



**Philip Seccombe
Police and Crime
Commissioner
for Warwickshire**

Warwickshire Police and Crime Panel

Thursday 24th September 2020.

Report of the

Warwickshire Police and Crime Commissioner.

1. Intention.

The purpose of this report is to provide the members of the Police and Crime Panel (PCP) for Warwickshire with an update on my key activities as the county's Police and Crime Commissioner (PCC) since the PCP's last meeting held on the 18th June 2020.

2. Chief Constable Address.

Marin Jelley QPM as the Chief Constable of Warwickshire Police had kindly agreed to address the PCP regarding the present and futures challenges to policing. Previous addresses by the Chief Constable to the PCP have taken place annually at the November meetings, but on this occasion it has been brought forward in the calendar due the Chief Constable's national commitments.

I'm grateful to the Chief Constable for taking the time and trouble to do, as his contribution to the meeting will enable informed discussion to take place and will present an ideal opportunity for members of the PCP to raise any questions or concerns that they may have regarding Warwickshire Police.

3. Annual Report.

It is a requirement of the Police Reform and Social Responsibility Act 2011 that PCC's must publish annual reports on their work and the progress which has been made in meeting the objectives of their police and crime plan. I'm therefore pleased to be able to report that a draft of my Annual Report 2020/21 is appended for the purpose of obtaining observations and feedback from the members of the PCP. Once the PCP's comments have been captured, any amendments needed will be made to the final report prior to its publication and public release.

You will note that the report is not merely confined to the achievement of 2019/20 as it also extends into the current financial year in certain key aspects, as it seeks to inform on the measures and activity that both the Office of the Police and Crime Commissioner (OPCC) and I have been engaged in to tackle the most significant issues of the day. This is particularly so in respect of the challenges we continue to face as we navigate our way through the impact and effects of Covid-19 pandemic emergency.

- **Appendix A** - Draft Annual Report 2019/20.

For those that may prefer a more 'formal' read, rather than the designed version: -

- **Appendix Aa** - Draft Annual Report 2019/20 v.Word.

4. Warwickshire Police Establishment.

During my term of office I have promised that the additional funding that taxpayers across Warwickshire have contributed over the last two years through the police precept would be used to put extra 'boots on the ground' and ensure that policing numbers would top the 1,000 mark - one of the priorities of my Police and Crime Plan.

I was therefore exceedingly pleased to have been able to report to the previous meeting of the PCP in June that this target had been achieved at the beginning of this financial year, where a force establishment of 1004 police officers had been determined for 2020/21.

The position as of September 2020 is that the actual strength now stands at 1029 police officers and with further intakes of student officers scheduled for later in the year it is projected that the actual strength will stand at 1053 officers by the end of this financial year.

This increase in officer numbers should be further enhanced when we get our share of the second phase of Government funding for the national uplift in officers, raising the predicted establishment to 1059 officers at April 2021.

5. Diversity, Equality and Inclusion

In my last report to the PCP in June, I raised the issue of the Black Lives Matter protest and reiterated my view that racism and inequality continue to persist, regardless of the progress that has been made in recent times and that that imbalances and biases remain that need to be understood and addressed if we are to achieve a fair society for all. I also noted that these matters are societal and so change will not be easy nor instant.

As a consequence of my comments, the PCP requested that, '*Democratic Services to liaise with the Chair to coordinate a request from the Panel to the OPCC for a response to the issue of the disproportionately high rate of BAME personnel leaving Warwickshire Police Force*'. Whilst a response was requested for the November meeting of the PCP, the following update is now provided given the topicality and importance of this matter: -

The below table shows the Black, Asian and Minority Ethnic (BAME) police officers and staff who have recently left Warwickshire Police. The force's Positive Action Team (PAT), led by Chief Inspector Faz Chishty, have reviewed the data and also the details relating to individual cases and have been unable to identify any disproportionality in the number of BAME officers and staff who have left the organisation.

Jan-Mar 2020	PERSONNEL	
	BAME	TOTAL
Police Officer	1	17
Police Staff	2	52
PCSO	0	2

The next table details those BAME police officers who have left the Force over the last 5 years together with the reasons for leaving: -

Year	Dismissed	Dismissed during Probation	Retired	Transfer	Student Resignation	Resignation 2 to 15 year Service	Total
2015	1						1
2016	1		1	1			3
2017			2				2
2018		1	1	2		1	5
2019			1	2			3
2020					1		1
TOTAL	2	1	5	5	1	1	15

As you can be seen, a total of 15 BAME police officers left Warwickshire Police during the last five years, five of whom have retired at the end of their service. In addition, five officers transferred to other police forces (West Midlands Police is often cited). There is no indication that those who have chosen to leave Warwickshire Police have done so due to a lack of promotion prospects or a failure to achieve senior officer ranks. A review of the reasons for those who were dismissed has also not highlighted any issues in relation to disproportionality or lack of fairness.

