

Monday 20 July 2020 at 2:15pm

Virtual Meeting

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More information about the Panel including meeting papers and reports can be found at
www.westmidlandspcp.co.uk

AGENDA (times are approximate)

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|----------------------|----------|---|----------------|
| | 1 | NOTICE OF RECORDING | 1415hrs |
| | | This meeting will be webcast for live or subsequent broadcast via Birmingham City Council's Internet site (http://civico.net/birmingham) and members of the press/public may record the meeting. The whole of the meeting will be filmed except where there are confidential or exempt items. | |
| | 2 | ELECTION OF CHAIR | |
| | | For the period ending with the Annual Meeting in 2021. | |
| | 3 | ELECTION OF VICE CHAIR | |
| | | For the period ending with the Annual Meeting in 2021. | |
| | 4 | APOLOGIES | |
| | 5 | DECLARATIONS OF INTEREST (IF ANY) | |
| | | Members are reminded that they must declare all relevant pecuniary interests and /or non-pecuniary interests relating to any items of business to be discussed at the meeting. If a pecuniary interest is declared a Member must take no part in the consideration or voting thereon, unless a dispensation has been obtained from the relevant Standards Committee. Any declarations will be recorded in the Minutes of the meeting. | |
| Verbal Update | 6 | POLICE AND CRIME PANEL MEMBERSHIP | 1420hrs |
| | | Report of the Panel Lead Officer. | |
| Attached | 7 | MINUTES | |
| | | To confirm the Minutes of the meeting held on 20 May 2020. | |

**MINUTES OF THE MEETING OF THE WEST MIDLANDS POLICE AND CRIME PANEL HELD ON
20 MAY 15:00 HOURS - VIRTUAL MEETING**

PRESENT:-

Cllr Safia Akhtar – Birmingham
Cllr Paul Bradley – Dudley
Cllr James Butler – Solihull
Cllr Ken Hawkins – Solihull
Cllr Jasbir Jaspal – Wolverhampton
Cllr Richard Jones – Sandwell
Cllr Abdul Salam Khan – Coventry
Cllr Narinder Kaur Kooner – Birmingham
Kristina Murphy - Independent Member
Cllr Suky Samra – Walsall
Cllr Farut Shaeen – Sandwell
Cllr Shafique Shah – Birmingham
Cllr Dave Tyler – Dudley
Lionel Walker – Independent Member

ALSO PRESENT:-

David Jamieson – West Midlands Police and Crime Commissioner
Waheed Saleem – Preferred Candidate for Deputy Police and Crime Commissioner
Jonathan Jardine - Chief Executive, OPCC
Mark Kenyon – Chief Finance Officer, OPCC
Kevin O’Keefe – Chief Executive Dudley, Panel Lead Officer
Emma Williamson – Head of Scrutiny Birmingham
Sarah Fradgley– Panel Scrutiny Officer

NOTICE OF RECORDING

- 511 The Chair advised that the meeting would be webcast for live and subsequent broadcast via Birmingham City Council's internet site (www.civico.net/birmingham) and members of the press/public could record the meeting except where there were confidential or exempt items.

APOLOGIES

- 512 Apologies for non-attendance were received from Councillors Mike Bird and Yvonne Davies.

DECLARATIONS OF INTEREST

- 513 The Chair and Cllr Tyler declared they were in receipt of police pensions. Cllr Kooner declared she was a co-founder of the Sikh Women’s Network that was in receipt of Victims Funding from the PCC.

MINUTES

- 514 The minutes of the meeting held on 3 February 2020 were confirmed as a correct record.

POLICE AND CRIME PANEL MEMBERSHIP

515 **RESOLVED:-**

- i. That in accordance with the Coronavirus Act 2020 appointments to the Police and Crime Panel be rolled forward until Councils held their Annual Meetings; and
- ii. The term of office of the current Independent Panel Members be extended until 31 October 2020 in light of the postponement of the recruitment process for the positions.

CONFIRMATION HEARING – PROPOSED APPOINTMENT OF DEPUTY POLICE AND CRIME COMMISSIONER

- 516 Following the receipt of notification from the Police and Crime Commissioner of his intention to appoint Mr Waheed Saleem to the role of Deputy Police and Crime Commissioner, the Police and Crime Panel held a Confirmation Hearing in accordance with Schedule 1 of the Police Reform and Social Responsibility Act 2011.

The Panel noted the following report setting out the statutory duties of the Panel and the process to be followed during the Confirmation Hearing. The following information was also provided by the Commissioner relating to the appointment: -

- a. Notification letter from Police and Crime Commissioner
- b. Notice of Decision to appoint a Deputy Police and Crime Commissioner
- c. Job description for Deputy Police and Crime Commissioner
- d. The written particulars of employment

(See document No.1)

The Chair invited the Commissioner to address the Panel. The Commissioner gave a brief background to the post and then outlined why he considered Mr Saleem suitable for the role. He spoke of his academic qualifications, work ethic and the range of previous positions held. He emphasised Mr Saleem's knowledge of the police service including oversight of the 2020 transformation programme, diversity issues, cyber-crime and support to victims of crime. He commended Mr Saleem's collaboration with the business community and regional criminal justice partners and his support in responding to the Covid-19 crisis.

Members asked the Commissioner about the appointment process. Some Members expressed concern about the lack of advertising and equality of opportunity for the high-profile salaried role and how this would be perceived by the general public. The Commissioner responded that normally he would have gone for a competitive process but in the current circumstances decided, following consultation with colleagues, to appoint in this way. He had made a difficult choice to balance an open and transparent recruitment with what was in the best interest of the community to quickly fill the position to respond to the Covid-19 emergency. Responding to further questions about the opportunities for others to apply, the PCC explained that he didn't think the short term, political appointment would be considered by officers at the OPCC. He reminded the Panel there was no requirement to advertise a Deputy

PCC position and he noted that Mr Saleem had previously taken part in competitive recruitment processes for other roles and as former Assistant PCC it was a natural progression to be considered for the Deputy position.

