

'Forward Together'



The Police and Crime Plan for West Mercia
1st April 2013 to 31st March 2017
(Varied July 2015)



**Police and Crime
Commissioner
West Mercia**

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Foreword by Bill Longmore, Police and Crime Commissioner for West Mercia

With less than a year to go before the next Police and Crime Commissioner elections in May 2016 I have chosen to carry out one final revision to my Police and Crime Plan. It remains essentially the plan I first published in 2013, updated to reflect recent changes to the Home Secretary's Strategic Policing Requirement, as well as a more up to date profile of activity for each objective.

This revised plan sets my objectives for the period 1 April 2013 to 31 March 2017 and is a formal legal document that sets out a number of priorities the Chief Constable is required to deliver and for which I will hold him to account. It also sets out my approach to working with key partners such as Community Safety Partnerships and for working with Criminal Justice Agencies.

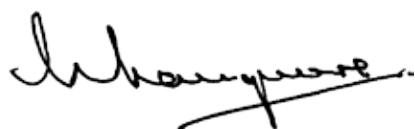
I have been in office since being elected in November 2012. Together with my Deputy, Barrie Sheldon, I have travelled extensively around the force area, meeting many interesting people and organisations. I have been immensely impressed by their dedication and commitment to the task of helping to build a safer West Mercia.

The difficult financial times we are all still experiencing have highlighted the need for working together to achieve maximum results that give best value for money. Although I believe that we should use modern technology to improve efficiency I think there is a need to keep some old fashioned values in our everyday contact with members of the public.

I have continued my commitment to supporting all sections of the community through my grant schemes and in addition, I am now responsible for the commissioning of local victim's services within West Mercia.

The resources available to me are largely affected by Government grants and the Government's long term spending plans. This plan has been prepared and kept under review in the light of the best available financial information.

As your first Police and Crime Commissioner I remain totally committed to ensure that the plan I have put forward is successful and improves the lives of people of all ages in West Mercia.



Introduction

This is the first Police and Crime Plan to be issued by a Police and Crime Commissioner for West Mercia. It covers the period April 2013 to March 2017 and outlines my aims and objectives for policing and community safety across the West Mercia police area.

It has always been my intention to keep this plan under review which is why I have chosen to publish a further variation now. I must emphasize that the aims and objectives of this plan remain the same. This variation reflects changes to the Strategic Policing Requirement issued by the Home Secretary and provides a more up to date picture of activity and actions required against each objective, in part to reflect changing policing demands.

My Role

My role as the Police and Crime Commissioner is to ensure that West Mercia is policed by an efficient and effective police service, which supports the needs of the many communities across Herefordshire, Shropshire, Telford & Wrekin and Worcestershire. I also intend to support and strengthen the important work being undertaken by the many partners across the force area in addressing crime and safety issues, and also provide the public with a voice in policing matters.

This will be achieved by:

- Setting local policing and crime objectives and issuing a police and crime plan.
- Setting the police force budget and precept, and distributing community safety funding.
- Working in partnership to provide an efficient and effective criminal justice system.
- Having regard to community safety partners priorities.
- Engaging with communities.
- Engaging with victims of crime.
- Ensuring that West Mercia Police has the capability to meet its regional, national and international policing responsibilities as set out in the Strategic Policing Requirement.
- Representing the people of West Mercia and ensuring that their voice is clearly heard, taking appropriate and necessary action to ensure that things happen in accordance with their representations.

As Police and Crime Commissioner I am not responsible for the operational running of the force, this is the job of the Chief Constable, who retains the direction and control of his officers and staff. I, and the Chief Constable will work together to protect the principle of 'Operational independence'.

I am responsible for scrutinising and holding the Chief Constable to account and in turn I will be held to account by a Police and Crime Panel. I am supported by a Joint Audit Committee, and a Trust Integrity and Ethics Committee which are explained more fully in the 'Governance' section of this plan.

I am supported in my role, by a Deputy Police and Crime Commissioner and the Office of the Police and Crime Commissioner West Mercia, who assist me in discharging my functions as Commissioner. The 'Governance' section of this plan explains these arrangements more fully. Further information about my office including staffing is available on my website: www.westmercia-pcc.gov.uk.

My Vision for West Mercia – 'Forward Together'

As the first Police and Crime Commissioner for West Mercia I want to use my position to inspire others to be leaders in the community to prevent crime and disorder, and build a safer society for the people of West Mercia.

My vision is a new community spirit with people working together in partnership to improve society and prevent crime and disorder. To achieve this I intend to focus on the following strategic aims:

- to ensure an efficient and effective police service is delivered
- to reduce crime and disorder
- to protect communities from harm
- to provide a strong and powerful voice for the people and victims of crime

The West Mercia Area

About the area

The Police and Crime Plan for West Mercia covers the three unitary local authorities of Herefordshire, Shropshire and Telford & Wrekin as well as the two tier county of Worcestershire with its six district/borough councils. In total this is an area of some 2,868 square miles.

According to the 2011 census West Mercia has a population of just over 1.2 million people, an increase of approximately 5.5% from the 2001 census. Telford and Wrekin has the largest percentage of people aged under 18 years. Here 0-17 year olds make up 23.4% of the population. Herefordshire has the smallest proportion of under 18's, but at 21.3%, the highest proportion of those aged 65+ when compared with the other 3 county / unitary areas.

The ethnicity of West Mercia's population is predominantly 'White British'. The 2011 census shows that the largest ethnic group is 'Other White', comprising 3.9% of the population in Herefordshire, 2% in Shropshire, 2.7% in Telford and Wrekin and 2.6% in Worcestershire.



Local Authority Area	Total Population	% BME Population
Herefordshire	183,477	6.3%
Shropshire	306,129	4.6%
Telford & Wrekin	166,641	10.5%
Worcestershire	566,169	7.6%

West Mercia is predominantly rural, with parts of Herefordshire and Shropshire amongst the least densely populated counties in the country. Herefordshire's population density per hectare being 0.8, compared to an England and Wales average of 3.73. West Mercia also has five large urban areas, namely Hereford, Redditch, Shrewsbury, Telford and Worcester. Worcester is the most densely populated area with 29.7 people per hectare.

West Mercia is not immune to having pockets of deprivation most notably around the main towns. Large parts of the area, particularly the sparsely populated areas in Shropshire, Herefordshire and South Worcestershire experience rural deprivation with limited physical access to services such as shops and GP surgeries.

Data from the Inter Department Business Register shows that at March 2012 there were 49,755 business enterprises registered for VAT and PAYE purposes across West Mercia⁴. In Herefordshire and Shropshire 'agriculture, forestry and fishing' are the largest business sector, whereas 'professional, scientific and technical' is the largest business sector in Worcestershire.

Policing West Mercia

West Mercia police cover the 4th largest policing area in England and Wales. The Force area has been split into 5 policing areas which are aligned with the local authority boundaries of Herefordshire, Shropshire, Telford & Wrekin and Worcestershire (north and south) to aid partnership working and ensure priorities are dealt with locally.

West Mercia Police and Warwickshire Police Alliance

Prior to being elected the previous Police Authority took a decision to form an alliance with Warwickshire Police. Upon taking office in November 2012 the Warwickshire Police and Crime Commissioner, Ron Ball and I formally ratified this decision and work is currently under way to implement the plans that were made.

Why an Alliance?

Together, Warwickshire and West Mercia Police are required to save approximately £34 million over a period of four financial years (2012/13 – 2015/16). West Mercia's element of this is £23.5 million.

By working together, streamlining processes and reducing duplication in service provision, both forces will be able to deliver high quality, value for money policing within available resources. We will be better able to minimise the reductions in officer and staff numbers and thereby maximise the protection that the public receive with a focus on maintaining frontline policing services. For example, significant savings are possible in terms of the provision of Information Communications and Technology (ICT), buildings and vehicles by the economies of scale possible across the two organisations.

The communities of both forces will benefit from greater resilience as well as the combined skills, experience and culture that the people of the two forces can bring.

How is the Alliance delivered?

Policing is being reorganised and delivered across seven geographical areas, each led by a local superintendent responsible for local policing - including Safer Neighbourhood Teams, response teams, local investigation and harm reduction.

The new policing areas within the alliance (West Mercia's policing areas remain unchanged) are:

- Herefordshire
- North Warwickshire
- North Worcestershire
- Shropshire
- South Warwickshire
- South Worcestershire
- Telford & Wrekin

Both Warwickshire and West Mercia will continue to be led by a Chief Constable and a Deputy Chief Constable and retain its own identity. Two Assistant Chief Constables (Local Policing and Protective Services) and two Directors (Finance and Enabling Services) are responsible for the delivery of policing services across both force areas.

