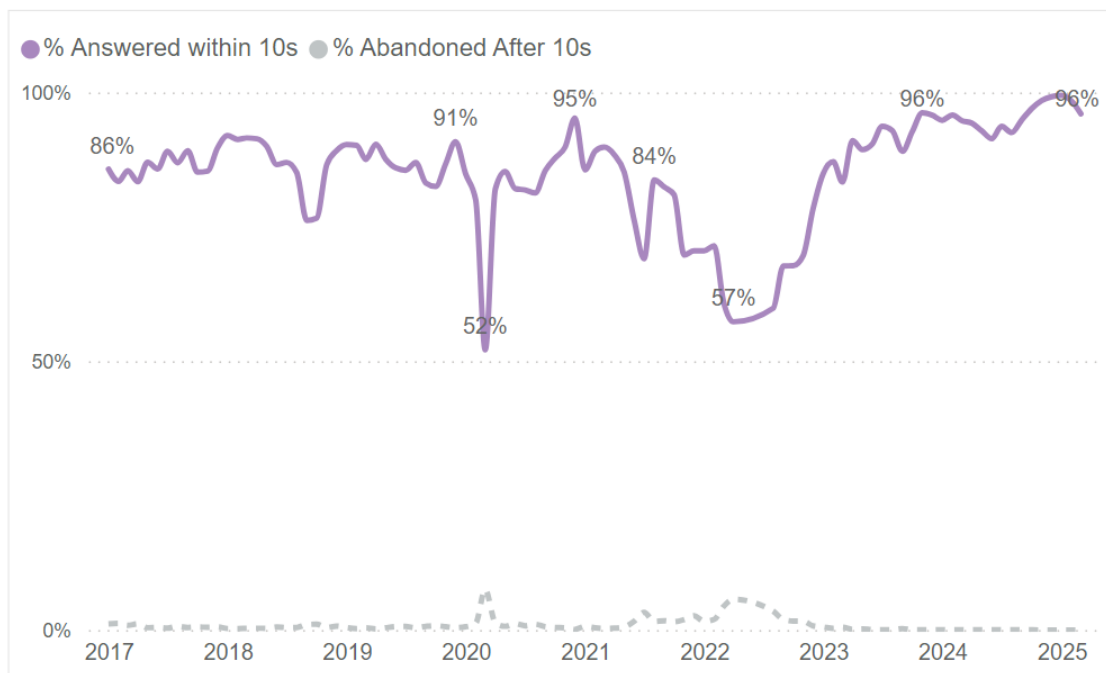


Figure 2

- 7.4. The average answer time for 999 calls has improved, reducing from 5 seconds to 3 seconds in 2024/25. This represents a 40.0 percent improvement and demonstrates faster connection times, which are particularly critical in emergency situations where every second counts.
- 7.5. There has also been a notable reduction in the number of calls abandoned after waiting more than 10 seconds. This figure dropped from 651 to 179, a decrease of 72.5 percent. The

improvement reflects increased efficiency in call handling and fewer instances of callers disconnecting due to delays or other reasons.

7.6. Turning to 101, there has been a 15.2 percent increase in demand, with 755,332 calls received in 2024/25 compared to 655,832 the year before. Despite this rise in call volume, the service has responded well. The proportion of calls answered rose from 87.1 percent to 94.6 percent, an increase of 7.5 percentage points.

7.7. There has also been considerable progress in meeting the 3-minute answer time target. Compliance rose from 75.5 percent to 92.7 percent, a 17.3 percentage point improvement (see Figure 3). This reflects ongoing efforts to improve access to police services and deliver a more responsive experience for the public.