The Chair invited Mr Saleem to address the Panel. Mr Saleem summarised his professional experience gained through a range of senior management and non-executive roles and trusteeships. He outlined his breadth of experience in governance, strategic planning and insight into the causes of crime and interventions. He highlighted the broad range of responsibilities and accomplishments whilst supporting the Commissioner.

Panel Members then put a number of questions to Mr Saleem to establish whether he met the criteria for the post and possessed the necessary professional competence and personal independence to carry out the role.

Mr Saleem was asked if there was anything in his personal or private life that could bring the OPCC into disrepute. He was also asked to explain social media posts he made in 2017 and respond to points raised in a 2020 Times newspaper article. Concerns were expressed by some Members that certain tweets and retweets by Mr Saleem could be deemed as inflammatory. Members discussed the consequences for a serving police officer if making similar comments and they reflected on the integrity required for the high-profile public role that commanded the confidence of the both the public and across the police force. A further comment was made that similar mistakes has been made by others on social media.

In response Mr Saleem explained one tweet was a headline in the Guardian newspaper that he'd retweeted. His tweet referring to the lack of diversity in NHS management was a widely acknowledged issue. He stated that he had reflected on words used and how comments could be made in a different way.

Responding to questions about the content of The Times newspaper article, Mr Saleem explained that he'd made a mistake in 2002 as a newly elected councillor which he had been suitably punished for. He had learnt from this and hoped he had since demonstrated working with distinction in a number of positions, stressing his commitment to making a real difference to the people of the West Midlands.

Mr Saleem was asked about comments in The Times article relating to the reappointment of teachers at Park View School following the Trojan Horse incident. He explained to the Panel that the Department of Education, Ofsted and Peter Clarke would all testify that he had not been involved, and that he had been appointed by the DoE after the incident as Chair of Governors to help the schools recover. He explained that the head teacher had made the staff appointment decision.

The Commissioner commented that he considered the Times article to be very unfair and assured the Panel that he would not have appointed if he felt there was any substance affecting Mr Saleem's ability to do the job.

Responding to further questions about the challenges for the role of Deputy, Mr Saleem commented on the impact of Covid-19 on the police service, supporting police officers and the

risks faced by communities. He referred to the spike in domestic abuse, fraud and increased vulnerability of young people. As Chair of the Recovery Board for criminal justice he sought to address the backlog of court cases and interventions to stop reoffending. Following his victim review he would continue to hold the Force and wider criminal justice partners to account on supporting victims.

Mr Saleem spoke of his commitment to championing diversity and inclusion. He gave the example of challenging the Force on effective diversity in the recruitment of police officers resulting in a targeted advertising and communication campaign to reach communities with lower representation. He further advised how he had visited and engaged with range of communities, faith groups, young people, rough sleepers and the LGTB community.

Drawing the hearing to an end the Chair thanked Mr Saleem and the PCC for responding to the questions. Mr Saleem thanked that Panel for the searching questions and opportunity to put the record straight. The Chair explained that the Panel would deliberate in private and he would write to the PCC with the Panel's decision.

POLICE AND CRIME COMMISSIONER'S UPDATE

517 The Panel received a report on recent activity. The PCC and Mr Saleem responded to questions and made the following points: -

(See document 2)

- i. The PCC thanked the public for complying with the Government's Covid-19 rules but urged for clarity in instructions to ensure an effective police response. He praised police officers working in the difficult circumstances and assured the meeting that he was in regular contact with the Chief Constable. The Panel thanked all key workers for their outstanding work and collaboration during the crisis.
- ii. The additional support packages for staff and officers suffering from PTSD as a consequence of Covid-19 was welcomed and feedback from trade unions, the Police Federation and Staff Associations was positive.
- iii. The Force was taking tough action following damage to 5G masts.
- iv. The PCC congratulated the extensive advertising campaign to get the message to victims of domestic abuse in lockdown that support was still available for them. Further victims funding from the Ministry of Justice had been sought in anticipation of a possible surge in reported cases following the easing of lockdown. He thanked organisations providing support to victims.
- v. The PCC expressed concern that young people aged 11-14 out of school until September (or beyond) would be difficult to re-integrate into the rhythm and discipline of attending school. In addition, he feared the end of furlough and increased unemployment could result in young people turning to anti-social behaviour and criminality. He announced he was to publish a paper shortly on collaboration with the Mayor's Office and the Combined Authority to tackle this.

DATE OF NEXT MEETING

518 Monday 20 July 2020.

EXCLUSION OF PUBLIC

519 **RESOLVED: -**

That in view of the nature of business to be transacted which includes exempt information relating to an individual (as defined in Paragraph 1 – Part 1 of Schedule 12A to the Local Government Act 1972), the press and public be excluded from the meeting during the course of the following item.

520 **RECOMMENDATION ON THE PROPOSED APPOINTMENT OF DEPUTY POLICE AND CRIME COMMISSIONER FOR THE WEST MIDLANDS**

The Panel examined the evidence submitted, both written and provided verbally by Mr Waheed Saleem in answering the Panel's questions during the Confirmation Hearing.

After a vote the Panel agreed by a majority to recommend that Mr Waheed Saleem should not be appointed as the Deputy Police and Crime Commissioner for the West Midlands.

RESOLVED: –

- i. That the information provided by the Office of the Police and Crime Commissioner regarding the proposed appointment be noted;
- ii. The responses provided by the proposed candidate as a means of confirming his suitability for appointment be noted;
- iii. The Panel do not support the appointment of the proposed candidate to the position of Deputy Police and Crime Commissioner;
- iv. A report detailing the reasons for the Panel's decision be submitted to the Commissioner; and
- v. The report provided to the Police and Crime Commissioner be published on the Police and Crime Panel website on 2 June 2020.