The Alliance plan enables both forces to maximise protection delivered to communities by building resilience within local policing and protective services directorates. Support services are to be streamlined to enable the effective policing of communities and the number of management and supervisory posts will be reduced to further enhance the effectiveness and resilience of frontline policing services.

By 2015/16 the Alliance will have a combined workforce of around 5,266 officers and staff, to deliver protection across Warwickshire and West Mercia, further supported by Special Constables and other volunteers.

The Alliance structure chart on the following page provides further detail on the work of the four directorates.

Warwickshire Police and Crime Commissioner
Ron Ball

West Mercia Police and Crime Commissioner
Bill Longmore

Warwickshire Chief Constable

West Mercia Chief Constable

Warwickshire Deputy Chief Constable

West Mercia Deputy Chief Constable

Assistant Chief Constable
Local Policing

Responsible for:

Territorial Policing

- Anti-Social Behaviour
- Community reassurance
- Community resolution
- Crime risk management
- Hate crime
- Licensing
- Local crime investigations
- Local CID investigations
- Offender management
- Patrol
- Problem solving and harm reduction
- Response policing
- Safer Neighbourhood Teams
- Schools liaison
- Supporting key events (e.g. football matches)
- Volunteers management
- Youth inclusion

Operational Support Services

- Call handling and deployment
- Case file progression and submission to CPS
- Civil disclosure (e.g. CRB checks)
- Crime bureau
- Custody
- Evidence review
- Firearms licensing
- Front Counters management
- Incident management and recording
- Traffic and tickets
- Witness care

Assistant Chief Constable
Protetive Services

Responsible for:

Crime Management

- Major Crime review

Forensics

- Chemicals
- Digital evidence
- Fingerprints
- Footwear
- High-tech crime
- Imaging and CCTV
- Scenes of Crime

Intelligence

- Analysis, research and processing
- Covert Authorities
- Risk assessment
- Witness Support

Major Investigation

- Casualty bureau
- Exhibits and disclosure management
- Major incident investigation
- Holmes management
- Investigation development

Operations

- CBRN response (Chemical, Biological, Radiological, Nuclear)
- Co-ordinated search
- Firearms
- Road policing and safety
- Dogs
- Operations planning & duties management
- Air support

Protecting Vulnerable People

- Child protection
- Child exploitation
- Concerns for mental health
- Domestic abuse
- Rape and SARC
- Vulnerable adults
- Management of offenders

Specialist Operations

- Economic crime
- Serious and Organised Crime
- Special Branch
- Surveillance
- Technical Support

Director of Enabling Services

Responsible for:

Business Assurance and Improvement

- Continuous Improvement
- Legal Services
- Performance Management
- Strategic Planning

Contracts & Procurement

- Contracts Management
- Supplies Management

Corporate Communications

- Internal communications
- Media campaigns
- Press relations
- Digital media

Estate Services

- Assets and Property Management
- Facilities Management

Information Communications & Technology

- ICT Infrastructure Management
- Communications Technology

People Services

- Human Resources
- Professional Standards
- Workforce Development

Transport

- Fleet Management
- Vehicle Maintenance

Director of Finance

Responsible for:

Corporate Finance

- Accountancy
- Budgeting
- Financial planning
- Financial systems management
- Insurance
- Management accounting
- Payroll
- Treasury management
- Pensions
- Payments

Resource Management

- Budgeted posts management
- Financial administration
- Seized and found property management
- Document archive
- Secretarial support

Personnel

The Table below shows the number of budgeted posts for the West Mercia Police as at April 2013 and the planned figures for April 2016. Please note the actual deployment of officers throughout the Alliance area will follow demand and at any specific moment some Warwickshire officers may provide services in West Mercia and vice versa. Actual numbers will also be affected by absence, reallocation of roles, retirements and recruitment.

The 2016 numbers also rely on current financial projections and may be subject to adjustment in future budget planning periods as Government grants and public spending policies evolve.

	April 2013	April 2016
Police officers	2251	1948
Temporary police officers	20	0
Police staff	1620	1456
PCSOs	283	235

Note: all figures are rounded

The implementation of the Alliance involves changing our policing model to a new shared service provision. This will have a significant impact on some staff employed by both West Mercia and Warwickshire Police.

I am anxious to preserve so far as resources allow, the visibility and availability of frontline police services. During my period of office it is my hope and intention that police constables will not be subject to enforced retirement, and that Police Community Support Officers (PCSOs) will not be made redundant and the numbers of special constables will be increased. It is my aim to set a minimum level of PCSO posts of 235 throughout the period of my office. These commitments must necessarily be subject to any changes in the financial resources available.

It would be wrong for me to attempt to disguise that our existing budget position requires an overall decline in police officer numbers by 2016 but this will be achieved by natural retirement or by promotion to new ranks. New structures were introduced in 2013 that helped us achieve this while introducing new processes to reduce duplication and maintain service levels with fewer personnel. This is particularly true in relation to support services which, while not frontline in the ordinary sense, are absolutely vital to allow the frontline to operate effectively.

Developing the Police and Crime Plan

Development

The development of the aims and objectives for this police and crime plan has been informed by a wide range of external and internal research including:

- A strategic intelligence analysis carried out jointly by West Mercia and Warwickshire police.
- Analysis of performance data and progress against the measures and targets set out in the current joint policing plan.
- Victim and community consultation, including survey results and Police and Communities Together (PACT) priorities.
- Analysis of the priorities identified in the strategic assessments undertaken by the community safety partnerships across West Mercia.
- The priorities identified by the West Mercia Criminal Justice Board (LCJB).
- Cross cutting priorities identified by other strategic partners, for example, Children Safeguarding Boards and Health and Wellbeing Boards.
- The comments and issues raised by the many individuals, groups and organisations I met or contacted me during or since my election campaign.
- My election manifesto.
- Victim Support's 'Five Promises to Victims and Witnesses' and West Mercia Women's Aid and West Mercia Rape and Sexual Abuse Support Centre's nine point plan to tackle Domestic Abuse, Rape and Sexual Abuse, which I signed up to during the election and which I will support subject to available financial resources.
- The Victim Support report 'Listening and Learning: improving support for victims in West Mercia'.
- The Home Secretary's national Strategic Policing Requirement.
- Her Majesty's Inspectorate of Constabulary (HMIC) assessments and inspection reports.

A summary of the findings is shown in appendix A.

I have also taken the opportunity to consider carefully the many comments I received on the draft version of this plan and have where appropriate revised the plan to reflect those comments.

Aims and Objectives for West Mercia

The Police Reform and Social Responsibility Act 2011 requires me to set out in this plan my police and crime objectives for the West Mercia area. It is of the upmost importance that the focus of West Mercia Police is to prevent crime and disorder and protect people from harm whilst delivering an efficient and effective policing service that provides value for money and a high quality service.

This involves a range of policing services including local policing, dealing with major and serious crime and addressing emerging problems such as cybercrime. There are a number of important community issues that have also been identified in the development of this plan such as alcohol and drugs abuse, and anti-social behaviour, which are of particular concern and have been specifically identified within the objectives.

Partner agencies play an important role in providing services and working with, or supporting the police in preventing crime, reducing harm, and supporting victims of crime, and this is reflected in the objectives. The objectives are not solely the responsibility of the Chief Constable and his officers, and will be supported by significant contributions to be made by a number of key partners. These partners include community safety partnerships and criminal justice agencies and other groups, organisations and individuals within communities. This supports my vision for a new community spirit with people working together in partnership to improve society and prevent crime and disorder. This has the potential of realising additional benefits such as improving the overall health and wellbeing of local communities and reducing demands placed on both the police other public services.

Strategic Aims – my four strategic aims are:

- to ensure an efficient and effective police service is delivered
- to reduce crime and disorder
- to protect communities from harm
- to provide a strong and powerful voice for the people and victims of crime

Objectives

This plan outlines eleven police and crime objectives for West Mercia, which underpin the strategic aims. These are not set out in order of importance and will be subject to review over the life of the plan.

Measure of Success

It is not my intention to set formal targets in this revised plan. I will continue to monitor performance in relation to the objectives set out in this plan as well as the performance of any delivery plans developed to support the objectives. This will include reviewing progress, achievement and outcomes and initiating action where performance or other information shows this is required.

I will provide headline performance information on my website which will provide transparency on the progress of each objective and any related delivery plans.

I intend to publish on my website the strategic priorities / objectives of the West Mercia Community Safety Partnerships and the Local Criminal Justice Board that complement the objectives set out in this plan. These will be updated from time to time to reflect changing priorities.

Aim: To Ensure an Efficient and Effective Police Service

The delivery of an efficient and effective Police Service lies at the heart of my objectives. The need for efficiency is clear for two simple reasons.