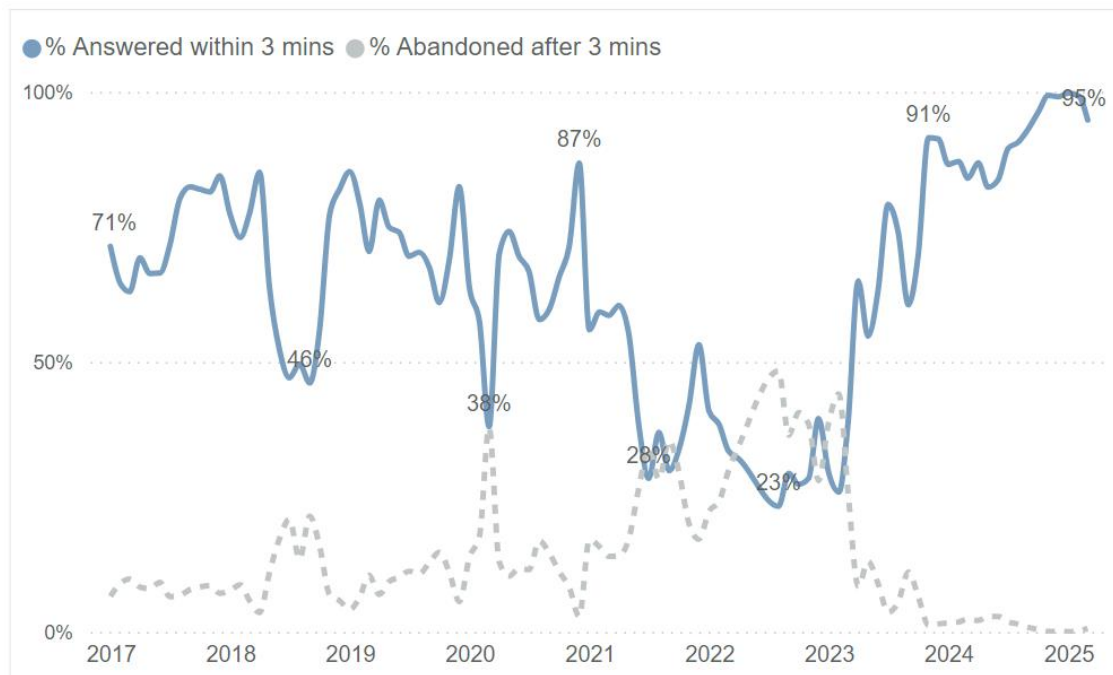


Figure 3

7.8. The average answer time for 101 calls has seen a substantial improvement, falling from 2 minutes and 13 seconds to just 37 seconds in 2024/25. This 72.2 percent reduction demonstrates a significant increase in responsiveness, ensuring that callers are connected to the support they need far more quickly.

7.9. The number of calls abandoned after waiting more than 3 minutes has also dropped sharply. A total of 8,665 calls were abandoned in 2024/25, compared to 36,091 the previous year. This

76.0 percent reduction highlights improvements in both speed and overall service quality, as fewer callers are disengaging.

7.10. In terms of emergency incident demand, the total number of recorded incidents remained broadly stable, decreasing by just 0.4 percent to 177,677 for the year. However, the number of incidents attended increased by 3.5 percent, rising from 171,508 to 177,529. This demonstrates an improved operational response rate, with a greater proportion of incidents being actively attended.

7.11. Median emergency response times have also improved, decreasing by 13.7 percent. The time taken to reach emergency incidents fell from 12 minutes and 32 seconds to 10 minutes and 49 seconds, indicating enhanced efficiency in deployment.

7.12. Compliance with the 15-minute emergency response target has improved notably, increasing from 62.6 percent to 70.7 percent. This 8.1 percentage point gain reflects the Force's progress in delivering a faster and more dependable response in time-critical situations.

7.13. While compliance with the 15-minute response target varies across LPAs, overall performance could be strengthened further through improvements in Birmingham. Birmingham LPA currently has a compliance rate of 66.5 percent, which is slightly below the regional average (see Figure 4).

Emergency Incidents 15 Minute Compliance

LPA ● Birmingham ● Coventry ● Dudley ● Sandwell ● Solihull ● Walsall ● Wolverhampton