It is recognised that a great deal of effort has recently been invested to attract and recruit BAME officers and staff into the organisation, but none of that is worthwhile if they are not retained. The PAT are now focussing their energies on the retention and progression of BAME police officers and their associated Delivery Plan has a number of specific actions to support BAME officers to develop their careers and ensure that any barriers to career progression and professional development are overcome.

An example of the work that is being undertaken by the PAT is that they have engaged with each individual BAME and female police constable and invited them to a briefing to promote the Fast Track PC to Inspector promotion programme to encourage interest and applications from under-represented groups. Although the successful candidates will have achieved the rank of Inspector at the conclusion of the two year programme, candidates are expected to aspire to achieve at least the rank of Superintendent during their service. A workshop is to be delivered on 30th September 2020 to those prospective candidates to assist them to prepare their applications to understand the selection process and present themselves in the best possible way to demonstrate their senior leadership potential. The candidates will also be invited to take advantage of the in-house coaching and mentoring resources that are now available through the West Midlands Region Employers Portal.

In the coming months the force is due to hold promotion interview boards for Police Constable to Sergeant, and also for Sergeant to Inspector. The PAT are developing a programme of briefings to assist candidates from under-represented groups to encourage them and aid their interview preparations.

The PAT are also developing a number of actions which support the wellbeing of the workforce that are designed to increase retention and encourage the seeking of assistance where desired. This initiative also includes policy, practice and guidance in relation to a number of different areas of health, wellbeing, and work / life balance.

The work of the PAT is overseen by the Diversity and Inclusion Board, chaired by the Director of Enabling Services, which has a wider remit than solely BAME matters.

In summary, Warwickshire Police are taking active steps to improve the position in terms of the recruitment, retention and progression of BAME officers to ensure the force are truly representative of the communities it serves.

In terms of my responsibilities to 'hold to account' the Chief Constable in order to secure an efficient and effective police service, The subject of Equality, Diversity and Inclusion has been

selected as the 'deep-dive' topic for additional scrutiny at the forthcoming Performance Accountability Meeting (PAM) on the 29th September 2020.

6. Warwickshire Police Performance.

Given the Chief Constables address to the PCP and the addition of my draft Annual Report to this meeting, I have not covered this aspect in any greater depth. However, the members of the PCP may wish to note the appended Q1 2020/21 reports to gain an appreciation of the nature of the 'holding to account' arrangements at the monthly PAM: -

- **Appendix B** - OPCC Force Performance Scrutiny Q1.
- **Appendix C** - Force Response Q1.

A 'deep-dive' subject is also selected for each monthly PAM to enable additional scrutiny on a topic of particular interest or concern. To date these have been: -

- January - Non-emergency 101 performance.
- February - Investigations.
- March - Victim Services.
- April - Covid 19 public FAQs.
- May - Serious and Organised Crime.
- June - Criminal Justice.
- July - Q1 Performance Report.
- August - Learning and Development.

7. Office of the Police and Crime Commissioner (OPCC).

Since my last report to the PCP, there have been a number of developments in respect of the personnel of the OPCC. Neil Hewison as the Chief Executive Officer has tendered his resignation and is due to leave at the end of the calendar year to enjoy retirement. Neil still has a number of months left with the OPCC and I will put on record my considerable thanks to him a little nearer the time. I am currently engaged in the process of recruiting his replacement and will notify the PCP is due course once a preferred candidate has been selected.


In other developments, Zeynab Gamieldeen who is the OPCC lead for Criminal Justice and Equality will be leaving in October to return to Australia. Abby Simkin who currently leads on Grants and Engagement will be taking Zeynab's role. At the same time, Precious Williamson who has recently been recruited to the OPCC will be taking on the Grants and Engagement portfolio.

I would like to sincerely thank Zeynab for all the excellent work she has conducted and the support she has provided to me during her tenure at the OPCC and I wish her every success for the future. I'd also like to congratulate Precious on her appointment and I very much look forward to working with her during my remaining term of office.

8. Formal Decisions.

I have made the following decisions since my last report to the PCP on the 18th June 2020: -

- WPC20139 - Exempt S43 Commercial Interest.
- WPC20140 - ICT Managed Service Partner.
- WPC20147 - Atherstone SNO Lease Renewal - Relocation



Philip Seccombe. TD.

Police and Crime Commissioner for Warwickshire.