

**ETHICS PANEL – Formal Group Meeting**

**Friday 6<sup>th</sup> March 2026**

**10:00-13:00**

Meeting held virtually via Microsoft Teams

**Present:**

Marion Oswald	Chair of Ethics Panel
Jonathan Jardine	Chief Executive (OPCC)
Derek Dempsey	Ethics Panel
Tom Sorrell	Ethics Panel
Malcolm Fowler	Ethics Panel
Anindya Banerjee	Ethics Panel
Claire Paterson-Young	Ethics Panel
Simon Down	Head of Policy (OPCC)
Magda Fox	Research Officer (OPCC)
Davin Parrott	Data Analytics Lab (WMP)
Matt Welsted	Assistant Chief Constable (WMP)
Fiona Pook	Deputy Head of Corporate Development (WMP)
Melanie Ainsworth	Staff Officer (WMP)
Nikesh Jani	Head of Analysis - Intelligence (WMP)
Chloe Baker	Value and Business Architect – Corporate Development (WMP)
Alex Tarr	Force Performance Manager – Corporate Development (WMP)
Nigel Johnston	Head of Corporate Change (WMP)

**Apologies:**

Jen Mattison	Temporary Deputy Chief Constable (WMP)
Sophie Worthington	Head of Tactical Intelligence (WMP)
Yongwon Ju	Data Scientist – Corporate Development (WMP)

<b>1</b>	<b>10:00</b>	<b><u>Welcome</u></b> The Chair opens the meeting, welcomes members and notes apologies of those absent.	<b>Marion Oswald</b>
<b>2</b>	<b>10:05</b>	<b><u>Update on actions</u></b> The Panel is first updated on the development of the 2024/25 Annual Report. The next intended step is that it goes to the Accountability and Governance Board on a suitable date as part of being transparent around the work of the Ethics Panel.  The OPCC also updates on the Advisory Panel Sessions which consists of 20 to 30 community members, and recently also representatives from the Independent Scrutiny and Oversight Board (the body that is overseeing the implementation of the Police Race Action Plan locally), Joint Audit Committee as well as an Ethics Committee member. The OPCC hope that this will be a longer-term piece of work that enhances the co-working across external scrutiny boards. A member reflects that it was a really interesting session and felt that the Advisory Panel would like to know more about what the	<b>Simon Down</b>

		<p>Ethics Panel does. The member felt that if there is a way to open up an avenue of communication that it would be beneficial to both groups and is happy to discuss what form this would take. This will be shared with Panel Members as this develops.</p> <p>The OPCC provided a brief update on recruitment. Three members have been appointed in principle are currently going through vetting.</p> <p>It has been identified that vetting for a number of members has expired. Everyone who needs to be re-vetted has been written to and should have submitted their vetting forms, so this is in progress.</p>	
3	10:15	<p><b><u>National policy and position regarding Police use of AI (Co-Pilot), how this might apply to WMP and how Panel can support</u></b></p> <p>The Panel wish to think about the national policy position regarding the use of co-pilots because there is one being developed, and it is important to think about how the national position applies to West Midlands Police, as well as generally around the use of generative AI in policing. Generative AI is being overseen by the NPCC AI Portfolio, referred to as policing.ai.</p> <p>The largest piece of work has been around standards, ethics, having a mission and vision statement, a strategy, and the AI checklist which are all part of the toolkit that have been developed and shared nationally in terms of forces and their use of Copilot.</p> <p>The Presenter explains that Copilot is made up of a variety of products which range from Copilot Chat, a chat bot that people can access, through to Copilot M365, a fully integrated AI assistant that automatically connects to Word, Excel, SharePoint etc and therefore data within your Microsoft tenant. There is more recent work that is ongoing around the agent creation elements of Copilot with Copilot Studio being the last part to be technically assured, the IT administrative tool to create these agents and the like moving forward.</p> <p>With the exception of the last part of the advanced IT piece, it has all been nationally assured and forces have started to use it. Forces are supported with a National Data Protection Impact Assessment drafted by Police Digital Service. There are already some interesting use cases emerging around reducing bureaucracy, saving time and achieving consistency.</p> <p>WMP use of Copilot has been paused as a result of misuse being highlighted in relation to the Maccabee-Tel Aviv football match intelligence report. Copilot was originally automatically activated by Microsoft and the decision was made not to block it whilst WMP were still understanding its use. The level of usage was monitored, which was very low in proportion to the workforce, and there was confidence in where the data was going, as opposed to using other AI tool sets.</p>	Helen Davis



WMP ultimately plan to move back towards using Copilot. In support of this, a generative AI policy has been developed based off the National policy but made more WMP specific. The Presenter is seeking the views of the panel on this.