- The resources available to us are subject to the Government's austerity programme, and, accordingly, are declining year on year. The Government have already announced that the programme is likely to run through to 2018/19.
- Many Council Taxpayers are facing considerable hardship in the current economic climate and our keeping tax increases to a minimum is, therefore, extremely important to them.

But while we both want, and need, to save money, no-one will thank us if it is at the expense of an effective Police Service. Indeed, most people want to see an improving service, one which does the job that everyone wants to see done in our local communities.

In short, we have to do more with less.

Our Strategic Alliance with Warwickshire is key to helping us to achieve this. The overheads involved in running a stand-alone Police Service are substantial. The Alliance with Warwickshire provides us with the opportunity to share these and capitalise on economies of scale in areas like our IT systems, all of our support functions, our communications infrastructure, our command teams, and so on. But the Alliance goes further than this; by integrating our frontline policing teams, we improve the resilience of our crime fighting capabilities across both of our areas. And by working together, we are learning from Warwickshire in areas where they are better than us, and vice versa, so that we both improve the way we do things.

Consequently, the Alliance allows us to deliver improved effectiveness in tandem with improved efficiency, more for less.

We have taken advantage of the opportunity provided by the creation of the Alliance to review and revamp the way in which we deploy assets in delivering services to the public. Moving forward, it is important that the assets we have continue to be used in the most effective and efficient way and a second change management programme, called StraDA (Strengthening and Deepening the Alliance) is now underway to enable this. Part of the StraDA work includes a comprehensive audit of policing demand which will help shape the alliance by ensuring the design of a resilient policing model which will be fit for purpose for the future.

We continue to look for every "good housekeeping" opportunity to save costs outside the Alliance, whether that be looking to maximise income from the use of the excellent facilities available at Police HQ, Hindlip, through to making sure we buy the right things at the right price.

It is within this context of a clear and consistent focus on value for money that we will be seeking to deliver the aims and objectives set out in this plan.

OBJECTIVE 1

To provide an effective neighbourhood policing model, with a focus on areas of greatest need

Why is this important?

Neighbourhood Policing or Local Policing as it is referred to in West Mercia was introduced to the police service across England and Wales between 2005 and 2008. Neighbourhood policing emphasises a local approach to policing that is accessible to the public and responsive to the needs and priorities of neighbourhoods.

What is the situation in West Mercia?

In West Mercia, local policing teams, known as 'safer neighbourhood teams', made up of local policing officers, community support officers (CSOs) and special constables work with the community to reduce harm, tackle local crime and disorder problems, improve the environment, and provide reassurance to all residents. In addition, working alongside these teams are response teams who are located across the force area, providing a reactive 24/7, 365 day of the year police service.

In September 2013 a people movement plan was implemented to support a migration to 11 new police response hubs, and 42 safer neighbourhood team bases covering all parts of West Mercia. There are 82 safer neighbourhood teams with extra resources being provided to those teams based in the 20 areas of greatest need. These 20 priority local policing areas* were identified by assessing crime and incident levels, deprivation, partnership feedback and professional judgement. This policing model will be further reviewed as part of the StraDA programme.

To support improvement of services, mobile data technology has been introduced to police officers that enable them to spend more time with communities and less time in offices. Additional investment is taking place in technology to further strengthen and enhance its effectiveness.

You told me during my election campaign that local policing is an important way of maintaining or increasing public reassurance. The majority of respondents to the latest Crime and Safety Survey said that in their local area the police are doing an excellent or good job. However with the reorganisation of frontline policing it is important that public confidence is maintained and that police officers are visible within communities and safer neighbourhood team staff are known and easily accessible.

Since this plan was first published I have been able to maintain funding for police officers and provided funding for advanced recruiting and training to maintain resilience when officers retire or move on.

With reducing financial resources it is more important than ever that we continue to consider alternative ways of supporting and strengthening local policing, in particular by enhancing the role of special constables and other volunteers. In doing so I have sought to strengthen these areas since taking office, for example through funding the police cadets scheme and setting out the number of Specials I expect the police to maintain.

How I plan to achieve this (My role)

- The Chief Constable has been asked to identify the number of special constables that are required to meet the operational needs of the force. The requisite number will be recruited with an emphasis on introducing dedicated special community constables for specific geographic areas through targeted recruiting.
- The police have completed a review of the Police Community Support Officer (PCSO) role, increasing both the hours and powers available to officers and I have asked the Chief Constable to continue to explore new and innovative approaches for the use of PCSOs, and seek out opportunities for joint funding.
- I will support the police in the further development and expansion of volunteering opportunities such as the Citizens Academy scheme which was piloted in Shropshire and South Warwickshire in 2014.
- I will continue to both support and challenge the police to implement a patrol strategy, which optimises visibility and maximises the use of police officers throughout West Mercia and where necessary adjust the policing model to best suit local needs. For example, early in 2015 the police patrol bases in Malvern and Ross on Wye were reinstated.

I have completed an annual Town and Parish Council survey on the effectiveness of Safer Neighbourhood Teams in the first two years of this plan and will undertake a third years survey in 2015 to provide me with an understanding of community feedback.

Performance monitoring information for this objective is available to view on my website:
www.westmercia-pcc.gov.uk

*The 20 Priority Local Policing Areas are:

Herefordshire – Hereford City Southside and Rural

Shropshire – Shrewsbury Central, Harlescott & Sundorne District and Castlefields & Bagley

Telford & Wrekin – Arleston & College, Hadley & Leegomery, Dawley & Malinslee, Brookside, Cuckoo Oak & Ironbridge and Woodside & Madeley

Worcestershire (North) – Winyates & Matchborough, Greenlands & Lodge Park, Batchley & Central, Broadwaters and Oldington, Foley Park & Sutton Park

Worcestershire (South) - Warndon, Gorse Hill & Rainbow Hill, Cathedral, Evesham Rural North and Pickersleigh

Performance monitoring information for this objective is available to view on my website:
www.westmercia-pcc.gov.uk

Aim: To Reduce Crime and Disorder

OBJECTIVE 2

To reduce the volume of violent crime with an emphasis on addressing the harm caused by alcohol through partnership working

Why is this important?

The Crime Survey for England and Wales estimated that just over 1.3 million violent incidents were committed against adults in 2013/14. Just under half a million more were estimated to have been committed against children aged 10-15 years. Over the same period, police recorded around 635,000 'Violence against the person' offences. Violence is estimated to cost the National Health Service (NHS) £2.9 billion every year and the total costs of violence to society are estimated at £29.9 billion per year .

Alcohol misuse is a serious issue causing harm not only to the health and wellbeing of the individual that is affected by it, but that of their families and the wider community. The relationship between alcohol misuse and crime and disorder is well documented. Alcohol misuse is linked to 30% of sexual offences and a third of all incidents of domestic violence .

The Government's Alcohol Strategy 2012 identified that in 2010/11 across the country there were almost one million alcohol related violent crimes reported to the police and it is estimated that each year in a community of 100,000 people, 1,000 people will be the victim of an alcohol related violent crime.

What is the situation in West Mercia?

Between 2010 and 2011 West Mercia recorded 9,702 criminal offences where alcohol was a significant factor. Almost 60% of the recorded crime where alcohol was a factor was linked to violence.

Alcohol related crime and harm is a significant problem in West Mercia. Whilst responsible drinking is not a problem, excessive drinking poses a number of threats to the safety of our communities which needs to be addressed.

For instance, alcohol plays a significant part in violent crime, public order crime, criminal damage, rape, serious sexual offences, domestic violence and hate crimes.

Given the scale of the problem I have been working tirelessly with partners to tackle alcohol related crime.

Over the past several years I have supported the introduction of Street Pastors, Taxi Marshals and Pub Watch schemes to help reduce the volume of crime linked to the night time economy and alcohol.



At the same time I have supported the work of Women's Aid, AXIS and West Mercia Rape and Sexual Assault Centre (WMRASAC) to help support victims of domestic and sexual violence.

In 2014-15 West Mercia recorded 8037 criminal offences where alcohol featured as a significant factor. This is a reduction of 17% from the figures recorded in 2011.

How I plan to achieve this (my role)

During 2015-16 I will promote and increase my investment in the Street Pastor and Taxi Marshal scheme.

I will continue to work tirelessly with partners in Public Health and Community Safety to reduce the harm caused by Alcohol.

I will invest over £900,000 to support the work of Community Safety Partnerships and Substance Misuse providers to ensure that the right services are in place to help address the underlying factors contributing to someone's alcohol misuse.

I will continue to prioritise the harm caused by alcohol and I will work with the Chief Constable to ensure that our approach to tackling night time economy crime is effective.

