

West Mercia Police and Crime Panel

Wednesday 6 July 2016, Worcester

Minutes

Present:

Cllr Brian Wilcox (Chairman), Mrs Helen Barker, Mr P Grove, Ian Hardiman, Cllr Paul Middlebrough, Mr A P Miller (Vice Chairman), Cllr Stephen Reynolds, Mr A C Roberts, Cllr Keith Roberts, Kuldip Sahota, Cllr Yvonne Smith, Colonel Tony Ward OBE and Cllr Michael Wood

Also attended:

Police and Crime Commissioner, Deputy Police and Crime Commissioner, Chief Executive and Chief Finance Officer of the Office of the Police and Crime Commissioner, Assistant Chief Constable of West Mercia Police.

155 Welcome and Introductions

The Chairman welcomed the new Police and Crime Commissioner, John Campion, to the meeting. He also welcomed new Panel members to the meeting, Councillor Sahota, Councillor Evans, Councillor Turley, Councillor Hardiman and Councillor Denham.

The Chairman also congratulated the Vice-Chairman, Councillor Miller, on his appointment as Chairman of Worcestershire County Council.

156 Named Substitutes

No named Substitutes.

157 Apologies

Apologies were received from Councillor Bowen and Councillor Evans.

Councillor Wood took the opportunity to explain his apologies from the previous meeting.

David Shaw, Chief Constable of West Mercia Police, also provided his apologies. The Chair took the opportunity to congratulate the Chief Constable on receiving the Queens Police Medal in the Birthday Honours. The Chair announced that he had received a letter from the Chief Constable of thanks for the role played by the Panel during his time as Chief Constable before his retirement.

158 Declarations of Interest

The following Members declared a non-pecuniary interest:

- Councillor Hardiman
- Councillor Grove
- Councillor Roberts
- Mr Ward
- Mrs Baker

159 Public Participation

None.

160 Confirmation of the Minutes of the previous meeting

The minutes were accepted as a correct record of the meeting and were signed by the Chairman.

The Chairman drew attention to previous discussions regarding training for Police and Crime Panel Members; he explained that training would be arranged for Panel Members, in particular new Panel Members.

161 Police and Crime Commissioner

The Chairman explained that the purpose of this item was to provide members of the Police and Crime Panel with an opportunity to hear from the new Police and Crime Commissioner for West Mercia, and to put any relevant questions to him. The item would provide the Police and Crime Commissioner (PCC) with an opportunity to set out the aims and objectives of his term of office to the Police and Crime Panel, discuss any issues that arise and answer any relevant questions put to him by Panel members.

The Chairman congratulated the Police and Crime Commissioner (PCC) on his election and asked him to address the Panel.

The Police and Crime Commissioner thanked the Panel and explained how he wanted to build a healthy and constructive relationship with the Panel and that he would ensure his role and office supported the Panel in holding him to account in order to be a better Commissioner. The PCC also asked to place on record his respect and thanks for the previous PCC who served the role with distinction.

The PCC also paid tribute to David Shaw, Chief Constable who will be retiring. The PCC added that his leadership had ensured that he left behind an organisation of strength as well as a good legacy.

The PCC explained to the Panel that he had stood for election on a platform of providing a secure West Mercia, responding to the Community in the right time and that he would give the community the right resources and kept

them safe. He added that he expected the Police to ensure organised, serious crime and terrorism was dealt with effectively and that the most vulnerable people were kept safe. All of these points he saw as non-negotiable.

The PCC explained that he also stood on a platform of reform; he felt that the available money could be spent more efficiently and that he would look to ensure that he delivered value for money for the taxpayer. The PCC also explained that he would be looking at delivering business process reform; this would involve review of Police equipment to ensure that appropriate resources were available to equip Officers on the front line and staff in offices with the right equipment.

The PCC referred to a 'reassured' West Mercia, explaining that although West Mercia was a safe area people didn't always feel safe. As PCC he would look to build confidence in communities to allow people to live their lives without fear of crime. In regards to victims the PCC added that he wanted to ensure that victims were supported, building on the work of his predecessor to ensure victims were able to get on with their lives.

The PCC referred to the size of the force area and explained how he would work hard to ensure he got around the area and made himself identifiable as PCC to the people of West Mercia. He added that he would appoint 4 community ambassadors to help him achieve his aims and work within each community area to deliver a safer West Mercia.