Subject to what the IOPC, WMP would look to onboard people to use Copilot chat. That will consist of them actively opting in and confirming that they have understood the policy. WMP will highlight certain elements of the policy which are most relevant that people really need to understand alongside examples of usage. Then and only then would an individual be given access.

This would be an annually reviewed process to provide the opportunity to update WMP policy and make real some examples of correct usage and where it adds value. Copilot 365 would be considered in the future. The Presenter states that the policy is the key area of focus and WMP have been clear on when it can be used. If you do use it, WMP expect:

- Anything produced to be marked to say that it has been used and generated through the use of AI.
- When making recommendations, stating facts etc, it is obligated of the user to check and parallel source the information.
- Any potential or desirable use of product produced by AI, as it relates to the criminal justice system, would only be allowed if it goes through the CPS and Policing Joint Operating Protocol on the use of generative AI. At this moment, Copilot has not gone through this process and cannot be used for the generation of criminal justice material.

**Questions and Responses:**

A Panel member states that they would be interested in hearing more about the agentic side of AI, and what exact agentic applications were being planned. They also add that the idea that someone using AI needs to check it needs unpacking. This is because quite a lot of the online resources that might be used to check it are also contaminated with AI. The Panel member therefore thinks that the idea of having something independent of the AI to check it is itself increasingly problematic.

- Another member reinforces this second point about verifying information. They understand other generative AIs such as ChatGPT now provide sources of reference. This could be a possible way of trying to address this issue. It may not be sufficient just to say it has been checked, there needs to be some sort of recognised source to where the information has come from, or at least some kind of audit trail of the fact-checking process.
- The presenter responds saying there are three parts as an answer. The first is that it is both highlighting that AI has been used and to check the facts. These two together are important because it may be that efforts of fact checking still do not necessarily clarify the reality of the situation. But at least by saying

		<p>we have used AI, it puts people on notice that all the benefits and risks of AI are factors we need to be mindful of.</p> <ul style="list-style-type: none"> <li>• Secondly, there is a lot of work going on around having very different AI experiences if you write your prompts in a different way, such as making it provide sources. What is being explored nationally is how best to query or task the AI to get the best, most reliable and most appropriate responses.</li> <li>• Thirdly, this is a human issue as well not just an AI one. There is often a lack of clarity around what is and what is not true within policing. Policing is experienced at dealing with intelligence and information in that way, which is why intelligence is a particular type of information that has gone through some form of grading score, language is used such as “we are highly confident that this is true” or “this may be true” as a means of managing people’s reliance upon data, and comments are made about where sources come from and whether they have been credible in the past. The presenter concludes that they think this is a really good example of how we use our standard policing processes and then rethink how we apply that in the world of AI.</li> </ul> <p>A member states that whilst they agree that there is a problem in general over how you find out what is true, there is a difference between people understanding what is an authoritative source of information independently of the internet and people who think that the only source of information is the internet. It could be refined exactly what research is. The member asks about agentic applications and how these are particularly worrying. They are interested in which particular agentic applications are in mind to be used.</p> <ul style="list-style-type: none"> <li>• The presenter responds that they are aligned on the first point made. They also say that WMP currently do not have any agents in this space but policing is starting to explore it.</li> </ul> <p>A Panel member comments on the statement that AI has been used as you can use AI in all sorts of different ways. They asked if the statements could be more nuanced, including AI has been used, how it has been used, and what activity has been undertaken to ensure accuracy. This may help the reader understand the risk of documents which could be quite different depending on how AI has been used.</p> <ul style="list-style-type: none"> <li>• A panel member agrees with this and is something that students are being asked to do at universities.</li> </ul> <p>A member asks for clarification on the DPIA template process as they could not fully understand it. It seemed to be setting out a process by which the DPIA was going to be automatically generated</p> <ul style="list-style-type: none"> <li>• The presenter answers that this has been designed for forces to either adopt or take it as a template and amend it.</li> </ul> <p>The panel concludes that there are aspects of the use of generative AI that are still very much in the state of flux and there is uncertainty of how it is understood, how it is acknowledged. From this policy, there</p>	
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		<p>seems to be some areas where it could benefit from more clarity. A final question is asked if there are plans for this policy to be continually looked at and updated?</p> <ul style="list-style-type: none"> <li>• If the IOPC recommendations come back and the decision is made to move forward with it, another review of the policy will be conducted. The policy will be at least annually reviewed, or sooner as key events take place within the world of AI.</li> </ul>	
4	10:40	<p><b><u>Pilot initiative at Premier League stadiums – drones and counter drone measures</u></b></p> <p>The presenter describes the partnership between the Premier League and policing as a whole. WMP have moved forward with some drone and counter drone capabilities, and the group that has come together is referred to as the Senior Leadership Group (SLG).</p> <p>This has enabled policing to bid into this group and move forward with four pilots across different police force areas, including WMP. This consists of funding which has bought kits and capability, including a counter drone detect, trace and identification (DTI) capability at the two Premier League stadiums in the West Midlands. This can identify a specific drone, when a drone is flying, and can trace where it has come from. WMP have also bought disruptors which officers use to control drones and make them return to the owner or make it land.</p> <p>The presenter explains that WMP also have looked to install two drones as first responders at each location. They are not authorised to be used as drones beyond line of sight, but it is the plan to get that signed off. In the interim, drones will be flown within visual line of sight during pre-match and post-match for operational awareness, improved efficiency, situational awareness, and public safety. The two capabilities are connected. At the moment, you must have the DTI capability so that you know what is and is not flying around that drone so it can be safely controlled.</p> <p>This pilot is all about productivity, efficiency, partnership working and public safety and confidence. WMP have already successfully deployed drones at every Premier League match since January and have gathered evidence of how it has enhanced situational awareness and public safety response. A key element is feeding the drone footage to the Premier League club’s safety offices, demonstrating the partnership is working.</p> <p>Regarding authorisation level of using the DTI capability, the presenter explains it is a special authority that sits with the Chief Constable. This is an ongoing national discussion whether this is in the right level. Once sign off is received, the DTI capability is not just for football, it is available for all of WMP to use. One of the change proposals will be to take advantage of this capability in usual policing, meaning that if there is an emergency incident is reported close to a Premier League</p>	<b>Matt Welsted</b>