I will work with the Criminal Justice System (CJS) to ensure that offenders are managed effectively in our communities and when an offender has a substance misuse problem they can access the right treatment and services to address their needs.

I will work with partners to develop an evidenced based approach to assess what works.

I will continue to support the work of Women's Aid, AXIS and WMRASAC in reducing the harm caused by domestic and sexual violence.

Through the newly established Crime Reduction Board, I will ensure that partners have robust and evidenced based strategies and policies in place to tackle the harm caused by alcohol.

Moving forward I will work with Public Health, Local Government, Clinical Commissioning Groups and the CJS to assess how we can adopt a common framework which sees us pooling resources and budgets to tackle the harm caused by alcohol.

OBJECTIVE 3

To reduce the harm caused by drugs with a focus on treatment, and targeting those that cause the most harm

Why is this important?

In December 2010 the Government published its drugs strategy 'Reducing demand, restricting supply, building recovery: supporting people to live a drug free life'. It has three stands with a focus to target the illicit supply of drugs, and to promote recovery of drugs users in their communities by:

1. Reducing demand – creating an environment where the vast majority of people who have never taken drugs continue to resist any pressures to do so, and making it easier for those that do to stop.
2. Restricting supply - drugs cost the UK £15.4 billion each year and it should be an unattractive destination for drug traffickers achieved through attacking their profits and driving up their risks.
3. Building recovery in communities - working with people who want to take the necessary steps to tackle their dependency on drugs by building on the huge investment that has been made in treatment to ensure more people are tackling their dependency and recovering fully. Through education, disruption, law enforcement, and treatment significant results can be achieved to reduce the impact of drugs abuse.

What is the situation in West Mercia?

On average, West Mercia records 4100 drug related offences per year, that is approximately 6% of all crime.

Approximately 70% of drug offences are related to possession and supply of a controlled substance, with 20% of offences linked to violence and theft.

Across West Mercia we have seen a reduction in overall drug use, which is in line with National trends. In particular we are seeing a reduction in young people using drugs, which means there are fewer young people receiving treatment for heroin and crack cocaine. While we are seeing a reduction in young people in treatment the same cannot be said for people over 40. Across West Mercia we've consistently seen the age of people in treatment increasing. Again this trend is in line with the National trend.

How I plan to achieve this (my role)

I will continue to work closely with the Police and partners to ensure we have an effective and robust approach to mapping and disrupting organised criminal groups who are engaged in the supply of controlled substances and will work with the Criminal Justice System to ensure we prioritise and focus on seizing criminal assets.

I will continue to champion and support a public health approach to tackling substance misuse. During 2015-16 I will invest over £375,000 to tackle substance misuse.

I will work with partners to ensure we have the right services and pathways in place to address and support people with a substance misuse problem who need help to tackle their addiction. If an offender with an addiction problem comes into contact with the CJS I will ensure we have a robust drug test on arrest and referral pathway in place.

I will continue to promote and support our integrated offender management (IOM) approach to dealing with high and medium risk offenders in our communities. Through the IOM process we will assess an offenders needs and if an offender has a substance misuse problem which is contributing to, or driving their offending behaviour, I will work with partners to ensure that the offender receives the necessary treatment to break the cycle of offending. If the offender fails to address their substance misuse problems and continues to offend, I will ensure we have a robust, no nonsense approach to catching, convicting and bring the offender to justice in order to safeguard our communities.

In addition to the above, I will continue to work with the four Health and Wellbeing Boards in West Mercia to ensure that we have the right services in place to address and tackle substance misuse. I will also continue to work with the five Community Safety Partnerships to ensure that they maintain a relentless focus on reducing the harm of drugs in our communities. In order to help deliver this outcome I plan on investing at least £900,000 with CSPs to tackle crime, ASB, substance misuse and reoffending.

Performance monitoring information for this objective is available to view on my website:

www.westmercia-pcc.gov.uk

OBJECTIVE 4

To reduce the volume of anti social behaviour incidents

Why is this important?

Anti social behaviour (ASB) is an umbrella description of a variety of disruptive and unacceptable behaviours that can have a detrimental impact on the quality of life within communities. The Crime and Disorder Act 1998 defines ASB as: “acting in a manner that causes or is likely to cause harassment, alarm or distress to one or more person not of the same household as himself”

During 2010/11 across England and Wales, 3.3 million incidents of ASB were reported to the police ; which had reduced to 2.1 million in 2013/14 . It is also recognised that many other incidents of ASB are reported to agencies such as local councils and housing associations, or not reported at all.

The government’s 2012 white paper , ‘Putting victims first - more effective responses to antisocial behaviour’, sets out its plans to deliver on a commitment to introduce more effective measures to tackle ASB. This included: focusing the response of ASB on the needs of victims; empowering communities to get involved in tackling ASB; ensuring professionals are able to protect the public quickly and; focusing on long term solutions.

The resulting Anti-Social Behaviour Crime and Policing Act 2014, has enabled these new powers.

What is the situation in West Mercia?

During 2011/12 there were just under, 60,000 incidents of ASB reported to West Mercia police and the national downward trend has been reflected in West Mercia where in 2014/15 there were just over 47,000 incidents reported to the police. In addition, the percentage of respondents to the West Mercia Police Crime and Safety survey stating that crime and ASB was a ‘fairly big’ or ‘very big’ problem in their local area has continued to reduce, from 22.2% in 2011/12 to 13.9% as at the end of December 2014.

In June 2012 Her Majesty’s Inspectorate of Constabulary (HMIC) published an ASB inspection report for West Mercia Police . The report identified that the force worked well with local partners and in a 2014 Inspection report HMIC graded the force as ‘good’ in its effectiveness at tackling anti-social behaviour

I originally set out in the Police and Crime Plan my intention to develop and implement a joint partnership strategy to reduce ASB, however I have since agreed with police and partners not to take this approach. Instead I have worked closely with community safety partnerships, using my grant funding to support them in developing local solutions to ASB.

How I plan to achieve this (my role)

Following consultation, in October 2014 I published my Community Remedy document which sets out a list of options agreed with the Chief Constable that a victim of anti social behaviour can choose from when an offender's punishment is being decided. I shall continue to support the use of community remedy as I strongly believe this new approach helps to deliver justice more quickly to victims, by providing a speedier alternative to court proceedings for ASB.

As well as using community remedy the police will continue to address anti social behaviour, using a managed assessment of harm and vulnerability to ensure the most appropriate level of intervention. As part of my governance role I will regularly monitor the level of ASB incident data with a particular emphasis on levels of repeat incidents.

My office will continue to work with the police, community safety partners, other organisations, and communities to ensure effective local strategies and action plans are developed, supported and implemented, including by way of grant support.

Once implemented I will monitor progress to ensure that outcomes are being achieved in line with the objectives set out above.

I will explore ways of working with partner agencies to improve the sharing of incident data to develop a comprehensive understanding of the true level of ASB across West Mercia.



Performance monitoring information for this objective is available to view on my website:
www.westmercia-pcc.gov.uk

OBJECTIVE 5

To Reduce Reoffending and Bring Offenders to Account

Why is this important?

For far too long reoffending rates have remained very high, especially amongst short term sentenced prisoners, which is why I am committed to tackling this issue through an integrated offender management approach.

Ministry of Justice statistics demonstrate that over 58% of offenders sentenced to 12 months or less go onto to commit a further offences in the first year after they have been released from prison. 35% of prisoners sentenced to 12 months or more go onto reoffend and 34% breach a court order.

The above figures highlight the significant harm caused by offenders who have already gone through the Criminal Justice. The figures also demonstrate that we need a new approach to dealing with offenders in our communities, which is why the Government introduced new legislation and set up new Community Rehabilitation Companies (CRC).

What is the situation in West Mercia?

While I am concerned with the issues surrounding reoffending and bringing offenders to account, I would like to reassure you that West Mercia remains one of the safest places to live in the UK. I would also like to reassure you that we have a very good partnership approach across West Mercia and I am certain that with the right investment and focus we will be able to continue to reduce crime and make West Mercia an even safer place to live.

West Mercia has adopted an Integrated Offender Management (IOM) model for managing the most prolific and high risk offenders in our communities.

The IOM approach can be broken down into three strands:

- Prevent and Deter
- Catch and Convict
- Resettle and Rehabilitate

The partnership approach to IOM focuses on the 7 pathways:

- Accommodation and support
- Education, training and employment
- Offender health – both mental and physical
- Substance misuse – drugs and alcohol
- Finance, benefits and debt
- Children and families
- Attitudes, thinking and behaviour

Across West Mercia, our IOM teams manage approximately 200 offenders a month. The IOM approach has brought together: Police; the National Probation Service; The Warwickshire and West Mercia Community Rehabilitation Company; the West Mercia Youth Offending Service, substance misuse teams, public health officials, mental health officials, Housing Trusts and providers, and partners from the voluntary sector.