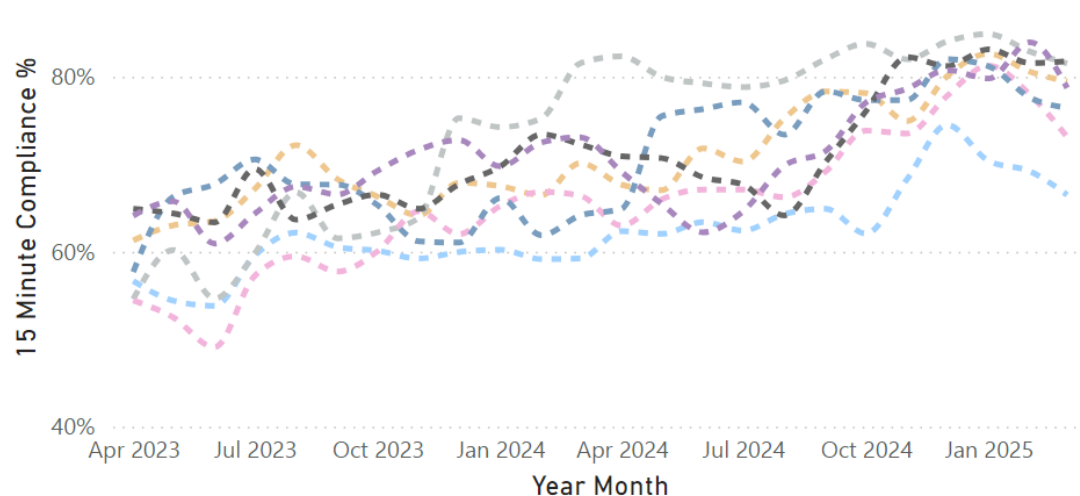


Figure 4

7.14. There has been a substantial increase in the number of priority incidents recorded in 2024/25, rising by 22.2 percent to a total of 108,031. Despite the increased demand, the number of priority incidents attended has improved notably, increasing by 34.7 percent from 78,892 to 106,273. This demonstrates the Force's growing capacity to respond effectively to incidents.

7.15. Response times for priority incidents have also improved markedly. The median time to attend these incidents has reduced by 37.5 percent, falling from 1 hour, 2 minutes, and 39 seconds to 39 minutes and 11 seconds.

7.16. Compliance with the one-hour response target has similarly increased. The current rate stands at 66.8 percent, up from 57.0 percent the previous year, an improvement of 9.8 percentage points.

7.17. As shown in Figure 5, performance across LPAs follows a comparable pattern to emergency incident response compliance, with some variation between areas.

Priority Incidents 1 Hour Compliance

LPA ● Birmingham ● Coventry ● Dudley ● Sandwell ● Solihull ● Walsall ● Wolverhampton

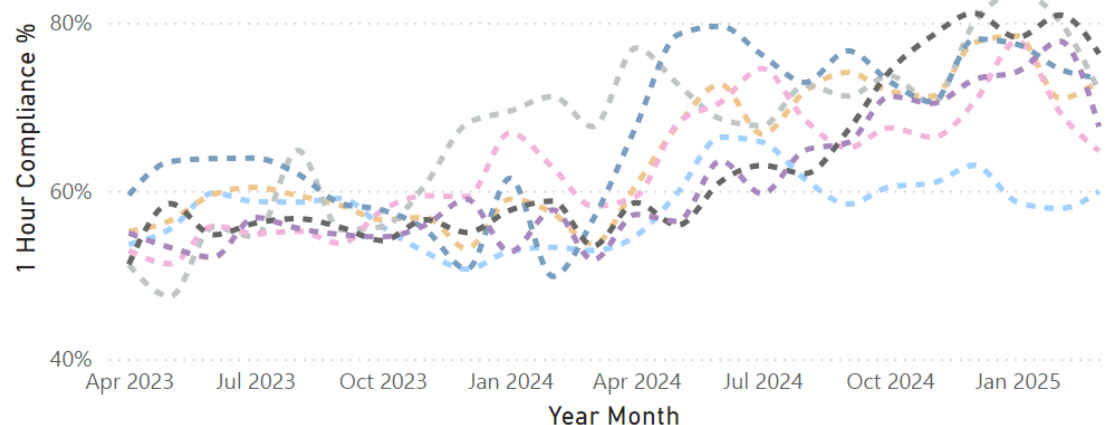


Figure 5

7.18. Reducing the time taken to investigate public complaints is another commitment set out in the Police and Crime Plan. In 2024/25, the average number of working days to finalise a non-Schedule 3 complaint was 26, representing a reduction of 10.3 percent from the previous baseline of 29 working days.