stadium, a first response may be a drone which could immediately start to gather evidence and inform the human officer response.

**Questions and Responses:**

A member asks if the counter drone capability is the surveillance of drones that should not be there and passing this information back?

- The presenter replies that the first part is detecting the drones flight through the DTI capability. The second part is deciding whether to do nothing and letting it fly, or to affect the drone causing it to land or return to pilot to stop causing danger. WMP want to explore how effective this is and if it would unlock opportunities without having officers present on deployment.

Another member asks to confirm that this is only used outside of the Premier League stadiums and when a match was taking place?

- The presenter replies yes at the moment. The DTI will create a zone of impact, opening up opportunities for understanding flights and drones. The presenter also mentions potential zones of operation for drones as first responders. The idea of the DTI is that it would be operational whenever authorised, and the presenter would want to maximise its use. As soon as drones can be used beyond the line of sight, then the intention would be to use them wherever possible.

A member asks if the drone has any other functionality or potential to be built in, such as facial recognition?

- The presenter replies that at the moment there is a standard video camera, however it is on the roadmap to see what capabilities might be put into the drones, including facial recognition.
- A member follows by asking if the presenter feels that there is a requirement to inform the public about live facial recognition operations? Drones could seem quite threatening when overhead and could contribute to an intimidating atmosphere.
- The presenter replies that WMP have told both Premier League clubs, their club membership, and the local community as well as provided a general press release to say that there are drones flying before and after games and that WMP are looking into a counter drone capability. This is both to warn and inform that WMP do not want people flying drones over football matches. The presenter recognises the importance of ongoing messaging, especially if the move to drones as first responders is made.
- Another member asks if notification is going to be a feasible and practical scenario moving forward because drones are not visible as they fly overhead. Is a different approach needed?
- The presenter thinks that WMP likely have the public support and interest for drones, with released footage receiving great coverage. If WMP start to embed forms of AI or drones fly continually from a location then there will be many considerations from potential noise to the sense of surveillance. The presenter