How I plan to achieve this (my role)

Through the Office of the PCC I will continue to work with partners to improve local governance and accountability. Through the Office of the PCC, I have used my grant scheme to re-energise our focus on statutory responsibilities. In particular, I have worked with partners to ensure that they have robust and joined up arrangements in place to both reduce crime and reoffending.

During 2015/16 I have committed to using the increase in the policing element of the council tax to improve local approaches to preventing crime and addressing reoffending. I will work with both the West Mercia Criminal Justice Board and the Community Safety Partnerships to ensure that any funds allocated to reducing crime and reoffending deliver both the right outcomes for our communities and value for money.

It is my ambition to invest over £2 million in partnership work to prevent and reduce crime across West Mercia.

Funding will be linked to community based programmes and projects as well as initiatives designed to support the 7 pathways of reducing reoffending and IOM projects.

My deputy, Barrie Sheldon chairs the Reducing Reoffending Sub-Group for the West Mercia Criminal Justice Board. The Sub-Group will bring together senior officers from the Criminal Justice System (CJS) and Community Safety partnerships to ensure critical outcomes are delivered. Reduction in crime will be achieved by targeting funds provided by the OPCC into effective prevention, diversion and intervention schemes.

I will monitor ongoing performance through executive reports prepared by the OPCC Criminal Justice Manager.



OBJECTIVE 6

To develop and implement a business crime strategy

Why is this important?

Businesses are at the heart of our communities, providing jobs and boosting the economy. But crime can have a major effect – reducing profitability, increasing the fear of crime and, in extreme cases, threatening the livelihood of the business and its employees.

A figure taken from AXA, one of Britain's largest business insurers indicates that the most common crime committed against business is theft, accounting for around 74% of the total volume. Their most recent figures indicate that theft remains the most common type of business crime reported by their customers.

The British Retail Consortium's (BRC) 2011 Retail Crime Survey results indicated that customer theft made up the largest share of offences by both cost and number of incidents. In the BRC's 2014 survey customer theft remains the largest type of crime by volume, but there is also a 12 per cent increase in the number of businesses failing victim to fraud and in particular crimes committed online.

Research by the Federation of Small Businesses has shown that around two thirds of small firms are experiencing online crime and fraud at a cost of just under £4,000 per business year each year.

The National Farmers Union (NFU) rural crime survey 2014 estimates that in 2013 rural theft cost was £44.5 million. The most commonly targeted items reported by their members being fuel, tools and quad bikes.

What is the situation in West Mercia?

West Mercia has a diverse mix of communities from small isolated hamlets and villages through to bustling towns and villages with an equally wide range of businesses.

Following my commitment to have business and rural crime as an objective within this police and crime plan in 2014 Warwickshire Police and West Mercia Police published both a business crime strategy and a rural crime strategy,

In the business crime strategy 'business crime' is defined as any criminal offence committed against a business organisation and accounts for almost a quarter of total recorded crime* in the alliance each year. The most common types of business crime reported to the police are 'shoplifting', 'all other theft', 'criminal damage and arson' and 'burglary other'. Shoplifting offences account for the largest proportion of business crime offences in every local policing area and are an increasing trend in every area.

In the rural crime strategy 'rural crime' is defined as any criminal offence that takes place in a 'rural' output areas as defined by the Office for National Statistics. It accounts for approximately 24% of total recorded crime* in the alliance each year. The most common crime types reported to the police are 'all other theft', 'vehicle offences', 'burglary other' and 'criminal damage' (*some of these crimes will be the same).

How I plan to achieve this (my role)

Together with Warwickshire's Police and Crime Commissioner we have jointly set aside £1.5 million each year for five years specifically to address business, rural and cyber crime. In West Mercia the five Community Safety Partnerships (CSPs) have agreed to take a lead on rural and business crime in partnership with their local policing commander and have reflected the emphasis on rural and business crime within their own plans. I will continue to work with the CSPs and the police in the coming months to further develop initiatives in support of this objective and the related police strategies. This will include promoting funding opportunities more widely within communities across West Mercia and raising the profile of the activity being undertaken.

A governance board for business and rural crime has been established with board members from a range of organisations with strong links to rural and business communities including the National Farmers Union (NFU), Federation of Small Businesses, Chambers of Commerce and the Countryside and Landowner Association. The Board has been established to provide the PCCs with a more community focused perspective. In particular the knowledge of Board members will be invaluable in providing governance and overseeing delivery of the rural and business crime strategies.

I intend to closely monitor activity in relation to the initiatives supported through the funding and will publicise outcomes of those activities.



Aim: To Protect Communities From Harm

OBJECTIVE 7

To work in partnership to protect the most vulnerable people in our society

Why is this important?

Protecting vulnerable people is a challenging area, where a failure to take appropriate action could ultimately lead to loss of life, as exemplified in the cases of Fiona Pilkington, who killed herself and her severely disabled daughter after years of torment by local youths and Victoria Climbié, a young child tortured and murdered by her guardians. More recently, issues such as the sexual exploitation of children (CSE), forced marriage, modern slavery and female genital mutilation (FGM) have received much more prominence. In particular as society's awareness and understanding of CSE has increased the scale of the problem to be tackled by the police and others has also grown.



There are currently a number of Government action plans, strategies and guidance documents in place to tackle many of these issues. There is also a range of specific legislation that places a legal obligation on the police to take action to protect vulnerable people such as the Children's Act 2004, the Domestic Violence, Crime and Victims Act 2004, and the Care Act 2014.

The Mental Health Crisis Care Concordat, published in 2014 is a national agreement between services and agencies involved in the care and support of people having a mental health crisis

It is only right that the most vulnerable within our society are protected, harm reduced and offenders brought to justice.

What is the situation in West Mercia?

Below is a summary of the key areas that provide a focus for this objective. Both hate crime and domestic abuse have been included within this objective, although it is recognised that the victims of such crime may not be 'vulnerable'.

Hate crime: is any criminal offence perceived, by the victim or any other person, to be motivated by hostility or prejudice based on a personal characteristic currently defined as disability, race, religion or belief, sexual orientation, transgender identity. The Warwickshire Police and West Mercia Police Hate Crime Strategy 2014-2016 has been published and recognises alternative lifestyles within it.

Domestic abuse: 1 in 4 women experience abuse or violence from a partner at some time in their adult lives. Men and individuals in same sex marriages can also suffer from domestic abuse. There are a range of agencies and organisations working together to provide support services for victims of domestic abuse. I am now working with these organisations as part of my commissioning role. The Warwickshire Police and West Mercia Police Domestic Abuse Strategy 2014-2017 has been published to direct and support strategic activity in this area.

Sexual violence and abuse: The number of reported sexual offences has increased since the original publication of this plan. In part this is due to increased reporting, particularly of historic abuse following a number of high profile cases in the media. I have used money from my grant scheme to provide funding for specialist support services.

Mental Health

A Warwickshire and West Mercia declaration to improve outcomes for people experiencing mental health crisis through implementation of the national mental health concordat was signed by a range of partner agencies in 2014. Across West Mercia action plans have been developed and signed off at a local level to put the declaration into action. I and West Mercia Police are a signatory to both the declaration and the local action plans.

Vulnerable children – there are four Safeguarding Children Boards across West Mercia that focus on the safety and welfare of children, and both the Chief Constable and I have statutory responsibilities in this area.

Vulnerable adults – A vulnerable adult can be described as someone over 18 years of age who might be unable to protect themselves from significant harm or serious exploitation because of a physical or mental disability, age or illness. West Mercia Police has a Protecting Vulnerable People (PVP) team, which deals with child protection, domestic abuse, honour based violence, forced marriage, safeguarding vulnerable adults and the management of sexual and violent offenders*. This team works extensively with partner organisations such as health services, local councils and a range of charity and voluntary groups.

The safeguarding of vulnerable children and adults is currently achieved by working with key partners such as children and adult services, and safeguarding boards. The police interface with partner agencies is good but I recognise the benefits of providing a single point of access and a full integration with safeguarding partners. A multi-agency safeguarding hub (MASH) is now operational in Herefordshire, and other areas are coming 'on stream' during 2015.

*The management of sexual and violent offenders is implemented through MAPPA (Multi Agency Public Protection Arrangements), which brings together the police, probation and prison services and other agencies to manage the risk posed by the most serious sexual and violent offenders.

How I plan to achieve this (my role)

There are a number of organisations, both statutory and voluntary, that work alongside and in partnership with the police, to provide support services that protect the vulnerable.