7.19. In contrast, Schedule 3 complaints have seen an increase in average investigation time. These complaints are currently taking an average of 161 working days to be finalised, which is a 27.8 percent increase compared to the baseline of 126 days. This highlights an area requiring further attention to improve resolution timeliness.

7.20. For investigations, the plan outlines the commitment to improve investigations grading from “Inadequate” to “Good.” The current PEEL inspection covers the 2023 to 2025 period, therefore, a new inspection grading will be reported on in future performance reporting.

7.21. Improving public trust and confidence in WMP remains a central ambition of the plan. A regional public perception survey is currently in development by the OPCC and WMP. Once implemented, it will provide a more detailed and consistent understanding of public confidence at both force-wide and local levels.

8. An Equal and Fair West Midlands

8.1. This section outlines progress against the KPIs within the An Equal and Fair West Midlands section of the Police and Crime Plan. It covers activity related to ethics training, workforce diversity, disproportionality in policing powers, and the implementation of race action plans.

8.2. Ethics training is delivered across WMP through a series of different modules. As shown in Table 1, there are high completion rates for modules 1 to 3 among both police officers and staff. Modules 4 to 7 have only recently been launched, which explains their lower current completion levels. These figures are expected to rise and align more closely with the earlier modules as uptake continues.

Training Module	Baseline Date	Baseline	Current Date	Current	
Ethics Module 1 (Ethical Policing).	[January 2025]	96.0%	[March 2025]	98.0%	⊖ 2.0pp
Ethics Module 2 (Ethical Decision Making).	[January 2025]	94.0%	[March 2025]	96.0%	⊖ 2.0pp
Ethics Module 3 (Code of Practice).	[January 2025]	94.0%	[March 2025]	96.0%	⊖ 2.0pp
Ethics Module 4 (Ethical Grey Areas).	[January 2025]	63.0%	[March 2025]	71.0%	⊕ 8.0pp
Ethics Module 5 (Guidance and Misconduct Allegations).	[January 2025]	53.0%	[March 2025]	69.0%	⊕ 16.0pp
Ethics Module 6 (Continuous Improvement).	[January 2025]	50.0%	[March 2025]	67.0%	⊕ 17.0pp
Ethics Module 7 (Knowledge Check).	[January 2025]	49.0%	[March 2025]	66.0%	⊕ 17.0pp

Table 1

8.3. The Police and Crime Plan includes a clear commitment to increasing the proportion of the workforce from under-represented groups, including women and racially minoritised communities. Current performance, as shown in Table 2, indicates that workforce representation remains broadly static across most roles. However, there are a few slight changes.

8.4. Among Police Community Support Officers, the proportion of women has declined by 2.3 percentage points, while representation from racially minoritised communities has increased by 2.4 percentage points. For Special Constables, the proportion of women has decreased by 2.1 percentage points.

Role Group	Baseline Date	Baseline	Current Date	Current	
Police Officers: Women.	[April 2024]	36.2%	[March 2025]	36.5%	⊖ 0.3pp
Police Officers: Racially Minoritised Communities.	[April 2024]	14.1%	[March 2025]	14.4%	⊖ 0.3pp
Police Community Support Officers: Women.	[April 2024]	49.4%	[March 2025]	47.1%	⬇ -2.3pp
Police Community Support Officers: Racially Minoritised Communities.	[April 2024]	13.6%	[March 2025]	16.0%	⬆ 2.4pp
Special Constables: Women.	[April 2024]	18.8%	[March 2025]	16.7%	⬇ -2.1pp
Special Constables: Racially Minoritised Communities.	[April 2024]	30.2%	[March 2025]	28.2%	⊖ -2.0pp
Police Staff: Women.	[April 2024]	61.4%	[March 2025]	61.5%	⊖ 0.1pp
Police Staff: Racially Minoritised Communities.	[April 2024]	18.5%	[March 2025]	20.5%	⊖ 2.0pp

Table 2

8.5. Disproportionality in the use of police powers remains an area of focus. Stop and search data shows that Asian individuals are 1.8 times more likely, and Black individuals 3.0 times more likely, to be searched than White individuals.