The meeting ended at 17:00 hours

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CHAIR



STRATEGIC POLICING AND CRIME BOARD
16 June 2020

Financial Outturn 2019/20

PURPOSE OF REPORT

1. To provide members with details of the financial outturn for 2019/20.

BACKGROUND

2. This report details the outturn position for both revenue (paragraph 8) and capital (paragraph 11) for 2019/20. As per previous years, the WMP2020 projects are reported separately and are closely monitored through the Force's Organisational Change Board (OCB).

HEADLINES

3. The financial position of the Force was closely managed and reported throughout the year which resulted in a total revenue underspend of less than 3.5% of the total budget of £580m. The Force underspend of £8.8m included an amount of £3.7m that was planned to support the funding shortfall for 2020/21, with the remainder being a contribution to the budget reserve to fund future pressures. A further £11.3m was underspent against the WMP2020 Change Programme which will be required to fund the completion of in-train projects in 2020/21.
4. As outlined in the Quarter 3 paper to this Board the Commissioned Services underspend of £3.8m will also be utilised in 2020/21.
5. The Force undertook a range of activity to deliver against the national police officer uplift programme and these costs met the criteria and conditions of the Home Office grant which was fully claimed for 2019/20, to fund work on recruitment campaigns and assessments centres. This also included the purchase of vehicles and equipment in preparation for the uplift in the workforce.
6. Capital investment in 2019/20 was £42.6m, delivering major estates projects including the Logistics Centre. Change Programme projects delivered in the year included Control Works Phase 1 and Data Driven Insights. In the last quarter of the year planned work was required to be reprioritised and further details are provided in paragraph 11.

	Budget £,000	Outturn £,000	Outturn Variance to Budget £,000	Variance %
<u>Revenue</u>				
Force	557,466	548,688	-8,778	
WMP2020	22,419	11,060	-11,359	
Sub Total Police Force	579,885	559,748	-20,137	-3.47%
Office of the PCC inc. Commissioned Services	12,928	9,126	-3,802	
Total Revenue before Reserves	592,813	568,874	-23,939	-4.04%
Net Use of Other Reserves	-20,629	-2,728	17,901	
Net Use of Budget Reserves	-2,337	3,701	6,038	

Total Revenue after Reserves	569,848	569,848	0	0.00%
Capital				
Force	20,327	13,486	-6,840	
WMP2020	7,777	6,612	-1,165	
Estates Strategy	39,030	22,467	-16,563	
Total Capital	67,134	42,565	-24,569	-36.60%
Total Revenue before Reserves plus Capital	659,947	611,440	-48,508	-7.35%

BUDGET CHANGES IN 2019/20

7. Since the Quarter 3 report the following revisions have been made to reflect in year developments. These are linked to approved changes in the WMP2020 change programme and increased income through mutual aid and income generation. These are detailed in the table below.

	December Budget £,000	Final Budget £,000	Movement £,000
Police Force – Expenditure (A)	603,814	607,071	3,257
Police Force – Income (B)	-48,540	-49,605	-1,066
WMP2020 Programme of Work (C)	26,136	22,419	-3,717
Office of the PCC	12,928	12,928	0
Contribution to / from Earmarked Reserves (D)	-24,491	-22,965	1,525
Total Revenue Budget	569,848	569,848	0
Total Capital Budget (E)	62,378	67,134	4,756

Revenue Budget

- A. The Police Force Expenditure budget was increased due to:
- Extra external funding for overtime and supplies and services;
 - Greater Mutual Aid;
 - Additional Accenture resources for the Warwickshire Collaboration, rechargeable to Warwickshire Police; and
 - Revenue Contribution to Capital funded by a transfer of budgets from WMP2020 Programme of Work to fund capital spend within projects originally planned as revenue.

This was offset in part by a reduction in use of the uniform and equipment earmarked reserve.

- B. The income budget was increased to reflect additional external funding during the final quarter of 2019/20 and reimbursed services in relation to the Warwickshire Collaboration (£458k).
- C. The revenue budget for WMP2020 change programme (Connect, Data Driven Insight, Ingestion and National Data Analytics Solution) has decreased as outlined in paragraph A.
- D. As outlined above the planned use of the uniform and equipment reserve has been delayed until 2020/21 to align to planned recruitment.

Capital Budget

- E. The Capital budget was increased via a Revenue to Capital contribution for the Our Data Programme as outlined above.

REVENUE OUTTURN 2019/20

8. The revenue outturn for the Police Force (excluding WMP2020 project costs) was an underspend of £8.8m (3.5% of total budget). WMP2020 was £11.4m underspent, and will be carried forward into 2020/21. The detailed position is shown below along with further explanations.

	Budget £,000	Outturn £,000	Outturn Variance to Budget £,000
Police Force by Account			
Police pay including Overtime (A)	361,242	359,776	-1,466
PCSO pay including Overtime (A)	14,528	13,253	-1,275
Police staff pay including Overtime (A)	128,980	126,724	-2,256
Other employees expenses (B)	11,612	10,117	-1,494
Sub Total	516,362	509,870	-6,492
Premises (C)	18,357	18,528	170
Transport	6,038	5,984	-54
Supplies and services (D)	42,906	40,877	-2,029
Third Party Payment	13,042	13,060	18
Capital Financing Costs (E)	10,366	12,865	2,498
External income (F)	-49,605	-52,495	-2,890
Total Police Force (Exc. WMP 2020 project costs)	557,466	548,688	-8,778
WMP2020 project Costs (G)	22,419	11,060	-11,359
Total Police Force (Inc. WMP2020)	579,885	559,748	-20,137

- A. The Force has been working hard to recruit against the challenging recruitment target for 19/20. While positive progress has been made in building a positive attraction and inclusion offer which has driven significant numbers of candidates to apply for our police officer campaign, the number of appointments has been less than anticipated.