One of the biggest challenges we all face is ensuring a sufficient provision of service across West Mercia with a reducing level of funding. With partners I will continue to explore new ways of working and opportunities to develop and sustain services into the future. Where appropriate I will seek to commission services or make grants in support of this area of work.

I will work with the police and support organisations working in this area to establish monitoring arrangements which capture 'positive outcomes' where there is no criminal outcome for a crime, but the victim has received the support and help they required.

I am committed to identifying and protecting those at risk of the harm caused by child sexual exploitation, including online exploitation, and pursuing those that offend. By working with partners I will increase the understanding of the scope and nature of the problem and effectively protect victims' thereby increasing confidence. By effective investigation, identification and targeting of offenders I will be able to protect those at risk of harm and prosecute those who commit such crimes.

Over the coming year I intend to work with the police and other partners in supporting the implementation of the planned multi-agency safeguarding hubs in local authority locations.

I will work with the police and other partners to monitor implementation of the local mental health action plans.

OBJECTIVE 8

To deliver a supportive and effective response to victims and witnesses

Why is this important?

The Criminal Justice System (CJS) relies on victims and witnesses to report crimes to the police, to make witness statements and, in some cases, give evidence in court. Participating in the criminal justice process in this way involves time and effort on the part of victims and witnesses, and can be stressful, especially if they are still dealing with the effects of the crime. Ensuring that victims and witnesses receive the information and support they need to be able to participate in the CJS, and are satisfied with the services they receive and their contact with the CJS is important for the delivery of justice.

Victims and witnesses should be able to expect a minimum standard of service from the CJS when they report a crime. A statutory code of practice was introduced in 2006 that sets out the minimum standards of services which criminal justice agencies are obliged to provide for victims of crime in England and Wales. This code was updated in December 2013. The 'Witness Charter', a non-statutory document introduced in 2007, sets out the services that criminal justice agencies aim to deliver for witnesses of crime. Both the Victims' Code and the Witness Charter include requirements for keeping victims and witnesses informed of the progress of their case and information about the CJS process.

A significant body of research suggests that being kept informed of the progress of the case and what to expect during the case, being treated fairly and with respect by staff and feeling appreciated help to improve victim and witness satisfaction in the CJS. Whereas, feeling intimidated (by both the CJS process and by individuals), inconvenient court dates and long waiting times were associated with dissatisfaction.

In addition, another key driver of improving satisfaction in the CJS is to ensure that victims and witnesses receive the right levels of support at the right time to help them through their experience.

Current provision of services for victims of crime is complex; there are a wide range of statutory and voluntary organisations responsible for providing different types of support to victims and witnesses of crime. Recent decades have seen significant growth in third sector provision of support for victims of crime, with current government funding estimated to be £151 million per year.

From October 2014 Police and Crime Commissioners became responsible for commissioning locally most of the emotional and practical support services for victims of crime that are provided by the third sector. The Government have retained responsibility for commissioning services where there are proven economies of scale or they are genuinely specialist in nature. This includes support for those bereaved through homicide, rape support centres and the witness service.

What is the situation in West Mercia?

West Mercia police have designed and implemented a successful approach to supporting victims and witnesses through dedicated witness care officers. These officers provide information and support throughout the life of a criminal case once a decision to prosecute an offender has been made. In addition, the force has specialist family liaison officers who provide support and information for victims and families of serious crime, major disasters, and fatal road accidents. In 2012 a Sexual Assault Referral Centre (SARC) opened in Worcestershire, with an accompanying annexe in Telford. The centre is a one stop shop providing support and guidance for victims of sexual assaults.

West Mercia Police also works in close collaboration with charities linked to providing specialist support and advice to victims and witnesses of domestic abuse and sexual assaults.

There are currently two organisations, AXIS Counselling in Shropshire & Telford, and West Mercia Rape and Sexual Abuse Support Centre in Herefordshire and Worcestershire, who provide independent sexual violence advisers (ISVAs) to support victims of rape and sexual abuse. Women's Aid provides an Independent Domestic Violence Advisory Service (IDVA) across the whole of West Mercia as from 2015. We have been successful in jointly commissioning with all 4 Local Authorities to IDVA provision across West Mercia in the last 12 months. This is a significant step forward in partnership work and joint commissioning approaches, and is currently being discussed and used as a model of best practice nationally. Both ISVA and IDVA services are heavily reliant on funding allocated through local authorities and partnerships and will be part funded by my office in 2015/16 to ensure that these essential victim services are sustained in the short term.

Over the coming 12 months we will commence a strategic review of ISVAs across West Mercia which will specifically look into the demand and current supply, and bring together a strategic understanding of pathways available. This will inform both our spending commitment and the design of services for 2016/17.

The West Mercia Local Criminal Justice Board (LCJB) provides strategic oversight for improving services to victims and witnesses, and it has a strategic sub-group dedicated to improving services for victims and witnesses. The sub-group has representation from all of the criminal justice agencies, victim support and third sector charities that support victims of domestic abuse and sexual assault.

During my election campaign I signed up to the Victim Support's 'Five Promises to Victims and Witnesses' which are set out below and which I will support (subject to available funding):

1. Be open and accountable to victims and witnesses, seeking out and acting on their views.
2. Ensure that victims and witnesses get the high quality help and support they need, when they need it.
3. Make the police more victim-focused and more effective at meeting their needs.
4. Give victims and witnesses an effective voice in the wider criminal justice system.
5. Constantly work to develop new ways of delivering justice for victims.

I also signed up to West Mercia Women's Aid and West Mercia Rape and Sexual Abuse Support

Centre's 9 point plan to tackle domestic abuse, rape and sexual abuse. These remain at the top of my list of priorities and I will continue to support them to the end of my term as Police and Crime Commissioner.

How I plan to achieve this (my role)

Through the Police and Crime Plan I will hold the police to account for improving services to victims and witnesses, and we will also ensure effective provision through our Victim Support contract across West Mercia. I will work with partners, like the West Mercia Criminal Justice Board to improve the delivery of services and outcomes across the criminal justice system.

My Commissioning department are currently strategically assessing the wider victims' services market place, understanding in more depth who commissions services that in some way support victims of crime and gathering intelligence which will highlight gaps in provision in addition to matching supply to actual areas of need. Over the coming months we will begin to develop a commissioning framework informed by this piece of work with Community Safety Partnerships which will assist in allocating resources across our agencies. Developing this partnership is key for us as we move forward in greater times of austerity, as too is commissioning our resources and developing a market place which responds to the needs of our victims enabling them to cope and recover.

I will continue to work with partners to develop and keep under review a strategy for Restorative Justice and out of court disposals. The strategy will focus on delivering better outcomes for victims and witnesses through restorative justice processes, while improving the transparency for how these processes are delivered. Restorative justice processes give victims the chance to tell offender the real impact of their crime, to get answers to their questions and receive an apology. Out of court disposals seek to divert low level offenders away from the criminal justice system, while getting them to take responsibility for the harm they have caused and to make amends. In 2015/16 we have allocated a budget for the force to commission its restorative justice training packages designed to increase capacity and mobilise greater levels of successful RJ cases.

Performance monitoring information for this objective is available to view on my website:
www.westmercia-pcc.gov.uk

OBJECTIVE 9

To work with the Safer Roads Partnership to reduce the number of casualties on our roads.

Why is this important?

Whilst there has been a downward trend in the number of people killed or seriously injured on our roads for a number of years, road deaths remain a tragedy for all affected while injuries can cause suffering, economic loss and life changing misfortune.

Nationally in 2011 there were 1,901 people killed on roads, which had reduced to 1713 in 2013. Road collisions account for over a quarter of deaths in the 15-19 age group. Motorcyclists and pedestrians have the highest rate of fatalities and serious injuries based on miles travelled compared with other road users.

Death is disproportionately likely to occur on rural roads. In 2013, these roads carried 53 percent of traffic, but accounted for around two thirds of all road deaths.

What is the situation in West Mercia?

The Safer Roads Partnership is a joint force team for both Warwickshire Police and West Mercia Police and its remit is to control and co-ordinate the delivery of the police's Casualty Reduction and Road Safety Strategy. The Partnership works with thirteen other public sector organisations with the combined aim of reducing the number of casualties and deaths caused by road collisions.

The Safer Roads Partnerships three main functions are:

Speed limit enforcement on the roads network – the SRP uses a mixture of fixed and mobile cameras to carry out enforcement activity. Across West Mercia there are a number of 'Core sites' where enforcement activity is located due to the level of fatal and serious incidents occurring in the proximity.

Speeding remains a concern in many communities and the SRP operates a 'Community Concern Programme', whereby local communities via their parish or town council can request enforcement activity to be carried out. This is a six month scheme and sites are only accepted if data analysis providing evidence of a speeding problem supports the application. There are currently twenty three sites in operation, with an increasing demand for more and this is supplemented by enforcement activity at lower level sites utilising local policing officers and special constables.