		<p>imagines that if they were used at events then there would be notifications that would enable public awareness. That will become less of a factor if drones do move to first responders located strategically so WMP would need to think differently about how to educate the public, such as through community advice.</p> <ul style="list-style-type: none"> <li>The member says that this needs to be addressed in this new consultation because independent authorisation might be the way forward for certain elements, rather than having to rely on public notification, which will not reach everyone.</li> </ul> <p>A member questions what happens if people defy the advice to not fly drones on match days? Does the police drone have a role in countering people who do not comply with the advice?</p> <ul style="list-style-type: none"> <li>The presenter replies that it is an offence to fly a drone in certain circumstances and this includes flying near a football stadium. It is a standard offence for WMP, the drone can be seized and the pilot can be dealt with. The effector capability will not tackle all forms of drones. It will deal with the vast majority but technology has advanced dramatically and therefore people have used a lot of innovation to defeat counter drone capabilities. At this stage, police drones have no role in the counter drone capability other than videoing the pilot from the drone.</li> </ul> <p>A Panel member considers drones beyond football matches, including abusive use at airports. The member wonders if there is a basis for talking to people who sell and manufacture drones about this kind of misuse, especially as more people are able to afford drones.</p> <ul style="list-style-type: none"> <li>The presenter replies they do a lot with the industry around licenses, authorities, awareness and restricting some capabilities that can be bought off the internet.</li> </ul> <p>A member asks when would the evaluation conclude?</p> <ul style="list-style-type: none"> <li>The presenter replies that one of the work streams is an evaluation that has been tasked to the College of Policing who have outsourced to the organisation Crest. WMP have been ahead of this and have already worked to receive some reviews. They are trying to agree with the SLG when WMP review what has been learned and achieved so far. This is important as WMP are only in phase one at the two stadiums in the West Midlands. There may be appetite to discuss phases two and three. Phase two would be to roll this out to other force areas that have Premier League clubs, and phase three would be to have this as a capability in all Premier League clubs. These phases are not close to implementation and the financial regulation is unknown, so there is a lot of work to be done. The evaluation will be critical for moving on through those phases. There is no target date yet.</li> </ul>	
5	11:05	<b>Break</b>	
6	11:20	<b><u>Missing persons entity extraction and linking to identify associated locations</u></b>	<b>Davin Parrot</b>



	<p>The presenter outlines the general aim of this paper is to be able to capture information within free text fields within COMPACT (the missing persons tracking system). This pilot is to try to extract relevant pieces of information called entities, including locations, addresses, phone numbers and names of people. These entities will be able to link to particular missing persons. If pieces of information are found more easily then it could save time and resource.</p> <p>Over the last year, there has been circa 53 missing people per day, with 18 of those being in care, and 36 being under the age of 18. People are generally missing for around 4½ hours however as with a lot of data, it is highly skewed. Whilst the median time of missing is 4½ hours, the average (mean) for missing is 42 hours so it is a highly right skewed distribution. In terms of the missing and absent reports that are received, they are quite substantial in any one month.</p> <p><b>Questions and responses:</b></p> <p>A member asks if there could be clarification on how this analysis is proposed to be used operationally?</p> <ul style="list-style-type: none"><li>• One of the presenters replies that this project comes out of serious and organised crime local profiles, which has identified that missing people and the locations and hotspots of where serious and organised crime is occurring are showing a correlation of exploitation. At the moment the team export crime and intel data separately and then missing persons data. Unfortunately, officers put different pieces of information on different tabs, especially when interviewing the person as to why they have gone missing. This does not translate onto the crime and intel system. Therefore, every time there is an episode linked to serious and organised crime or exploitation, an analyst has to read through multiple tabs to then try and compare that with crime and intelligence. The hope is that once this build is ready, the data can be quickly correlated with existing platforms, including phone work and analysis, to correlate hot spots and potential suspects for exploitation.</li></ul> <p>A member wants an understanding from where the information will be coming from that is being reviewed, are there interview notes? Does the team currently review and manually identify the links for any connections to organised gang information?</p> <ul style="list-style-type: none"><li>• One of the presenters replies that in terms of operation, it will be a mixture of vital information including investigations, intelligence that has been inputted, information that has been gathered by past episodes. At the moment it is a manual process that takes a substantial amount of time, this could save days of work.</li></ul> <p>A panel member was interested in patterns identified including from a care context.</p>	<p><b>Fiona Pook</b></p> <p><b>Sophie Worthington</b></p>
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- The presenter says that this is not information that has been looked at yet. In the future it is thought that this will be looked into to get a broader understanding and highlight what is of interest in the text. This will be brought back to panel in a full report.
- The member asks that, from this snapshot, can one tell how often an individual has been reported missing, and when the last time they were reported missing was?
- The presenter says the plans are to finalise the definitions for those who might be described as vulnerable and as frequently missing. Eventually further information, such as the number of times someone has gone missing and average length of time missing, will be provided in the future.
- The member makes a final point by highlighting the important dimension of how long it has taken to report people from the time they have gone missing.
- The presenter says that this will get looked into as it may be useful to be highlighted more immediately for an analyst to look at.

