



Minutes

Performance Accountability Meeting (PAM)

29 June 2021 - 10:00 to 11:300

Attendees

No	Name	Ref	Capacity	Person	Rotate	Teams
1	Philip Seccombe	PS	Police and Crime Commissioner	x		
2	Martin Jelley	MJ	Chief Constable Warwickshire Police	x		
3	Debbie Tedds	DT	T/DCC	x		
4	Alex Franklin-Smith	AFS	ACC Local Policing	x		
5	David Gardner	DG	T/ACC Protective Services	x		
6	Steve Russell	SR	Head of A&SI		x	
6	Ben Smith	BS	Chief Supt. Protective Services		x	
7	Emma Bastone	EB	T/Chief Supt. Local Policing	x		
8	Polly Reed	PR	OPCC CEO	x		
9	David Patterson	DP	OPCC Scrutiny and Performance	x		
10	Nargis Begum	NB	OPCC Secretariat - Minute Taker			x
11	Abby Simkin	AS	OPCC Criminal Justice and Equality			x

Apologies

Richard Moore

Capacity

Deputy Chief Constable

Representative

Nil

Minutes

No	Details
1	<p><u>Minutes and Actions</u></p> <p>06.25/5/2021 Actions from meeting of 25/05/2021</p> <p>AFS to provide written response on behalf of the force to the PCC, due to contact to the OPCC from visually impaired members of the public raising concerns regarding E-scooters and perceived enforcement inaction</p> <p>AFS has discussed this matter with the PCC's office. Policy for officers in place written response to be provided to the PCC's office in the next few days</p> <p>The Minutes of the 25 May 2021 were approved with the above action discharged</p>
2	<p><u>Deep Dive Subject on Diversity</u></p> <p>Comprehensive presentation given by BS Chief Supt. Protective Services to include update on the following: -</p> <ul style="list-style-type: none">• Stop and Search• Use of Force• HMICFRS - Use of Police Powers• Disproportionality in Warwickshire <p>Police Powers - Leadership and Governance</p> <p>Warwickshire Police have the following internal structure in place to reflect the national review carried out by the NPCC to monitor police powers: -</p> <ul style="list-style-type: none">• Use of Police Powers Board – Review any emerging trends, risks and any mitigation to be taken from quarterly data regarding S&S, Use of Force, Taser and Custody• Public Engagement and Consultation Board• Diversity and Inclusion Board <p>There is also an Annual Disproportionality report available publicly on the website at: -</p> <p>https://www.warwickshire.police.uk/SysSiteAssets/media/downloads/warwickshire/about-us/stop-search--use-of-force/warwickshire-stop-search-disproportionality-report.pdf</p> <p>It was acknowledged disproportionality exists in Warwickshire but noted that within the force there is an understanding of what this looks like within the community as the force continues to: -</p> <ul style="list-style-type: none">• Note the impact within communities and public confidence• Question whether the force has the right ongoing scrutiny and oversight• Enhance understanding, reduce disproportionality where possible and safe to do so, and engage and reassure communities.

Primary factors to note: -

- Very low ethnic minority population in Warwickshire (census data from 2011)
- Data does not take into account cross border criminality. It was noted there is a larger diverse population in the greater West Midlands region and data includes this travelling crime. The county is an 'importer' of crime. Data shows a high rate of county-lines crime. Of the Stop and Search carried out by the force, 40-50% of the subjects are from outside of the county. Explanation provided that: -
 - Proximity of hugely diverse, high population density, high crime area
 - Prevalence of young black males involved in county-Lines
 - Higher positive outcome rates (non-white individuals 35% v 33% white individuals)
- For Warwickshire to be proportionate in terms of Stop and Searches on black people (set against resident population) only 14 such searches could be conducted over a 12 month period. Yearly data for Warwickshire shows approximately 1600 Stop and Searches in total are carried out.

It was noted by the force that they not only strive to understand the data but also deal with community feedback and act upon this. The force acknowledged that they can show an impact on the dignity and respect shown when an individual is stopped. It was confirmed that BWV is worn at all times during stop and search.

It is more difficult to measure and understand the impact on communities and public confidence with more work to be done. The force is transparent on these issues with all data published on its website and working with the community through the following means:-

- Collaboration with Warwickshire EQuIP
- Engagement and Consultation Board
- Independent Advisory Groups
- Surveys

It was also noted that very few complaints had been received, but the reason behind this could be that there is a fear of making complaints or public losing trust in the system to make complaint.