The SRP is also used to assist the police in other targeted operations as required.

Education through training and partnership work – the SRP focuses its education activity on 16 – 17 year olds supported by local authority funding. Most of this education programme takes place in schools and sixth form colleges and the SRP is looking to expand delivery to private schools and to young adults not in education. They also support a motorbike education scheme.

Publicity – the SRP has the responsibility for the co-ordination of national campaigns, such as the Christmas drink driving promotion and also carries out more localised raising of awareness such as mud on roads, developed in partnership with the National Farmers Union.

The issue of speeding traffic in local areas is one of the top three local community concerns raised through Police and Communities Together (PACT) meetings and the Crime and Safety Survey. I have also heard many concerns both during my election campaign and since taking office about speeding and particularly mud on roads in Herefordshire.

How I plan to achieve this (my role)

In my remaining time in office I will continue to ensure that road safety remains a priority and support the role of West Mercia Police and the SRP in reducing the number of casualties on our roads.

The SRP is currently funded by receipts for speed awareness courses and I fully support this way of self-financing the partnership. Speeding enforcement should never be focused on income generation and I will ensure that enforcement activity continues to be targeted and intelligence led.

I will work with West Mercia Police and the SRP to ensure we are delivering the objective set out above by monitoring activity and assessing the effectiveness of the outcome achieved. I have agreed with the Chief Constable that a review of the governance arrangements for the Safer Roads Partnership will take place during 2015/16 to strengthen this approach.

As part of my engagement with parish councils on neighbourhood policing I shall also seek to gain an understanding of speeding traffic and related concerns in local communities. As part of this it is my intention to start a public debate on the use 20 mph zones

In 2014 a Community Speed Watch Scheme was launched in Worcestershire and following a successful pilot is being rolled out across West Mercia which demonstrates that local concerns are being listened to and addressed.

Performance monitoring information for this objective is available to view on my website:
www.westmercia-pcc.gov.uk

OBJECTIVE 10

To meet the requirements of the Strategic Policing Requirement

Why is this important?

In July 2012 the Home Secretary issued the 'Strategic Policing Requirement' (SPR), which sets out national threats that the police must address and the national policing capabilities required to counter those threats. A revised SPR was published in March 2015 and for the first time, makes Child Sexual Abuse an additional national threat.

Threats are assessed and selected from the 'National Security Risk Assessment' and other assessments of threat and risk. The identified national threats in the revised SPR are:

Terrorism; child sexual abuse; civil emergencies; serious and organised crime; public order and public safety threats that cannot be managed by a single force alone; and a national cyber security incident.

These national threats require a coordinated and aggregated response in which resources are brought together from a number of police forces working collaboratively, and with other partners, national agencies, or through national arrangements to ensure that threats are tackled effectively.

What is the situation in West Mercia?

West Mercia has developed its capacity and capability to combat SPR threats as part of the alliance with Warwickshire Police, and continues to work in regional and national collaboration. It contributes towards the national priorities set out with the SPR by:

- Supporting the national and regional Counter Terrorism Strategy (CONTEST) with each of the four strands being actively managed (Prevent, Pursue, Protect, and Prepare).
- Maintaining a Force Operations structure which enhances the capability to respond to incidents requiring firearms and providing enhanced firearms training.
- Having sufficient capability to respond to a spontaneous or planned event that requires a mobilised response e.g. public order incidents.
- Having sufficient capability to respond to civil emergencies for events causing mass fatalities and/or mass fatalities requiring a national response, including from chemical, biological, radiological, and nuclear (CBRN) incidents.
- Enhancing officer and staff resources to deal with the increasing focus and demands around child sexual exploitation.
- Delivering outcomes set out in the Government's Serious and Organised Crime Strategy, working alongside national partner agencies such as the National Crime Agency, to ensure that all individuals and groups involved in organised criminality are monitored and an appropriate level of response is put in place to, manage, disrupt or dismantle their organisations.

How I plan to achieve this (my role)

It is my role to hold the Chief Constable to account for the force's contribution to the SPR, to ensure that resources are maintained efficiently and effectively to fulfil West Mercia's contribution to the national capacity.

In 2015 the South Worcestershire Local Policing Area (LPA) has been selected to pilot an approach known as the Joint Policing Panel (JPP) to introduce the style of working advocated within the Government Strategy to tackle serious and organised crime in local areas. I fully support this pilot and the requirement to develop local problem profiles for serious and organised crime and am committed to ensuring that there are suitable partnership arrangements in place.

As part of my wider responsibility to hold the chief constable to account I intend to carry out some focused scrutiny around child sexual exploitation following its inclusion in the Strategic Policing Requirement.

I am committed to reviewing and strengthening the regional approach to governance and oversight in relation to regional collaboration activity that directly supports the Strategic Policing Requirement. This includes the Regional Organised Crime Unit (ROCU) and the West Midlands Counter Terrorism Unit.



Aim: To Provide a Strong and Powerful Voice for the People and Victims of Crime

OBJECTIVE 11

To develop and implement a community engagement strategy

Why is this important?

The Police Reform and Social Responsibility Act 2011 heralded the introduction of Police and Crime Commissioners and the abolition of Police Authorities. In promoting the role of Police and Crime Commissioners the Home Office said that anyone considering taking on the role should have what it takes to:

‘Bring the voice of the people into policing and bring the community together to tackle crime’

It is important to engage with communities and speak with people to find out their true views about policing and how we can together effectively prevent crime and disorder. In my election manifesto I highlighted the Olympic Games (London 2012) as an example of what can be achieved by organisation, dedication and motivation of individuals to inspire others to achieve greater things. I want to use my new role to inspire others to be leaders in their communities to prevent crime and disorder, and build a better and safer society.

My vision is for a new community spirit with people working together in partnership to improve society and to reduce crime and disorder with safer neighbourhood teams, statutory community safety partnerships, and other agencies/groups within the public and private sector.

Bringing communities together to tackle crime is always important, but with wide scale reductions in public sector funding and the current economic climate, it is never more so. Local communities can help in the fight against crime and disorder and work together to protect themselves and their property, which in turn helps reduce the fear of crime. Engagement with communities, and interest groups such as victims, watch schemes, parish councils, voluntary, and community sector people within specific geographical areas can contribute significantly to creating safer neighbourhoods.

Further it is well recognised that the provision of diversionary activities within communities particularly for young people, such as sport and other recreational opportunities can assist in reducing issues such as anti-social behaviour and should be considered in any community engagement strategy.

What is the situation in West Mercia?

I set out in my election manifesto my intention to provide a strong and powerful voice for the people of West Mercia to represent their views about policing, how crime and disorder is prevented and its consequences are tackled. I also recognised that West Mercia is a large

geographical area, with widespread and diverse communities. It is right and proper that all areas of West Mercia are given a voice and that the views of all sections of the community are heard, properly considered and actioned accordingly.

One of the main ways that West Mercia Police have engaged with communities is through the use of PACT (Partners and Communities Together). Regular meetings, which can be virtual, are held which gives members of the community a chance to tell members of the local policing team, local authority and other partner agencies about issues causing concern within communities such as anti social behaviour, drinking alcohol in the street, speeding, etc. Priorities are agreed and plans put in place to tackle the issues highlighted, using a partnership approach. Other engagement mechanisms are also utilised such as police surgeries, street briefings, and surveys.

Community 'Watch' schemes play an important role throughout West Mercia tailored to meet the needs and interests of particular groups within communities. This includes addressing wildlife crime through rural watch and protecting licensees and their customers through pub watch. Other watch schemes include: neighbourhood watch; business watch and shop watch.

West Mercia has had strong links with the voluntary sector for many years and continues to expand its volunteering programme. Special Constables and those connected with the watch schemes provide examples of volunteers and these are supplemented by Police Support Volunteers (PSV). The PSV scheme offers a wide range of volunteering opportunities to people who want to make their community a safer and better place.

Volunteer roles have been created to assist or supplement normal day to day work undertaken by police officers and police staff and include things such as community surveys, delivering newsletters, assisting with local events, dealing with telephone enquiries, administrative duties etc.

Diversionsary schemes within communities play an important role in constructively engaging people (particularly young people) in activities to reduce incidents of crime and disorder. There are many examples of local communities within West Mercia who have raised funds to provide sporting and recreational facilities for their young people. Local authorities, community safety partnerships and other organisations which have access to both public and private funding continue to support and develop diversionsary sporting and recreational facilities within communities.

How I plan to achieve this (my role)

I have published a community engagement strategy which enables me to carry out my role as effectively as possible. I will continue to monitor and evaluate the strategy to ensure the commitments I have made within it are met.