The forces Uplift Project has been developed and is driving a rigorous improvement plan to streamline and speed up internal practices, build more effective relationships with Staffordshire University and the College of Police in relation to their role in the process, and identified pain points and bottlenecks in the candidate journey.

The Force is focused on addressing these issues and is committed to catching up and delivering against our police officer recruitment target for 20/21

- B. Other Employee Expenses costs were lower than expected in relation to office ill health retirement capital payments and lower contributions to the apprenticeship levy.
- C. The premises overspend was as a result of additional premises costs for Commonwealth Games, Uplift, ROCU and Disclosure & Barring Services that were not factored in the budget setting but were covered by external income, resulting in a net nil effect.
- D. The Supplies and Services is a net underspend achieved through contract savings, re-profiling of ICT projects and a general underutilisation of professional services and equipment budgets. The significant variance are broken down as follows:
- £821.7k within IT and Digital relating to:
 - a. £524k contract savings on the Virgin Landline Contract achieved by the Mobility Team;
 - b. £191k contract price reductions on some of our licence costs;

c. £106k on the covert Airwave radios, where purchasing of the radios has been carried forward into 2020/21.

- £713.4k underspend was due to the reduced requirement of ICT and assessment centre costs for 2019/20, however most of this will be delivered in 2020/21 and onwards.
- £459.3k within NaBIS, holding back on ICT related spend and creating a reserve to fund the Integrated Ballistic Identification Services (IBIS) upgrade in future years.

In response to the pandemic and government guidance we have purchased a number of protective equipment items (circa £1m) to support the measures taken by the force to protect our officers and staff.

E. Capital Financing overspend of £2.5m was due to additional Revenue Contribution to Capital to fund the capital programme, which in turn lessened the requirements for external borrowing.

F. External Income was greater than budgeted by £2.9m, this largely relates to:

- £1.3m in Regional Organised Crime Unit Funding settlement between forces has resulted in additional charges to West Mercia, Warwickshire and Staffordshire than anticipated due to spend profiles.
- £1.0m anticipated income to cover the PPE spend in relation to COVID-19.
- £0.2m additional gantry income within CMPG that will be carried forward into 2020/21.

G. The underspend on the WMP2020 programme of £11.4m is split between:

- £4.7m in the Our Data Programme due to re-profiling the Connect programme and deferring Control Works Phase 2 and Ingestion;
- £2.4m underspend on the planned works on the estates programme, in line with agreed changes to the timeline for delivery of the programme of work;
- £1.8m deferred to 20/21 in the New Ways of Responding project including Smarter Responding and Taser. Due to timing of the Home Office grant for additional Tasers and the testing of the mira books;
- £0.9m of delays across smaller projects, due to prioritising larger projects;
- £0.5m deferred in the Digital Evidence Store, delivery of this has been deferred to 2020/21;
- £0.3m in MyTime as phase 2 is deferred to 20/21; and
- £0.8m contingency within the WMP2020 portfolio.

The amounts will be carried forward to meet the costs in 2020/21.

9. The Office of the Police and Crime Commissioner's outturn was a underspend of £3.8m and will be fully carried forward into 2020/21. A summary of the outturn is as follows:

- A. The underspend in the Office of the Police and Crime Commissioner relates to small variances in the staffing and supplies and services budgets.
- B. The underspend on Community Safety Funding is the phasing of projects between financial years and will be spent in 2020/21.
- C. The underspend on External Funding expenditure relates to a number of prevention projects and is due to phasing between financial years.

D. In relation to the Active Citizens underspend, the uncommitted variance at 31 March 2020 was £66k. This is split across Neighbourhood Policing Units and is planned to be spent in 2020/21.

	Budget £,000	Outturn £,000	Outturn Variance to Budget £,000
<u>Office of Police and Crime Commissioner</u>			
Office of Police and Crime Commissioner (A)	2,500	2,350	-151
<u>Commissioned Services</u>			
Community Safety Funding (B)	4,532	3,186	-1,346
External Funding (C)	4,743	2,767	-1,977
Active Citizens (D)	1,153	824	-329
Victim Services Expenditure	3,347	3,347	0
Victim Services Income	-3,347	-3,347	0
Violet Crime Reduction Unit Expenditure	3,370	3,370	0
Violet Crime Reduction Unit Income	-3,370	-3,370	0
Total Commissioned Services	10,428	6,776	-3,652
Total Office of the Police and Crime Commissioner	12,928	9,126	-3,802

10. The table below details the contribution to / from reserves for 2019/20.

	31st March 2019 £,000	In year contribution to Reserves £,000	In year Use of Reserves £,000	31st March 2020 £,000
Budget Reserve	-5,220	-3,701	0	-8,922
Other Reserves				
Devolved Budget Reserve	-3,637	-1,014	1,129	-3,522
Police Property Act / POCA Income Reserve	-1,201	0	425	-776
Carry Forward Reserve - Change Programme	-13,999	-12,359	13,999	-12,359
Carry Forward Reserve - PCC	-4,512	-3,802	4,512	-3,802
Carry Forward Reserve - Other	-563	-726	563	-726
Other Earmarked Reserves	-17,086	0	0	-17,086
Total Other Reserves	-40,999	-17,901	20,629	-38,271
Total Earmarked Reserves	-46,219	-21,602	20,629	-47,192

- A. The underspend of £3.8m within the Office of the Police and Crime Commissioner, and £11.3m on WMP2020 will be carried forward into 2020/21.
- B. The use of the devolved budget reserve was reduced due to the under spend on supplies and services within NaBIS. This relates to a decision to delay ICT expenditure ahead of the ICIS upgrade.
- C. Other carry forward due to delays in planned expenditure during 2019/20, £0.7m has been approved as general carry forwards into 2020/21.
- D. The budget reserve will increase by £3.7m due to the general underspend within the Police Force budgets and will be utilised to offset part of the funding shortfall in 2020/21.