The Chairman invited Panel Members to put questions to the PCC, during which the following points were raised:

- As far as the PCC was aware there were no plans to create a single command unit of Shropshire with Telford and Wrekin through changes to the management structure of West Mercia Police, adding that the management structure of the Police was a decision for the Chief Constable not the PCC. The PCC confirmed that the Chief Constable had reassured him that the Borough Commander post for Telford and Wrekin was not being deleted.
- There were areas of keeping communities safe that would require funding activity that was focused on delivering outcomes, the PCC felt that commissioning would help achieve these outcomes in certain areas.
- HMIC reports showed the West Mercia Force could make improvements in regards to stop and search. The PCC added that he wanted to see the

right number of 'stop and search' activities in order for the Police to keep people safe and that when conducted such searches were done at the highest possible standard. An action plan was in place and the Force had been re-inspected on stop and search since the HMIC report and now all requirements that had previously been outlined by HMIC were now being met.

- Following EU referendum vote there would be impacts upon West Mercia Police and it was agreed a full report be brought to a future meeting of the Police and Crime Panel.
- Any form of hate crime should not be tolerated, the EU referendum vote would not be tolerated as an excuse for hate crime.
- The PCC viewed the role of PCC as a full time post, he would therefore be appointing a Deputy to assist and 4 area Ambassadors, and would not be seeking re-election in May 2017 to Worcestershire County Council.
- The issue of 'fairer funding' was key to both the Panel and the PCC, the PCC would be seeking to argue for fairer funding for West Mercia.
- The PCC would be aiming to deliver a sustainable budget position.
- Communication between the Police and Communities was important, particularly in helping to improve public confidence in the Police so that Communities were more willing to report matters to the Police and expect that some form of action would take place.
- The PCC would be looking to utilise improved and more modern forms of communication between the Police and the Public in order to improve engagement.

RESOLVED: that the Police and Crime Panel:

- a) Thank the Police and Crime Commissioner for setting out his aims and objectives and**
- b) Receive a report on the implications for West Mercia Police of the EU Referendum result at a future meeting.**

162 Confirmation Hearing - Deputy Police and Crime Commissioner

The Chairman explained to the Panel that the purpose of this item was to enable members of the Police and Crime Panel (PCP) to consider the Police and Crime Commissioner's (PCC) proposed appointment of a Deputy Police and Crime Commissioner (DPCC). In doing so, the panel were required to satisfy itself that the

preferred candidate selected by the PCC had the competence to undertake the role.

The Chairman referred the Panel to the agenda papers which explained that by virtue of section 18 of the Police Reform and Social Responsibility Act 2011 (the Act) the Police and Crime Commissioner for West Mercia may appoint a person to be the Deputy Police and Crime Commissioner for the West Mercia area. Under the Act the PCC must notify the PCP of the preferred candidate for appointment as DPCC. Schedule 1 of the Act states that the PCC must provide the following information:

- a) The name of the person whom the PCC is proposing to appoint;
- b) The criteria used to assess the suitability of the candidate and how the candidate satisfies these criteria; and
- c) The terms and conditions under which the candidate is to be appointed.

The agenda papers included the following:

- i) Details of the recruitment, application and interview process;
- ii) The Job profile and person specification, which set out the criteria used for assessment;
- iii) The interview questions used in those assessments;
- iv) The CV of the preferred candidate.
- v) Proposed terms and conditions for the DPCC position.

The Chairman invited the PCC to introduce the report to the Panel. The PCC drew attention to the issues of transparency and openness and the importance of due process, public advertisement and a recruitment process that involved independent assessment.

The PCC took the Panel through the recruitment process which resulted in 3 candidates being put forward for selection by the PCC. The PCC stated he accepted that some people may conclude nepotism as a result of his preferred candidate being a fellow Wyre Forest Councillor. The PCC stated that he found this view short sighted as the recruitment process had been transparent and that he had not been involved in the final shortlisting process.

The PCC explained that he was a political animal and was therefore likely to get a Deputy that was of a similar ilk, the PCC stated that he was absolutely confident that he had fulfilled his election commitment to provide a clear and open process and provide a candidate that was the

best fit to support him as Commissioner. He therefore wish to commend Tracey Onslow to the Panel as his preferred candidate for Deputy Police and crime Commissioner.

The Chairman outlined to the Panel the options that were before them:

1. They could confirm the appointment without qualification;
2. They could confirm the appointment with qualification; or
3. They could refuse to confirm the appointment and send the decision back to the PCC who would have the final say

The Chairman invited Colonel Tony Ward to address the Panel as he had been the Panel's representative on the shortlisting group during the DPCC recruitment process.