Another member notes there is the need to ensure efficient safeguarding which is not just a police responsibility. The member asks how much engagement will there be with partnerships to make sure that this is actioned? Anything identified within care homes will be really important within CSEA investigations.

- One of the presenters replied that as part of the HMRC requirement there is a measurement for engagement with partners. After a transformation last year, partners are now embedded within local tasking strategies, and the LPA Superintendents have created a strategic board with their partners to focus on the specific hotspots of missing people linked to care homes and HMOs. Once it is automated and there is capacity, WMP can go back to the strategic boards and detail priorities, so that resources can be acquired in the correct way.
- The member also stressed that making sure that the time in which the missing person report came in is being considered, as care homes have some very short time frames in which they have to report. This is important to consider for creating an accurate picture.

A member asks if this initiative will be shared and collaborated on with other police forces in the UK? They imagine that gathering missing information from across the country or even internationally would be more powerful than just locally.

- The presenter answers yes, they will initially be using data on WMP systems and if the team are able to build something that proves useful and extracts information at a local level, there can be discussions at a more regional and national level. Another presenter adds that WMP have already notified the regional organised crime unit about this work. Other forces are doing this



		<p>in a manual fashion, so when this initiative is tested it will be good to take this onto a national level and develop it.</p> <ul style="list-style-type: none"><li>• The member questions whether other forces have similar initiatives?</li><li>• The presenter says that from a technical perspective they are unsure, however from an operational perspective they would guess that they are all in a similar place.</li></ul> <p>The member asks if there is a way to tell how many unreported missing people are picked up as part of investigations? This could be another valuable aspect of this work. They also note that people go missing for lots of different reasons, how does the team deal with these people including those with mental health or domestic abuse issues?</p> <ul style="list-style-type: none"><li>• The presenter says that the intention is to look at all the data on the relevant system, whether they have been reported missing or not. Various flags will be created to make it easy for analysts to clarify the person or the type of people that they are interested in, even if it is not a direct report or if it is from a while ago.</li><li>• The member further asks if the team have any idea of how many of these missing people are traced? How much of an improvement is expected from this more data-intensive framework? Are WMP doing this as they are worried they are not finding people or is it something they want to improve?</li><li>• A presenter replies, speaking from the exploitation perspective within the intel, it is about the hidden demand in terms of the analysis. The team are trying to bridge the gap for both the missing persons unit and the analytical and intel perspective, and find a quick way of doing it.</li></ul> <p>A member queries if the team are looking to exploit the data more universally in COMPACT or if this is a specific report for the purposes mentioned? For example, it states someone has gone missing in the free text field and it mentions the person that they were found with, is a link being created? How will this be developed?</p> <ul style="list-style-type: none"><li>• It is the presenter's understanding that the proposed tool would be a standalone tool that people would be able to go into and pick out information that they are interested in, and then the people that it links to. It seems to be predominantly free text fields which is more difficult to pick the information out from, link across various different systems and then provide that as a means by which people can access the information.</li><li>• The member recognises that this is WMP's first work in this area. Now that they understand the tool a bit more, they want to see if there are potential future phases to bring into the system. They ask if this is going to be a tool that response teams or dispatchers would have access to and used during early investigations?</li><li>• The presenter says that they do not currently have an answer to this but they do not see why it could not be used once the tool is tested and tried and there is confidence in it.</li></ul>	
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7	11:45	<p><b><u>Proactive management plan analysis</u></b></p> <p>The presenter introduces the proactive management plan (PMP) analysis. It aims to analyse the range of intervention to identify the effects of characteristics, the effects of different pathways on re-offending rates and probability of re-offending. There are nine different pathways. The majority of PMPs are initiated within 100 days of a crime and they proportionally remain similar to each other. A predictive model has been developed (a CatBoost type model) with various accuracy measures. This is envisioned as being used through a series of drop-down menus (in a dashboard) to be able to see what difference it makes to the probability of reoffending. The team have estimates both with and without ethnicity to provide an idea of the difference ethnicity makes and there is a slight drop in accuracy, sensitivity, specificity and precision without it. The presenter explains that ethnicity is picking up the majority of the information, closely followed by previous crime count, likely working as a proxy for socioeconomics. The presenter notes that the reason ethnicity and age are present is not only as a control but also due to the WMP Offender Management policy that the nine protected characteristics are considered of how they affect recidivism.</p> <p>At the moment it is envisioned to be used through a dashboard that provides information to offender managers for assessments of the different pathways. There will be pieces in the model that would not directly be available for people to use in a drop-down menu, so they would not be able to make predictions directly for any one individual.</p> <p><b>Questions and responses:</b></p> <p>A member asks how good is the model?</p> <ul style="list-style-type: none"> <li>The presenter replies that they are looking at a model that delivers a 77% accuracy which is pretty good overall.</li> </ul> <p>Another member queries the issue over whether ethnicity is a proxy. Could the category of ethnicity be broken down to reveal the proxy relationship that is suspected, as people may find it offensive or questionable.</p> <ul style="list-style-type: none"> <li>The presenter replies that the main reason for it being required to be included is that information is available for offender managers to consider when they are making an assessment. As per WMP policy, this information needs to be taken into account as they may make a difference to offender manager decisions. They guess that it is acting as a proxy for other things because there is no particular reason that ethnicity of itself should make a</li> </ul>	<p><b>Davin Parrot</b></p> <p><b>Fiona Pook</b></p> <p><b>Alex Tarr</b></p>