CAPITAL OUTTURN 2019/20

11. The capital programme outturn was £42.6m against a budget of £67.1m, (an underspend of £24.6m). A summary of the capital programme is detailed below.

	Budget £,000	Outturn £,000	Outturn Variance to Budget £,000
Business As Usual (A)	20,327	13,237	-7,089
Total WMP2020 (B)	7,777	6,861	-916
Estates Strategy (C)	39,030	22,467	-16,563
Total Capital Programme	67,134	42,565	-24,569

Funded by:	
Grants	11,562
Revenue Contribution to Capital	8,572
Borrowing	22,397
Capital Receipts	34
Total	42,565

- A. £7.1m underspend within the BAU budgets are all re-profiled planned ICT work and will now be carried out in 2020/21.
- B. £0.9m underspend within WMP2020 is in relation to Control Works, the final capital payment is now due in 2020/21 due to delays in the implementation of the system.
- C. The Estates Strategy underspend of £16.6m is due to agreed changes to the timeline for delivery of the programme of work and will be required to be carried forward into 2020/21. On the back of the lessons learnt dealing with the COVID 19 we will revisit the Estate Strategy to consider whether the programme needs to be reshaped or resized.

FINANCIAL IMPLICATIONS

12. This report solely deals with financial issues.

LEGAL IMPLICATIONS

13. The production of the PCC's Accounts is governed by the Local Government Act 1982 and Regulations made under that Act. The Local Government Act 1988 requires the PCC to make arrangements for the proper administration of its financial affairs.

RECOMMENDATIONS

14. The Board is asked to note the contents of this report.

Mark Kenyon
Chief Finance Officer to the PCC

Neil Chamberlain
Director of Commercial Services

2020/21 Revenue Budget

Report of the Police and Crime Commissioner

PURPOSE

1. To provide the Panel with further information in relation to Police and Crime Commissioners revenue budget for 2020/21.

BACKGROUND

2. The 2020/21 budget and precept report presented to the Panel in February 2020 detailed West Midlands Police has financial pressures of £18m in 2020/21 and the £10 increase on Band D council tax will only raise an additional £8m of funding. Therefore to deliver the 2020/21 budget, West Midlands Police are required to find savings of £9.9m to operate the Force within the resources available.
3. At the Panel's meeting on the 3 February 2020, the Panel requested further information as to how the £9.9m savings will be delivered. This report provides this information.

DELIVERING THE 2020/21 BUDGET

4. In the current financial year (2019/20) there is a forecasted revenue underspend available of £5.3m. As reported to the Strategic Policing and Crime Board on the 18 February 2020, the Force will protect this planned underspend to offset the budget shortfall in 2020/21. The £5.3m is only available in 2020/21 as a one off and therefore a permanent solution to this element is required.
5. In 2019/20 the West Midlands will receive an allocation of £7.6m of Surge grant funding from Central Government to tackle serious violence. Contained within the budget 2020/21 is a pressure of £3m relating to Surge funding activities. This is because at the time of setting the budget the Government had not announced Surge funding allocations for 2020/21. However, on the 26 February 2020 the Government announced that a total £41.5m will be available in 2020/21 for Surge funding and the West Midlands provisional allocation is £5m. Therefore it is assumed that £3m budget pressure will be covered from the 2020/21 Surge funding.

6. After taking into account the underspend from 2019/20 and the anticipated Surge funding, there is a remaining balance of £1.6m to be found from savings and efficiencies. This will be through the Force's ongoing successful programme of efficiency and effectiveness reviews that includes identifying areas that can achieve cashable savings. This will include areas such as automation in non-frontline services that will allow costs to be reduced. Also there is a programme of external income generation that potentially can be used to generate more funding for the Force.
7. The flexibility provided through the 2020/21 police funding settlement is another area that can may be used to deliver the 2020/21 budget. This relates to the extra £43m that has been allocated to the West Midlands for the police officer uplift programme. This will be allocated through £33m in additional general grant and £10m in specific grant that is dependent on the achievement of additional officer numbers. The uplift funding needs to be spent on the extra officers in 2020/21 and the infrastructure costs related to all the extra officers over the 3 years of the programme. However, there may be opportunities to use this resource to fund support activities and contribute towards fixed costs.
8. The delivery of the 2020/21 budget will be closely monitored through the year and reported to the Commissioner and senior leaders across West Midlands Police. If variances arise corrective action will be undertaken to ensure the organisation operates within its budget.

MEDIUM TERM FINANCIAL PLAN

9. The Medium Term Financial Plan of the Police and Crime Commissioner is currently being updated to take account of the 2020/21 police funding settlement. This will include forecasted levels of expenditure and funding over future years. This will be brought to a future meeting of the Panel.
10. It is also important to note the Government are planned to complete a spending review in 2020 that will give an indication of police funding over a potential 3 year period.