Colonel Ward explained how he had been involved in the selection process, adding that there had been a split between male and female candidates and that the 3 candidates that they had put forward to the PCC were all capable of fulfilling the role of DPCC. He added that he felt the process had been very open and very competitive.

The Chair invited questions from the Panel to Colonel Ward and the PCC, during which the following matters were raised:

- The DPCC role would be part-time, as the PCC felt that he as PCC was ultimately responsible for the role, as well as ensuring that he got as wide a list of candidates as possible who may have other roles to perform.
- The salary for the DPCC role would be based on £40,000 per annum and 4 days a week.
- The sifting process to get to the shortlist involved a table top exercise performed by the PCC and the Chief Executive of the Office of the PCC (OPCC). This involved dismissing candidates who were not deemed serious candidates as well as removing candidates who did not reside in West Mercia. This created a longlist of 6 candidates.
- In response to questioning on whether or not West Mercia was adequately represented as the preferred candidate was a fellow Wyre Forest Councillor the PCC stated that he and his Deputy, as well as his ambassadors would ensure the region was represented entirely.
- The PCC explained that the purpose of sitting in and observing the interview process at the

longlisting stage was to get an additional opportunity to assess candidates, adding that he played no part in questioning and assessment at this stage. Colonel Tony Ward confirmed that the PCC made no comment and asked no questions of candidates at this stage of the process.

- The PCC refuted claims that he had sifted applicants to see who he knew and were within his network.
- In response to questions about the preferred candidates work history and experience and relevance to criminal justice or policing Colonel Tony Ward explained that none of the 6 candidates had such experience. The Chief Executive of the OPCC drew the Panels attention to the job specification and requirements contained within the agenda papers.

The Chairman invited the Panel to put questions to the preferred candidate for DPCC, during which the following matters were raised:

- In response to a question on Police visibility the DPCC would seek to assist the PCC in increasing Police visibility within the Communities of West Mercia by assessing what assurance was given to the Community and what visibility actually meant and then liaising with the PCC to ensure that this would be covered by the Police and Crime Plan.
- The DPCC would look to act as a link between the Communities of West Mercia and the PCC.
- The DPCC stated that she had no pre-conceived ideas in relation to Policing that a candidate with a Criminal Justice or Policing background may have, that she had worked with large Public Sector environments where financial management and step change in service delivery would stand her in good stead.
- The DPCC wanted the role as she enjoyed the challenge of working for the Community and looking to bring about change.
- In response to the demands of the role and her other existing roles as a Cabinet Member at Wyre Forest, Business Woman and Caseworker for a Member of Parliament how would she be able to fulfil the demands of the role, the DPCC confirmed that she would be leaving her role as Caseworker at the MPs office in order to fulfil the role.
- In response to a question about her values the DPCC stated she was open and honest and would seek to both support and challenge the PCC. She stated that she was hard working and excited by

the challenge the role offered.

- Councillor Middlesbrough put on record how open and transparent he had found the process for recruiting a DPCC.

Councillor Middlesbrough moved that Tracey Onslow be confirmed as the Deputy Police and Crime Commissioner without qualification, this was seconded by Councillor Miller.

The Chairman put the motion to the vote and it was carried with 10 votes in favour, 2 against and 2 abstentions.

RESOLVED: That Tracey Onslow is confirmed as the Deputy Police and Crime Commissioner for West Mercia without qualification.

163 Confirmation Hearing - Chief Finance Officer (Treasurer)

The Chairman explained to the Panel that the purpose of this item was to enable members of the Police and Crime Panel (PCP) to consider the Police and Crime Commissioner's (PCC) proposed permanent appointment of a Chief Finance Officer (CFO). In doing so, the panel was required to satisfy itself that the preferred candidate selected by the PCC had the professional competence to undertake the role and also the significant personal independence to be able to act operationally independent of the PCC.

The Chairman added that no adverse comment had been received regarding the appointment had been received by the Panel's advising Finance Officer.

The PCC commended the preferred candidate to the Panel adding that her advice was invaluable to his role.

Councillor Roberts proposed that Elizabeth Hall be confirmed as the Chief Finance Officer without qualification, this was seconded by Councillor Middlesbrough.

On being put to the vote the Panel unanimously approved the confirmation.

RESOLVED: That Elizabeth Hall is confirmed as the Chief Finance Officer for the office of the West Mercia Police and Crime Commissioner without qualification.