HMICFRS Report – Disproportionate Use of Police Powers (Feb 2021)

Recommendations fall into 3 categories, namely: -

1. Internal scrutiny, oversight & learning

- Supervisor process dip sampling – A question was raised as to whether data is collected on not only the subjects but also officers who use force. A new system to collect data will be set up with both subject and officer data collated. Data shows younger less experienced officers use force, which is a potential training need.
- Audit and assurance
- UoPP Board
- Chief Officer, Strategic and Tactical Leads

2. External scrutiny, oversight & learning

- Stop Search & Use of Force Scrutiny Panel
- BWV - force has agreed to release data based on disproportionality requests with GDPR control measures which include supervised access controlled by force
- OST - Observer Schemes where training schemes in use can be monitored.

3. Data, training, governance, insight etc

- Effective Governance
- Regular reporting (trend analysis, risks around SS and UoF Databases)
- Review of skills and training (reviewing OST, Unconscious Bias, Communication training)
- Academic collaboration (unconscious bias, Risk adjusted disparity (RAD) index)
- Disproportionality Analysis

The force are working with Dorset Police who have the highest rate of disproportionality and face similar challenges in relation to population data. A black person is 23 more times likely to be stopped in that county. Dorset Police are looking at different ways to measure disproportionality, looking at violent crimes and hot spot areas, tracking race of victims harmed which will provide a greater insight on how powers are used and different ways to measure.

Data shows peak in disproportionality last summer but is now back in line. It was noted that the Use of Force data is not as comprehensive as that for Stop and Search in terms of disproportionality.

Update on IOPC - Racial discrimination given by DG T/ACC Protective Services

Following review of PSD data, five cases have been logged as having a racial element in the period 2020/21. Three cases were deemed acceptable by the IOPC investigation. It was noted that two of these cases were 'upheld' by supporting evidence on BWV. Two cases are still being investigated by IOPC

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Performance Scrutiny

Detailed overview of the following given by DP: -

- OPCC Performance Scrutiny Report
- ASI Performance Report May 2021

Following points were noted and discussed: -

- Patrol - Young inexperienced officers not experiencing full demand the force has been used to pre-covid. Chief Constable noted that there are more of them across the force to aid any pressures.
- Calls coming through are not all crime related, many are incident related
- The Chief Constable was pleased with the vehicle crime data following the introduction of the Vehicle Crime Teams and the residential burglary data.
- As the ongoing proactive work continues with drug offences the number of offences will rise.

- OCC - 899 silence calls this month with only 44 actually requiring a service. It was noted this involves a significant amount of work with the extra demand. High call demand has been recognised by BT. Weekly resource monitoring meetings continue.
- Confirmation received from the force that both the force's Performance Report and the associated OPCC Scrutiny Report can be published.

Q1. With the present rates of FASP expiry it's going to take many months to reduce it to acceptable levels at the current rate of progress. What concerted action is being taken by the force to remedy this position and deliver this training to officers?

Both nationally and regionally OST training has taken priority over FASP. By the end of August 2021 all officer OST training will be up to date. A similar plan for FASP training will start. The delays are purely Covid related and reduction in the numbers of officers able to sit training sessions at venues. As the lockdown lifts the levels of numbers trained will be greater.

Q2. Further information would be of value on the success achieved with Op Reduce in Rugby, and what can be expected in terms of increased activity in SonA. Reassurance regarding effective police liaison and engagement with partner agencies and elected officials regarding Op Reduce would also be welcome.

From an activity perspective the force recognises the difference being made but not seeing a reduction in overall violence in Rugby. Learning from this will be used to set up objectives for the hybrid operation in Leamington and Stratford-upon-Avon.

The operation is covered by the regional Home Office county-lines funding, which will be used to create a team to disrupt county-lines operations in Leamington and Stratford with a view to moving this team across the county.

Results analysis to be shared with the OPCC once review has been completed.

Q3. What action has / will the force take with partners to mitigate this anticipated increase in DA during this seasonal and sporting event period?

Weekly emergency trends meeting continue where collectively the force and partners maintain and strengthen intervention and support services across the county.

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Police and Crime Panel Update

Update provided by the Police and Crime and Commissioner who confirmed the following was discussed at the Police and Crime Panel meeting held on 24 June 2020: -

- Proposal of a notice of motion to the County Council for 20 mile speed limits to be adopted in all built up areas
- Disproportionality
- Police Complaints - feedback on what any learning from this

	<ul style="list-style-type: none"> • Criminal Justice System • Engagement • Sustainability • Green issue • Evolve 2 • Police and Crime Plan – drafting in progress
	<p><u>Item 5 - Covid-19 Update</u></p> <p><i>Exempt FOIA under Section S.31 (Law Enforcement)</i></p>
	<p><u>AOB</u></p> <p>There were no AOBs raised.</p>