8.6. For use of force incidents, the pattern of disproportionality differs. Asian individuals are 0.8 times less likely to be subjected to force compared to White individuals, whereas Black individuals are 1.9 times more likely.

8.7. The final KPI in this section relates to the implementation of the National and WMP Race Action Plans. This measure is currently in development, with work ongoing to embed the commitments set out within both frameworks into local policing practice.

9. Bringing Offenders to Justice

- 9.1. This section provides an update on performance against the KPIs set out under the Bringing Offenders to Justice priority. It includes indicators covering positive outcomes, crime data integrity, stopped investigations, evidence-led prosecutions, timeliness at Crown Court, and case quality compliance.
- 9.2. In 2024/25, WMP recorded 38,519 positive outcomes, representing an increase of 46.0 percent compared to the previous year. This reflects a significant improvement in the number of crimes resulting in meaningful justice outcomes.
- 9.3. The overall positive outcome rate now stands at 12.5 percent, an increase of 4.4 percentage points against 2023/24. This is calculated by dividing the number of positive outcomes by the total number of recorded crimes.
- 9.4. As shown in Figure 6, the outcome rate has grown steadily over the past two years, highlighting progress in case resolution and investigative effectiveness.

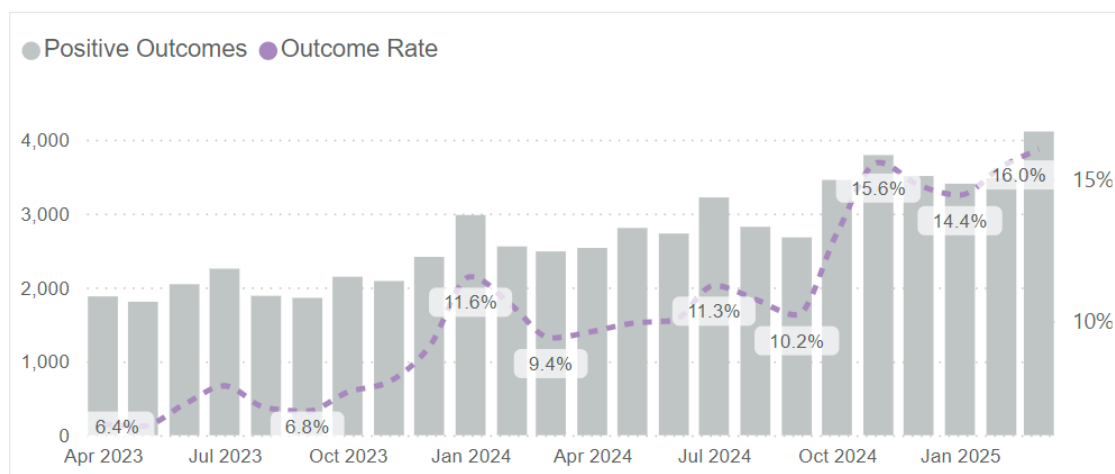


Figure 6

- 9.5. In relation to stopped investigations in 2024/25, Outcome Code 16, used where evidential difficulties exist and the victim does not support further action, accounts for 29.1 percent of all outcomes in 2024/25 (see Appendix 1 for outcome code definitions). This figure remains static compared to the previous year.
- 9.6. Outcome Code 15 (where the victim is supportive but evidential issues prevent progression), currently accounts for 11.3 percent of outcomes, which is also unchanged, see Figure 7.