164 Appointment of

The Chairman explained to the Panel that the current Chief Constable would be retiring at the end of the month

Chief Constable

and that the Panel would be required to confirm appointment of a new Chief Constable in due course. He invited the PCC to explain to the Panel the recruitment process that would be undertaken for recruiting a new Chief Constable.

The PCC explained that the process was well underway with job advertisement taking place at present. The selection process would involve interview by a Partner Panel and a Young Person' Panel to test the candidate, both these Panel's would give feedback to an appointments panel which would include a PCP representative and an independent observer from the College of Policing. The final decision would be the PCCs before a confirmation hearing coming to the PCP.

The PCC explained that he would not be able to fulfil his vision without a Chief Constable that was capable of being an exceptional leader and able to support and deliver transformation. It was intended that a preferred candidate would be put forward for consideration by the PCP in early August.

The Chairman confirmed that he had nominated Councillor Miller, Vice-Chairman of the PCP as the PCPs representative on the Chief Constable Appointment Panel. The Chairman explained that the confirmation hearing was required to take place within 3 weeks of notification of the preferred appointment; therefore an additional meeting of the Panel would take place on the 9th August 2016.

In response to questioning the PCC confirmed that the Partner Panel would involve Fire Colleagues, Local Government, and Health and Voluntary Sector partners.

The Panel agreed that they needed training on the role of the Panel in the Confirmation Hearing and therefore requested that such training be organised to take place before the Confirmation Hearing took place. It was agreed training took place on the morning of the 9th August with the Confirmation Hearing in the afternoon.

Panel Members paid tribute to David Shaw, the retiring Chief Constable, and requested that the Chairman write to David Shaw thanking him for his service to West Mercia.

Councillor Wood put on record that David Shaw had been an excellent choice as Chief Constable and wished him well in his retirement. Colonel Ward added that David Shaw had been a delight to work with and that he had

possessed excellent leadership skills.

The Chairman confirmed that he would make a presentation to David Shaw on behalf of the Panel before his retirement.

RESOLVED that the Panel:

- a) **Noted the process for appointing the new Chief Constable,**
- b) **Agreed that the confirmation hearing be held on the afternoon of 9 August and that training should take place on the morning of the 9 August, and**
- c) **Requested that a letter be sent to David Shaw thanking him for his service.**

**165 Tenure of
Independent
Lay-Members**

The Chairman explained to the Panel that the tenure of the existing Independent Members of the Panel was coming to an end and therefore a recruitment process would be undertaken to appoint 2 new Independent Members. He added that the Panel had been served very well by the existing Independent Members and that they were eligible to apply for the positions again when the recruitment process got underway.

The Chairman invited the Panel to raise any comments or objections on the recruitment process which would be open and transparent, the process would involve appointment of an Appointments Panel to manage the longlisting, shortlisting and interviews and then make the appointments on behalf of the Panel. The Panel were in agreement with this process.

The Panel agreed that the Appointments Panel would consist of:

- Councillor Grove
- Councillor Bowen
- Councillor Denham
- Councillor Roberts

It was hoped that the process would be completed in time to allow the newly appointed Independent Members to attend the October Panel meeting.

RESOLVED: that the Panel agreed the process for appointing new independent members.

**166 Fire & Rescue
Proposals**

The Chairman invited the PCC to address the Panel on proposals relating to Fire and Rescue.

167 Performance Update

The PCC explained that he saw his role to build effective and efficient collaboration with partners including Fire and Rescue. He explained that he had inherited proposals for Fire and Rescue to build a new OCC at Hindlip and proposals to see Fire and Rescue join the Headquarters at Worcester. He added that he would like to see further collaboration rather than joint location. In recent weeks he had held meetings with Herefordshire County Council and the Fire Authority to see how the Police could be part of a multi-agency building at a new Fire Station in Hereford. During his tenure he did not want to see single use buildings.

In Shropshire the PCC explained that more work needed to be done to ensure he could support Fire and Rescue to collaborate with the Police.

The Chairman added that he had attended meetings with the PCC in Hereford to assist in discussion and that hopefully a multi-agency building would happen sooner rather than later.

RESOLVED: that the Police and Crime Panel noted the update regarding increased collaboration between the PCC and the Fire and Rescue Authority.

The Chairman explained to the Panel that the purpose of this item was to provide members of the Police and Crime Panel with an update on progress in delivering the Police and Crime Plan for West Mercia 1 April 2013 – 31 March 2017. This report covers the time period 1 January – June 2016.