		<p>significant difference to the probability of reoffending in its own right.</p> <ul style="list-style-type: none"><li>• The member thinks about this from alternative points of view such as Birmingham community members who may feel that the ethnicity category does not look right. The point of proxy is important, as it will be misinterpreted in public circulation.</li><li>• Another member reassures on this point by highlighting gov.uk publications of reoffending and ethnicity figures. This information is already public from reputable sources.</li></ul> <p>A member asks if there are plans to use this analysis to look at what is not working for people from particular ethnicities? For example, if people are being put on particular types of programmes and actually they are not being successful. Could this be used to help investigate that and make programmes more effective?</p> <ul style="list-style-type: none"><li>• A presenter wants to make it clear that this is not a decision-making tool, it will not be used by an offender manager to decide whether they are going to manage someone. This is about a cohort of people based around the pathways and understanding the intensity of management of the groups of people around them. It will show what works and does not, and further down the line it may show gaps in service across certain local areas. In the future, academic research may be looked at around this work and seeing if there is any correlation.</li></ul> <p>A member asks for clarification on the model target definition. Is it just looking at whether any form of re-offending has occurred?</p> <ul style="list-style-type: none"><li>• The presenter replies that it is essentially seeing has somebody committed a crime, and then have they committed another crime within one year.</li></ul> <p>A member comments that when the ethnicity feature is removed, while performance levels dip, there is still a good level of performance achieved. They recommend looking at the home neighbourhood variable, as this drop is very marked in relation to removing ethnicity from the data and it is suggested that there is a multicollinearity or redundancy occurring. They also query if the PMP variables are not really contributing very much at all.</p> <ul style="list-style-type: none"><li>• The presenter says that they can go away and look into the home neighbourhood variable. There will be a multicollinearity happening between the variables and the methodology will be able to take these into account. The team are confident that the findings should hold due to the methodologies themselves not being affected by multicollinearity. The information that is provided in the report is not as extensive as the entire analysis. Various different things have been done across different models, and the outputs of different models will be supported and the feature importance on the different models with and without the ethnicity variable. The PMP variables are not based on an assumption but as a result of the data. The degree to which some of these things</li></ul>	
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have been making a difference to recidivism is probably part of the reason whilst this initiative is taking place. There will likely be discussions about the provision of an understanding report.

A member notes that there is a richness of data in there to say that a cohort of people that have gone on this pathway have or have not offended within the time frames, and also make comparisons between pathways. Is this confidence there that this is possible?