Highest Outcome Codes

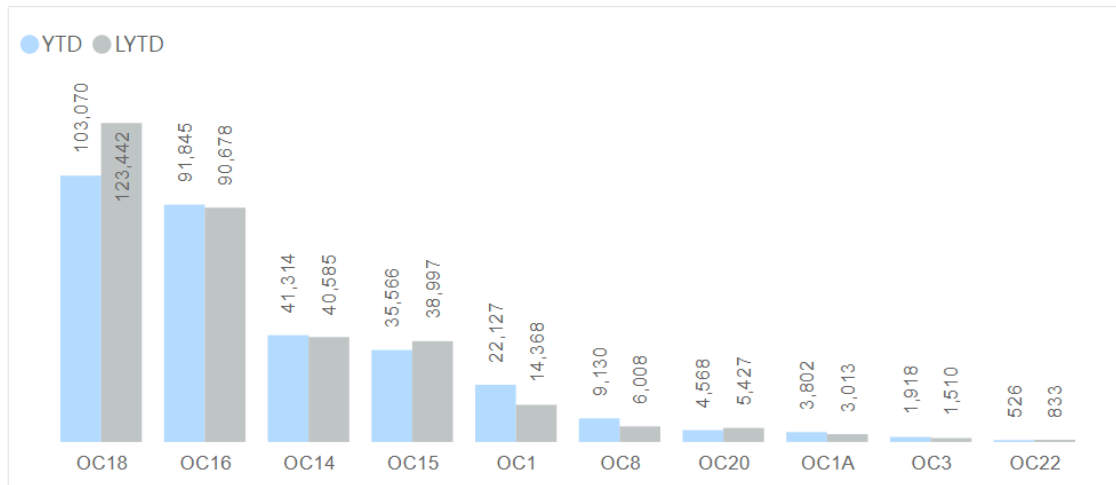


Figure 7

- 9.7. Crime data integrity remains a key area of focus, with the Police and Crime Plan aiming for near full compliance. Current performance shows that WMP is achieving compliance rates of 91.0 percent for violence offences, 91.6 percent for sexual offences, and 95.6 percent for all other categories. These figures remain stable compared to the previous baselines and reflect continued efforts to maintain data quality standards.
- 9.8. The KPI relating to evidence-led prosecutions is currently in development. Once a reliable baseline is established, performance will be reported in future updates.
- 9.9. Improving the timeliness of case progression to Crown Court is a further objective within the plan. The median number of days from charge to case completion at Crown Court has decreased significantly to 148 days in 2024. This represents a 36.2 percent reduction compared to the 2023/24 baseline of 232 days.
- 9.10. Crown Prosecution Service (CPS) case quality compliance has shown some slight improvement. As of December 2024, 62.9 percent of WMP case files met CPS quality standards. This marks a 3.4 percentage point increase from the April 2024 baseline, reflecting improved case file preparation and adherence to national standards.

10. Prevention and Rehabilitation

10.1. This section outlines performance against the Prevention and Rehabilitation priority within the Police and Crime Plan. It focuses on key indicators such as reductions in harm scores, access to drug treatment services, the use of out-of-court disposals, and the application of civil orders and interventions.

10.2. The overall harm score for the West Midlands has decreased by 10.5 percent, with a score of 41.1M across 2024/25. The harm score is a weighted measure that captures the severity of offences, rather than just volume, and provides a more comprehensive understanding of the impact of crime on communities.

10.3. As shown in Figure 8, the reduction in recorded crime per 1,000 population since April 2023 has been accompanied by a corresponding decline in harm score. This suggests that not only is crime becoming less frequent, but the nature of offending is also causing less harm overall.