RECOMMENDATION

11. The Panel is asked to note the content of this report.

Mark Kenyon
Chief Finance Officer

**West Midlands Police and Crime Commissioner - Impact of COVID-19
on the 2020-21 Budget**

1. Table 1 below shows expenditure incurred at West Midlands Police on COVID-19 related costs since March 2020.

Category	2019-20 actuals (£'000s)	2020-21 actuals (£000's)	2020-21 est. to June 2020 (£000's)	Total expenditure inc. estimates (£000's)	Comments
PPE equipment	1,006	1,101	244	2,351	This PPE does not include orders via National Procurement. All costs expected to be reclaimed from Home Office
Officer and Staff pay costs	0	0	258	258	Officers and staff moved from posts including CWG planning, and creation of MART team
Overtime pressures	65	55	104	225	Actuals on custody, intelligence cell, IT and D and contingency. Planned OT on MART team, NPU PHLs and planning teams
Temporary staff	0	0	335	335	25 additional staff for force Contact. PPU extension of temp staff contract to 30 June
Other non-pay	25	48	459	532	Costs include decontamination, clinical waste, screens for contact staff, and amendments to police buildings to make them Covid secure
Loss of income	107	474	840	1,421	Loss of income at Airport and other force Operations, Police led prosecutions and traffic investigations, vehicle recovery and DBS
Home working (laptops and devices)	533	0	2,902	3,435	2,000 machines purchased in April and 1,050 in May in addition to 600 in March. Also includes mobile devices and SIM cards for mobile data in laptops
Total	1,736	1,678	5,142	8,557	

Table 1. Expenditure on COVID-19 since March 2020

2. From the table it can be seen that the overall cost of COVID-19 to the Force was £3.4m at the end of May 2020 and is expected to reach £8.6m by 30 June 2020.
3. Expenditure on PPE is now £2.35m. This does not include a national order that was placed by West Midlands Police for national PPE which was over £4m. The Home Office are expected to repay the Force for this expenditure, but to date there has been no written assurance.

4. Expenditure on laptops and mobile devices to support home working is expected to be £3.44m with a total of 3,650 laptop machines purchased and issued by early May. Elements of this cost is brought forward planned future expenditure.
5. The Force have identified financial savings. This includes BP's offer of free fuel for police vehicles during the pandemic. The Force has saved £140,000 on fuel costs for police vehicles.
6. The Commissioner reports to the Home Office on a regular basis the costs of COVID-19 on West Midlands Police. To date there have been no written assurances West Midlands Police will be reimbursed for the expenditure that has been incurred due to COVID-19.
7. Along with expenditure incurred as a result of COVID-19 there are risks to the future funding of policing in the West Midlands. This includes council tax income and the overall police grant received from the Home Office. Council Tax income will be impacted by deficits on collection funds and the strength of the council tax base across the West Midlands.



Strategic Policing and Crime Board

Tuesday 16th June 2020

Emergency Police and Crime Plan Priority:

Objective 3:

Leading and supporting a partnership response to the national emergency

Objective 4:

Ensure the Office of the Police and Crime Commissioner does all it can to effectively respond to the national emergency, including commissioning services that mitigate its effect and support the return to normality

Presented by:

Alethea Fuller, Deputy Chief Executive

Purpose of paper

1. To provide members of the Strategic Police and Crime Board with an update and overview of the OPCC response to objective 3 and 4 in the new emergency chapter of the police and crime plan.
2. This report will update by exception, on progress made since the update given to members in May.

Overview

3. Objective 3 of the emergency chapter sets out how the civic leadership of the West Midlands PCC will both lead and support a partnership response to the national emergency. This includes supporting organisations who receive grants for services, leading the criminal justice response to COVID-19, ensuring a joined up system, and utilising existing structures such as the West Midlands Community Safety Partnership to provide a whole system response to crime and disorder.
4. Objective 4 of the emergency chapter sets out the commitment from the office of the police and crime commissioner to effectively respond to the national emergency, including commissioning services that help mitigate its effect and support the return to normality. The commitment continues to work with the force and partners to maintain longer term planning and leadership to address the root causes of crime.

5. All of the activity of the OPCC continues at pace and is set out in the [Objective 3](#) and [Objective 4](#) reports that went to SPCB in May. This report pulls together the activity from both objectives, highlighting additional areas of activity.

Update on Activity

6. On the 2nd May 2020 the Government announced a package of £76m funding to support victims and survivors of domestic abuse, sexual violence, vulnerable children and their families during the COVID-19 pandemic. £20m will be administered by the Ministry of Justice (MoJ) through Police and Crime Commissioners (PCCs) across England and Wales. The funding will be ring-fenced for COVID-19 related emergency funding, and then ring-fenced again for spend on each of the three areas of need listed below. Funds allocated for the three different types of services cannot be moved between pots. These funds will be distributed by PCCs as follows:

Domestic abuse services that are already commissioned by PCCs	£10m
Sexual violence services that are already commissioned by PCCs and those that are not currently funded by PCCs	£5m
Domestic abuse services that are not currently commissioned by PCCs	£5m

7. The COVID-19 extraordinary funding is from 24 March to 31 October 2020 to meet the additional costs registered charities and organisations have incurred or will incur whilst adapting their services during the pandemic, and to cope with demand increases resulting from it, during this time period. Funding can only be used to address costs associated with COVID-19 from 24 March 2020 – the first day of lockdown. It can't be used to respond to the anticipated surge in numbers of referrals that will need to be supported – it is to respond to the here and now.
8. Any spend that organisations commit to beyond the six-month period must be met through their own funds.
9. The maximum amount of COVID-19 extraordinary MoJ funding that is allocated to the West Midlands by the Secretary of State for Justice for the financial period from 24 March 2020 to 31 October 2020 inclusive is set out below:

Domestic abuse services that are already commissioned by PCCs	£ 493,000
Sexual violence services that are already commissioned by PCCs and those that are not currently funded by PCCs	£ 246,500
Domestic abuse services that are not currently commissioned by PCCs	£ 246,500
TOTAL	£ 986,000

10. The West Midlands proposal for spend is currently with the MoJ for sign off, and includes allocations to organisations that we currently commission to deliver services, and also some services that we do not currently commission. There is still some funding for our non-commissioned services that remains to be allocated and we are



still working with our partners to locate those organisations that may be able to benefit from funding at this time.