- The presenter replies that the data that has been used is across the Connect system in its entirety. It is a rich data set, so from this point of view it should be fine, but as with anything there will be some noise around various features included.
- The member asks how correlation will be eliminated from causation. The member is looking for a hypothesis to be tested and a way to eliminate other factors so that there is confidence in the findings. They feel like there is a piece missing in the middle.
- The presenter agrees and thinks that hypotheses need to be drawn first to obtain what is needed. It needs to provide how good a pathway is, both across force area and locally.
- Another presenter adds that the approach taken is informed by the question received from the business. If there were interest, the team could look into doing this in a more causal nature.
- The member says that it may need clarity on what are the decisions wanting to be made from this, as if there is not a clear decision, then it could be challenged why this is taking place.
- The presenter explains that WMP are trying to improve data quality across different areas and attention has had to focus in certain places. There is a drive to make sure that information is recorded correctly on crime reports, including making sure that gender and ethnicity are included in crime reports. This is phase one, as there is currently confidence in some of the data around gender and ethnicity because of the work that is being done, and other protected characteristics can be part of future work.

A member mentions Parliament discussions about not suppressing the ethnicity of certain people, for example, in the case of grooming gangs. Is this part of the same piece or is it involving ethnicity through a longstanding category that is used in data collection?

- The presenter understands it is from the national point of view that the different characteristics might lead to people having different needs in staying away from crime. Whatever those characteristics might be and the difference they have made, various forms of analysis is needed. The question is how can the needs of a person be best served to steer them away from crime.
- Another member agrees that there is a thematic desire to more accurately understand ethnicity and data. Ethnicity is a particular characteristic that is of huge public interest, as well as nationality and religion. This particular piece is targeted, but it is a part of a

		<p>wider ecosystem for understanding what actually does work and are there differences in terms of the pathways.</p> <p>A member says that they think there is too much focus on the issue of ethnicity when it may not matter. The broader question is evaluating the model itself in all its dimensions and setting up a randomised controlled trial or a validation device. The Panel are not in a good position to analyse this at the present time, once there is a better model than better discussions can be had.</p> <p>A member queries what are the next steps for this model?</p> <ul style="list-style-type: none"> <li>The presenter replies that at the moment, outputs of the model will be taken to find a way to incorporate on the relevant Qlik dashboard for analysis and comparisons. If allowed, more causal related modelling can be done, but this will be discussed if the business sees fit.</li> </ul>	
8	12:20	<p><b><u>Panel Recommendations:</u></b></p> <p><b>National policy and position regarding Police use of AI (Co-Pilot), how this might apply to WMP and how Panel can support:</b> The Chair notes that it has already been discussed that when policy comes back for a redraft, the Panel will provide comments on it.</p> <p>This item will be put on the forward plan as a reoccurring item, should there be enough of a change that it is relevant to bring it back.</p> <p>The presenter states that the proposed policy was circulated with the meeting agenda. They would welcome comments, questions, and any recommendations if members have the opportunity to review it.</p> <p>Panel members had raised concerns about the checks on AI. It contradicts the assertion that these tools are going to save time when time has to be spent checking what they do.</p> <p><b>Recommendations:</b></p> <ul style="list-style-type: none"> <li>When the policy comes back for a redraft in the future, the Panel will provide comments on it.</li> <li>This agenda item will be put on a forward plan to see when it will be relevant to bring it back.</li> <li>The policy has been recirculated to the Panel, comments and feedback are welcome on this.</li> </ul> <p><b>Pilot initiative at Premier League stadiums – drones and counter drone measures:</b> A member raises concerns regarding the risks of the general use of drones, including as a nuisance and as an illicit piece of traffic in the sky. The member recognises that these are being considered in the national policing environment, and states that they believe it is</p>	Marion Oswald

	<p>important to take these risks into account for policy, but this may be independent of the pilot.</p> <p>The Chair states that we should note the positive nature of this pilot. Future developments around facial recognition and incorporation of other technology into drones will need a wider consideration of the consequences and implications of that. In particular, this could be around surveillance, public notification, authorisation etc.</p> <p>One member suggests that there might be Panel considerations around controlling the legitimate use of drones, one being around the police use of drones and how they use them. A second is what is the mechanism for saying no to the public, because legislation already exists, however people are obviously flying them.</p> <p>Another member explains the importance of informing the public of drones and when they are being used, how they are being used, and what they are being used for. This is particularly important moving forward if there is going to be additional LFR technology. The member suggests that it is important to understand what the drones are actually doing, viewing this from a public acceptance perspective.</p> <p>The presenter suggests that if the Panel discusses drones again, it should be considered that they are not just surveillance or sinister devices, there may be a lot of useful functions. The Panel should have a general discussion about drone use in the West Midlands.</p> <p>The Chair notes that the Panel had a paper a few years ago that came from the Drones Team and suggests that it may be good to revisit it. The Chair agreed that the Drones Team are very proactive, positive and spend a lot of time on public engagement.</p> <p><b>Recommendations:</b></p> <ul style="list-style-type: none"> <li>• The Panel recommend further scrutiny on the concerns on the use of drones, including facial recognition, privacy and further surveillance technology. These concerns are important to take forward in policy.</li> <li>• The Panel recommend emphasising the importance of informing the public of the use of drones, and when and how they are being used. The Panel state this is particularly important with potential future introductions of facial recognition technology. This will assist public acceptance.</li> <li>• The Panel recommend revisiting papers from WMP Drones Unit and holding a discussion about drone use in the West Midlands and how they are not just surveillance devices. This discussion may also include how will the police use of drones can be controlled, and what are the mechanisms of saying no to the public use of drones?</li> </ul>	
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**Missing persons entity extraction and linking to identify associated locations:**