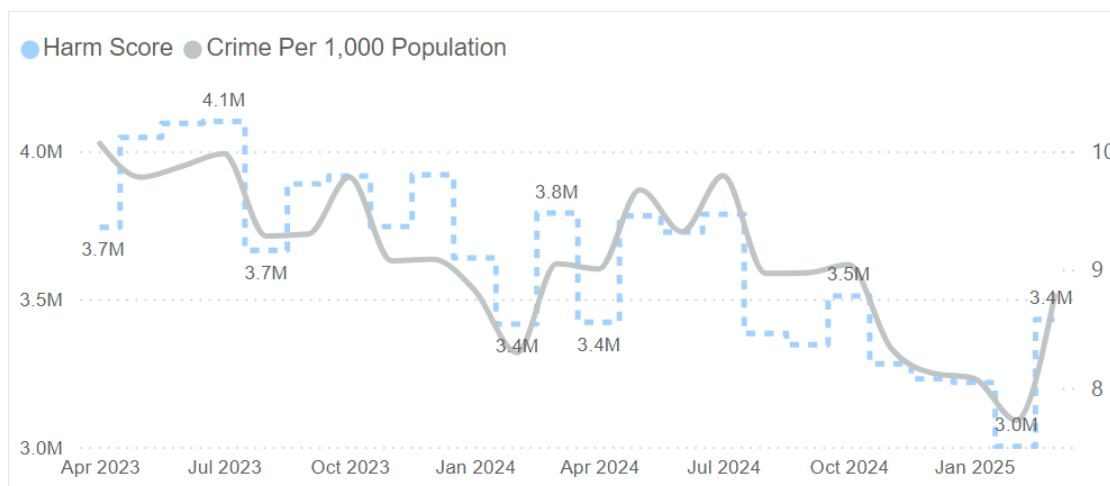


Figure 8

10.4. Another commitment of the plan is to increase the number of people entering drug treatment services. The latest available data, from 2023/24, shows that 9,390 individuals entered treatment, representing a 14.2 percent increase compared to 2022/23. This improvement supports efforts to reduce reoffending by addressing the root causes of criminal behaviour.

10.5. Out-of-court resolutions, which provide proportionate and timely resolutions for lower-level offences, have also risen. In 2024/25, WMP recorded 12,202 outcomes using this approach, an increase of 39.9 percent from the previous year. Community resolutions specifically have

grown by 52.0 percent, indicating a greater emphasis on restorative justice and early intervention.

- 10.6. In line with the plan's commitment to increasing the use of orders and civil interventions, WMP has around 7,943 in 2024/25. This marks a 27.1 percent rise compared to 2023/24.

11. Equality Implications

- 11.1. Patterns of crime and victimisation across the West Midlands are not evenly distributed. Some communities experience higher levels of crime, demand for services, and socio-economic disadvantage. These areas often face multiple, overlapping challenges, which can compound the impact of crime and reduce trust in policing and public services.
- 11.2. There are also marked inequalities in who is most affected by diverse types of crime. Victims of violent crime, for example, are more likely to come from areas with higher levels of deprivation, and are more likely to be young, male, and from racially minoritised backgrounds. Young people remain particularly vulnerable, both as victims and perpetrators, in offences such as robbery and serious youth violence. This continues to be a key area of focus for both the OPCC and WMP.
- 11.3. Women and girls face disproportionate risks of harm in areas such as domestic abuse, sexual violence, and harassment. These crimes are often underreported, and many victims face barriers in accessing support or justice, particularly those from marginalised or isolated communities.
- 11.4. The Police and Crime Plan recognises these disparities and includes commitments to advance equity, reduce harm in the most affected communities, and ensure that services are accessible, responsive, and fair for all.

12. Next Steps

- 12.1. The board is asked to note the contents of this report.

Author(s): **Arron Cullen**

Job Title: **Strategic Performance Manager**

Appendix 1

Glossary of Outcome Codes

Outcome Code	Outcome Description	Outcome Positive
OC1	Charge or Summons	Yes
OC1A	Charge or Summons	Yes
OC2	Caution - Youth (Inc Conditional Caution)	Yes
OC22	Diversionary, educational or intervention activity	Yes
OC2A	Caution - Youth (Inc Conditional Caution)	Yes
OC3	Caution - Adult (Inc Conditional Caution)	Yes
OC3A	Caution - Adult (Inc Conditional Caution)	Yes
OC4	Taken into consideration (TIC)	Yes
OC5	The Offender has Died (all offences)	Yes
OC8	Community Resolution	Yes
OC9	Prosecution not in the public interest (CPS) (all offences)	Yes
OC10	Formal action against the offender is not in the public interest (Police)	No
OC11	Prosecution prevented – Named suspect identified but is below the age of criminal responsibility	No
OC12	Prosecution prevented – Named suspect identified but is too ill (physical or mental health) to prosecute	No
OC13	Prosecution prevented – Named suspect identified but victim or key witness is dead or too ill to give evidence	No
OC14	Evidential Difficulties - Victim Based - Named suspect not identified	No
OC15	Named Suspect identified: evidential difficulties prevent further action (victim support)	No
OC16	Named Suspect identified: evidential difficulties prevent further action (no victim support)	No
OC17	Prosecution time limit expired: Suspect identified but prosecution time limit has expired	No
OC18	Investigation Complete: No suspect identified	No
OC20	Further action will be taken by another body	No
OC21	Suspect Identified, but not in the public interest for police to investigate	No