11. Funding requests vary from organisation, however in the main we are responding to the immediate needs, including moving to remote working, loss of income, counselling and support needs. Organisations commissioned through the Victim Fund have had to respond to the epidemic by buying emergency IT equipment, investing in technology and supporting their staff to work from home, all of which carry unforeseen costs. Also having to bear the cost of moving helplines/phone providers to be able to deliver support remotely. Some are still in the process of purchasing IT equipment along with adapting their systems for staff to access information when off-site.
12. Professionals offering regular support to victims of DA and SV like ISVAs, IDVAs and counsellors are among those that have had to move to remote working which has resulted in additional costs for providers.
13. The same concerns raised nationally are evident in the region, mostly relating to limited availability of PPE kits and cleaning products. This adversely affects staff working within refuge accommodation and to address this, providers have been encouraged to spend on materials that will enable staff to offer support to their clients safely. We will continue to encourage providers to flex their service delivery in an aim to maximise their preparedness increased support within their organisations.
14. We have used the population based victim grant funding formula (using 2018 population data) to establish each local authority funding amount for each allocation. The funding means that we are able to provide additional funding to services that we currently commission as well as those that we do not, in order to enable them to continue delivering support to victims most in need.
15. The OPCC supported the West Midlands Police promotion of several campaigns regionally including their #SuspectItReportIt, See Me, Hear Me, Thinkuknow and NSPCC Still Here campaigns along with linking the child abuse element in with the new Domestic Abuse #NoExcuseForAbuse campaign to push the same message out that it is important to recognise the further issues for children and young people at this time. This is coupled by West Midlands Police training frontline staff through the Domestic Abuse Matters training to capture the Voice of the Child by asking children five wellbeing questions when they go out to incidents. This is particularly important as the voice of the child which is normally captured via health, education and social care is significantly reduced at this time and having this wellbeing element supported by WMP will allow the safeguarding issues relating to children to be immediately.
16. The OPCC held a Hate Crime Symposium on the 10 June 2020. It aimed to coordinate a community response to supporting victims of this crime allowing providers to share their expertise on models that could work to support various groups affected by hate crime. Through this, we would be able to shape a model for the region that accurately responds to the needs for victims of hate crime. Voluntary and community sector providers in the West Midlands would take part and WMP representatives would consult with agencies present on the day to share understanding from a policing perspective. There have been concerns raised by agencies following victim reports directly linked to being harassed or assaulted as a result of COVID-19. The objectives of the symposium remain the same and it will now take place online in form of a webinar. The symposium will open with an exploration of hate crime and hate incidents. Including an assessment of reporting mechanisms and a discussion around the importance of reporting. The information we gathered from service providers will



enable informed commissioning responses and improved working with WMP and other statutory bodies supporting victims.

Like other projects, the OPCC has encouraged the organisation currently delivering support to victims of hate crime in Birmingham to adapt their services to meet the needs of victims. Following the symposium, the OPCC will be able to fund an additional organisation to provide support to victims of hate crime with the hope of having a regional service delivered that will respond appropriately to the needs of victims affected by hate crime.

17. The West Midlands Fraud Board took place on the 18 of May with updates from the City of London Police, from West Midlands Police, Trading Standards on profiteering in the Coronavirus climate and a non-COVID-19 topic on Unexplained Wealth Orders by the CPS.
18. Three community-based organisations have been chosen to communicate and encourage youngsters to keep safe during the pandemic. They will reach out, communicate, engage and get feedback from our local young people in order to support and help targeted and vulnerable young people through this transitional period from confinement. Contact is made through Facebook, Twitter, non-mainstream social media platforms including podcasts, YouTube and other outlets. This is one the OPCC channels of communication with young people.
19. On Thursday 11 June the Police and Crime Commissioner held a virtual community panel session that was broadcast live on YouTube and chaired by criminologist Craig Pinkney. The session focused on what needs to happen in the coming weeks and months to ensure that community tensions do not rise and that there is a proper plan in place to get young people back into education, training and employment.
20. The panel discussed a number of current issues that are currently causing tensions not just in the West Midlands, but across the country and the world. They included:
 - The Pandemic
 - Use of Force and Stop and Search
 - The killing of George Floyd in the USA, the impact on the UK and the Black Lives Matter campaign

21. The PCC made a statement on the current tensions, and read parts out to the meeting; the statement is set out in full below:

'I wanted to write to you to explain my stance on Black Lives Matters demonstrations, what this means for West Midlands Police and how we can all respond to create the change we want to see.

The protests we've seen here and abroad since George Floyd's killing on 25 May 2020 remind us that racism, discrimination and racial inequality are real, both in the UK and abroad. Structural inequality blights the lives of many Black and Asian people. Our nation's history is controversial and complex: at the same time as we remember the D-Day invasion to free Western Europe from fascism, we also reflect on the legacy of slavery, injustice and inequality that is woven into the country we have become. George Floyd's killing has reminded many of personal experiences of unfairness and maltreatment, and made fresh these difficult and traumatic memories. We cannot write



these off as historic anomalies: the Windrush scandal is from our own time, our generation, our responsibility.

I stand with those who want to see policing that has the confidence of everyone. I stand with those who want to see an end to the inequality, lack of opportunity, structural prejudice and poor social mobility that blight our country. These are not issues that divide us by ethnicity or gender, and they should not be allowed to do so. That is why I've called for a Future Generations Deal to ensure we prevent a surge in youth unemployment in the COVID era. It's why I've held a community panel, am currently holding youth engagement sessions in each of the local authority areas and will be having a dedicated youth panel session on the 25 June where we will be listening to the voices of young people, meeting with MPs and focusing on police use of force and stop and search at my next board meeting taking place on the 16 June. Only by listening to the truth can we agree what steps we should take next. The urge from some will be to destroy, to tear down, to let anger and revenge guide us.