The Chair expressed a concern and a potential need for this initiative to be more closely incorporated with the overall data analytics that can be done within WMP in the longer term.

The Panel agrees that there needs to be an understanding of what phase one, two and three would look like and this should be specifically asked for. Part of data protection is data utilisation. If you have it, you should be using it to protect the public and achieve your objectives.

It was also noted that the paperwork description of this initiative versus the description in the meeting was very different. A member recommends that it needs to be discussed in the way that it was in the paperwork, rather than in the way in this meeting. It runs the risk of it not actually having the meaning it could have.

**Recommendations:**

- The Panel recommend further questioning into what phase one, two and three will look like.
- The Panel recommend that this initiative is carried out in the correct way and through partnership work in order to effectively safeguard vulnerable people.
- The Panel recommend that future discussions of this initiative need to match the paper that was provided to the panel, as the meaning of the initiative could be confused or lost.

**Proactive management plan analysis**

The Chair raised a key issue around how this is going to be deployed and used, as well as concerns around the lack of causation being identified in the way it is used.

A member believes that the broad project aims are clear, but the specific aims that were set out within the project did not seem to have all been addressed. Understanding was needed of how it is going to be used. The member agrees with the Chair that there needs to be a tightening up of the specific objectives within the project.

A member suggests that there needs to be a much clearer set of project definitions.

The Chair suggests that there does seem to be a risk that, although that it is the aim to pick out the general features, it could become an individualised predictive model. This depends on how it is built into the user interface.

The member further suggests that the generation of the list of features needs to be addressed through further analysis, and it needs to be understood how the list of features is going to be useful for the overall

		<p>objective. This could be as an assessment or use the list in order to improve the performance for the PMP.</p> <p>Another member recognises that the exercise is useful in some respect, however there are possible limitations in the data and it is important to go back to unpack the point on ethnicity, as well as a clean up of the data as it is not disaggregated enough. The member states that the panel will want to see iterations of this initiative that take account of today's discussions.</p> <p>A member adds that this initiative needs a more reflection and cross correlation with existing literature on this subject. There are a lot of sources on reoffending and its causes, none of which was in the paper. The member concludes that they think it is a worthy project, but it is not ready to go on a dashboard.</p> <p>Another member agrees that they were confused as well. Some elements at the end reassured the member more. They feel there is a rich data set that is not being maximised, so their concern lies with the business use of this data. They suggest that the Panel's recommendations could be around this and include clarification on what to do with this data and how will it add value. We should be sure of this before we invest the effort into doing the analysis of it.</p> <p><b>Recommendations:</b></p> <ul style="list-style-type: none"> <li>• The Panel recommend that there needs to be a clearer set of project definitions and a tightening up of the project's specific objectives to aid with clarification.</li> <li>• The Panel recommend that this initiative needs reflection and cross correlation with existing literature to address limitations of the data, including concerns around the use of ethnicity data.</li> <li>• The Panel raised concerns about the business use of the data, and recommend asking for clarification on what the hope is with this data and how it will add value. This needs to be done before the data is analysed.</li> </ul>	
8	12:45	<p><b><u>Any Other Business</u></b></p> <p>The lead WMP member of the Panel has announced their retirement. They thank the Panel's valuable insights and work that they do. They enforce the ongoing commitment between WMP and the Panel and have looked at how they can continue this support. The retiring Panel member introduced and handed over to who will be replacing them.</p> <p>The Panel thank the member for all their work and support in their role and welcome the new member.</p>	Marion Oswald
9	12:45	<p><b><u>Meeting Close</u></b> Next Meeting: 11<sup>th</sup> June 2026</p>	Marion Oswald