The Police and Crime Plan (the Plan) for West Mercia came into effect on the 1 April 2013 and sets out the aim and objectives of the Police and Crime Commissioner (PCC) for policing and community safety across West Mercia. The Plan also contains details of governance and accountability arrangements. The Plan was subject to variation in March 2014 and July 2015. This was the Plan of the previous Police and Crime Commissioner, following his election in May 2016 the new PCC must publish a police and crime plan for West Mercia within the financial year of his election. An assurance programme and performance dashboard will form part of a new approach to scrutiny and accountability in support of the plan and future performance reports will reflect this new approach.

As part of his approach to holding the Chief Constable to account the PCC has

introduced a monthly assurance meeting. The meeting focuses on performance against the police and crime plan, delivery of strategic initiatives and the HMIC inspection programme. The meeting is held in private, but notes of the meeting are published on the Commissioner's website.

The PCC commended the performance report to the Panel. The Chairman invited questions from the Panel to the PCC, during discussions the following matters were raised:

- It appeared that all forms of Crime, particularly Sexual Crimes and Rape, were increasing. The PCC explained his concern on the performance figures, outlining that these were from the previous PCCs tenure.
- Clarification was provided on difference between 'current' and 'historic' crime in regards to sexual offences.
- Evidential differences in regards to sexual offences was the reason for offences 28 days or older being classed as historic. Crime recording standards dictated what data could be captured in performance reporting.
- There would be changes in how performance data was reported to the Panel under the new Police and Crime Plan which would hopefully assist the Panel fulfil its role.
- The PCC would use the performance data to help inform his priorities going forward in the new Police and Crime Plan.
- The PCC would be looking to hold the Chief Constable to account for Rural Crime as that would be a key priority. Urban Crime would also be a key priority and he would ensure that both Rural and Urban communities received a good service from the Police.
- In regards to Child Sexual Exploitation and licensing matters improved cooperation from the Police was needed to help assist the Licensing function within Local Authorities with the transfer of information. The PCC stated he saw this as part of his responsibility and would seek to assist in collaboration and cooperation on such matters and that well licenced services helped keep people safe.
- An important role for the PCCs ambassadors would be to explain how Policing is undertaken and seek to improve public confidence in the Police Service.
- South Worcestershire as an area appeared to

have higher crime rates than other areas of West Mercia.

- How crimes are recorded were discussed, particularly in relation to robbery, cyber-crime and cyber-enabled crime. As a result West Mercia Police was developing an approach to protect the most vulnerable people who would be targeted by such crimes.

RESOLVED: that the Police and Crime Panel noted the performance update.

168 Police and Crime Plan (Draft)

The Chairman explained to the Panel that a draft Police and Crime Plan would come before the Panel at the 9th August meeting.

169 Annual Report 2015-16

The Chairman explained that the purpose of this item was to receive the Police and Crime Commissioners Annual Report 2015/16 for consideration in accordance with the Police Reform and Social Responsibility Act 2011. The Panel were advised that the report presented was prepared on behalf of Bill Longmore who was the incumbent Police and Crime Commissioner for the totality of the time span this annual report covers.

Under Section 12 of the Police Reform and Social Responsibility Act 2011, the Police and Crime Commissioner (the PCC) is required to report to the Police and Crime Panel (the Panel) on the exercise of his functions in each financial year. Specifically, the Annual Report should report on:

- (a) the exercise of the PCC's functions in each financial year, and
- (b) the progress which has been made in the financial year in meeting the police and crime objectives in the PCC's Police and Crime Plan.

In response to questions from the Panel to the PCC the following matters were raised:

- Praise was given to the previous PCC for the work identified within the Annual Report.
- The PCC stated that this report was not his and was not based on his performance and was wholly a matter for the previous PCC.
- The Panel previously received an 'end of term' report on the work of the previous PCC in order to ensure an opportunity to question the previous PCC on his performance at the last Panel

170 **Dates of Future Meetings**

- meeting.
- When reviewing the new Police and Crime Plan this annual report could be useful as a base for comparison.

The Chairman drew attention to the additional meeting of the Panel agreed to take place on the 9th August in order to consider the confirmation of the new Chief Constable, confirming that training for Panel Members would also be delivered on this date.

Future meetings of the Panel would take place on the 5th October and the 7th December 2016.

The Chairman thanked the Independent Members of the Panel for their contributions to the work of the Panel during their tenure.

The meeting concluded at 15:52

Chairman