I will not go that way. I want to see us come together to create, to build, to renew. We must learn from what has gone before: have we done what Scarman, MacPherson and Lammy told us needed doing? Are we doing enough to address the issues that undermine public confidence in the police and the criminal justice system? Do the police, and partners, do enough to build networks of allies across all communities? Is our neighbourhood engagement proactive, rather than just driven by crisis response? Do our officers have the cultural competence to police hyper diverse populations and challenge racism? Does our training give them these skills, informed by the lived experience of those who have seen policing at its best and worst? Do we involve the community enough in our senior appointments processes, both in policing and in partner agencies? Are our complaints and misconduct processes working well, and do we do enough to understand what drives and leads to officer misconduct and failure in the criminal justice system?

More fundamentally, why are we asking police officers to be the frontline response to people in mental health crisis? Why are the police dealing with children who are being let down by the care system and becoming ensnared in county lines? Why are the consequences of schools exclusions and off rolling, both of which lead to youth violence, made to be a police problem? Why is it the police who are having to cope with the homelessness crisis and street begging? Why do we think that more police officers, more laws, and more security will stop a small number of British people becoming so disaffected that they reject our values and become radicalised into violent extremism? Drugs misuse is a huge public health challenge, and yet the inadequate national response leaves Response Officers – Response Officers, in Birmingham – administering Naloxone to overdosing heroin addicts. Low wages, the gig economy, zero hours contracts and ballooning personal debt are driving the hard pressed into crime, where short custodial sentences create a downward spiral of lost opportunity and failure. All of these challenges require a system-wide response, rather than just police reform.

Policing is a product of the society we create. You don't fix society by fixing policing: it works the other way around.

However, I will do what I can. I finish with this challenge. In the next three years, if the government delivers on its promise, West Midlands Police will recruit about 2,750



Officers to increase its numbers by 1,200. It won't be enough to get back all the ones we lost during austerity, but it's better than nothing. This means that in three years, about a third of the Force will have less than three years' experience. [I want 1,000 of those new officers to be from our BAME communities](#). The people we hire will be the change we make. We're doing everything we can to make policing as attractive a career for everyone. The call to action is for all our community leaders – MPs, councillors, activists, campaigners, educators, trainers, faith leaders – to seize this opportunity and encourage our young people to join policing, help build the society they want to live in, and make policing the institution they want it to be: an institution they, their families and their communities are proud of'.

22. More so now than ever, policing needs to listen to the voices of the communities it serves and this panel gave us an opportunity to listen but also for community members to come up with solutions for change. Part of that change is the PCCs challenging targets around BAME police recruitment; the link setting out the position is above. We are currently collating the comments and ideas into an Action Plan.
23. The Violence Reduction Unit is working with our commissioned providers to listen to the voice of young people through a series of virtual meetings that are currently taking place within each local authority area. The feedback from those meetings will be brought together in a virtual Youth Panel debate taking place on the 25 June; Deputy PCC Waheed Saleem will take part in that debate.
24. On the 28 May, the PCC published the [Future Generations Deal](#) report. Authored by the PCC's Strategic Advisor Tom McNeil, it sets out a number of options to avoid the ticking time bomb of youth unemployment and crime in the West Midlands by putting in place measures to protect against a long term rise in youth unemployment. Those measures include:
 - A New Youth Deal, based on the successful scheme in the late 1990s, where funding was provided for employers to provide entry jobs and training for young people.
 - A Post-apprenticeship Deal. The government needs to provide a package to ensure the investment in these new skills is not lost and young people's hard work is rewarded so they can continue long-term careers for the benefit of them and businesses.
 - A Youth Community Deal, to facilitate community projects to allow young people to showcase their skills through arts and cultural projects
 - A Further Education Deal, to help colleges reach out to young people with new virtual courses to give them the skills to set them up for the future
 - A Youth Virtual World Deal, to help young people in school but out of the classroom access learning. Many poorer young people don't have access to their classrooms digitally and a package is needed to include them in education, to keep them away from the drug gangs.
 - A Happy Schools Deal, to ensure that those away from the classroom still have the pastoral support they need. This would be for both children and their families.

25. The report is now being considered working with partners in forums where the OPCC is working as part of the recovery planning for the West Midlands. We will update members on progress at the next Board meeting.

Authors: Alethea Fuller, Deputy Chief Executive and Megan Jones, Head of Policy
Police and Crime Commissioner West Midlands

Recent Decisions by the Police and Crime Commissioner: June 2020 – July2020

The following decisions have been published by the Police and Crime Commissioner since the last Police and Crime Panel meeting.

Further details about these decisions, including decision reports and supporting documents are available on the PCC website: <https://www.westmidlands-pcc.gov.uk/decisions/>

03 JULY 2020

[PCC Decision 031-2020- PCC Report 155 Russell Bank Road](#)

A confidential decision that relates to PCC Report 155 Russell Bank Road

23 JUNE 2020

[PCC Decision- 030-2020 Appointment of a Deputy Police and Crime Commissioner](#)

Decision to appoint Deputy Police and Crime Commissioner

17 JUNE 2020

[PCC Decision 029-2020 – Special Payment to Special Officers during Covid-19](#)

Special Payment to Special Officers during Covid-19

27 MAY 2020

[PCC Decision 006-2020- Chief Constable Contract Extension](#)

Decision to extend Chief Constable's contract until January 2023.

21 MAY 2020

[PCC Decision – 015-2020 – Disposals](#)

A confidential decision relating to disposals.

[PCC Decision – 027-2020 – Shared Services and Forensic Services for Warwickshire](#)

A confidential decision relating to Shared Services and Forensic Services for Warwickshire.