I have introduced a Community Ambassador Scheme which provides for each local policing area to have a designated ambassador who assists me with community and police engagement at a local level. More recently I have enhanced the role of the ambassadors, enabling them to undertake monitoring visits to recipients of my grant scheme in their area. I will keep the ambassador scheme under review in the coming year.

I fully support the use of volunteers and 'watch' schemes. Since my time in office I have challenged the force to review and strengthen its approach to both and will continue to monitor and assess the improvements put in place.

I have supported the development of Citizen Academies which were piloted in Shrewsbury and Warwickshire and look forward to seeing their development and growth in other areas in the coming months.

I introduced a grant scheme using some of the monies available to me (the West Mercia Commissioner's Grant Scheme). I have recently reviewed the scheme to complement the commissioning duties I now have and will keep the scheme under review for my remaining term of office. The details of the revised scheme are set out in the Resources section of this plan.

Coming into office I pledged to give £20,000 of my first year's salary for the prevention of crime and to assist victims of crime. Since that time I have received many requests for support from community groups across West Mercia and I have been able to make 89 donations to date. Further details are available on my website.

In July 2015 I shall be holding a showcase event. My Forward Together Showcase aims to illustrate the huge amount of work that goes on around policing & crime locally, promote a sense of community & healthy living, and ultimately - inspire people to do something positive for themselves & where they live.



Delivering the Plan

Tackling crime and disorder and making communities feel safe is not just a policing responsibility and the objectives set out in this plan reflect the importance of partnership working. I intend to work with the Chief Constable and other partners to build on work already in place to further enhance the partnership approach to crime prevention and community safety across West Mercia.

Local Partnership Working

Local Government

Across the West Mercia Policing Area there are three single-tier Unitary Authorities: Herefordshire, Shropshire and Telford & Wrekin. The remainder of the area is covered by Worcestershire County Council and six district and borough councils. At a local level there are 464 town and parish councils. I shall be engaging and working with all levels of local government in seeking to achieve the objectives set out in this plan, recognising the important role councils play in providing services and support for our communities.

Community Safety Partnerships

There are five community safety partnerships within the West Mercia area; one for each of the Unitary areas of Herefordshire, Shropshire and Telford & Wrekin and two in the two tier county of Worcestershire, covering North Worcestershire and South Worcestershire. In addition, Worcestershire also has a county level strategy group, the 'Safer Communities Board', whose role is to provide strategic co-ordination and support to community safety and criminal justice activity.

As a Police and Crime Commissioner I am not a statutory member of any of the community safety partnerships within West Mercia, however section 10 of the Police Reform and Social Responsibility Act 2011 does place certain responsibilities on me, including having regard to the relevant priorities of each responsible authority (which includes all local authorities) and a duty for me and each responsible authority to act in cooperation.

The most significant change is that from April 2013 the grant funding previously provided by the Home Office to local authorities will be passed to me, to determine allocation of the funding. I will continue to support and work closely with the current community safety partnerships to ensure that these financial resources are used effectively. Further details on funding and grants are shown in the Resources section of this plan.

West Mercia Criminal Justice Board

Section 10, Police Reform and Social Responsibility Act 2011 further sets out the requirement for the Police and Crime Commissioner and Criminal Justice Bodies to make arrangements for the exercise of functions so as to provide for an efficient and effective criminal justice system for the police area.

In West Mercia the Criminal Justice Board (WMCJB) is the mechanism by which criminal justice bodies and their partners work together in a meaningful way. Activities are coordinated not only to deliver an effective and 'joined up' criminal justice system but a system that compliments and co-ordinates the wider aspects of community safety within local communities.

Established in 2003, the WMCJB brings together the chief officers and chief executives of those bodies who have a major role in improving justice, preventing harm and protecting the public of West Mercia. It provides a strategic framework for bringing senior partners together with the aim of agreeing and delivering shared outcomes.

I intend to support the WMCJB in its work and in particular I will ensure that criminal justice partners across West Mercia work together to implement an effective approach to integrated offender management.

Local Safeguarding Children Boards

Under child protection legislation a 'child' is defined as a person up to the age of 18 years and above this age a person is defined as an adult. Local Safeguarding Children Boards (LSCBs) were established by the Children Act 2004 and provide a mechanism for organisations to come together to agree on how they will cooperate with one another to safeguard and promote the welfare of children. West Mercia has four LSCBs (Herefordshire, Shropshire, Telford & Wrekin, and Worcestershire) and membership includes representatives from the local authorities, health organisations and the police.

Each Board has its own priorities, but there are a number of common themes:

- Domestic abuse
- Parental mental ill health and substance misuse
- Missing children
- Child exploitation
- Information sharing and professional challenge
- Continuous performance improvement
- Listening to the voice of the child

I have a statutory duty to ensure that the Chief Constable exercises his duties in relation to the safeguarding of children and the promotion of child welfare. I also have responsibilities under the Children Act 2004 to cooperate with the relevant authorities and to exercise my functions having regard to the need to safeguard children in the police area. I intend to engage with the LSCB to develop the most effective way of fulfilling my role.

Safeguarding Adults at Risk

West Mercia Police are currently active members of the 4 LSAB in Herefordshire, Shropshire, Telford & Wrekin and Worcestershire. Each LASB has developed its own policies and procedures and all are signed up to the 'Pan West Midlands Safeguarding Adults Policy and Procedure' which enables greater consistency across the region.

The role of the LSABs is to coordinate multi agency activity to safeguard adults at risk from abuse and/or neglect in a way that enables the adult to exercise choice and control over their own lives. An adult at risk is defined in the Care Act 2014 as someone over the age of 18-years who has need for care and support, is experiencing, or is at risk of abuse or neglect and, as a result of those needs, is unable to protect himself or herself against the abuse or neglect or, risk of it.

Victim Support

The voluntary sector provides the majority of support services to victims of crime within West Mercia. From the 1 October 2014 I became responsible for the commissioning of local victims' services and I have worked with service providers and others to ensure a smooth transition to the new arrangements put in place from the 1 April 2015. Victim Support, a national victims' charity will remain as the main service provider during the first financial year of my commissioning role.

Health and Wellbeing Boards

The Health and Social Care Act 2012 established Health and Wellbeing Boards as a forum where key leaders from the health and care system work together to improve the health and wellbeing of their local populations and reduce health inequalities. The Clinical Commissioning Group (a statutory member of the Health and Wellbeing Board) replaces the Primary Care Trust as a responsible authority on each community safety partnership. There are 4 health and wellbeing boards across West Mercia. I will seek to engage with these boards on issues such as reducing the harm caused by drugs, alcohol and violence.

PACT

Partners and Communities Together (PACT) is the local policing team level partnership initiative to identify and manage those issues that impact directly on the quality of life of those communities within local policing area. As part of my community engagement strategy (Objective 11) I will keep PACT under review and continue to promote and support the use of appropriate engagement mechanisms.

Other Partnerships

In addition to the partnerships listed above there are also many other voluntary, charitable, community, faith and private sector organisations working in the field of community safety, either independently or in partnership with public bodies across West Mercia. Where appropriate I will liaise with and engage with these organisations to assist me in my role as police and crime commissioner. For example in 2013 I signed up to an information sharing agreement with Energize, Shropshire, Telford and Wrekin County Sports Partnership. By sharing information we are able to use our finding and resources more effectively.

Regional Collaboration

West Mercia Police sits within the West Midlands Region, which covers the four police force areas of West Mercia, Warwickshire, Staffordshire and West Midlands. These four forces work together to tackle crime on a regional basis.

The region tackles organised crime through a Regional Organised Crime Unit (ROCU), focussing on serious crime through monitored threats and the co-ordination of intelligence activity. A tasking model delivers a proactive response to those persons with the potential of causing the highest harm within the region. This borderless policing approach uses the resources of the four regional forces to create an effective response.

The West Midlands Counter Terrorism unit is one of five regional units within England and Wales which together form the counter terrorism policing network. The unit works under the guidance of the Government's national counter terrorism strategy, CONTEST, with the aims of pursuing terrorists, protecting the public, preparing for a possible attack and preventing terrorism.

The Central Motorway Police Group (CMPG) is a three force collaboration, incorporating Staffordshire, West Mercia and West Midlands, designed to provide security and safety to road users. This is achieved by disrupting criminality (tackling cross border criminality) and targeted enforcement of the main contributors to deaths on our roads

During the last year the collaboration agreements for these different activities have been redrafted and are due to be agreed and signed in 2015. These agreements set out what the PCCs expect the Chief Constables to undertake to fulfil the SPR requirements.

In my role as Police and Crime Commissioner I will continue to support the Chief Constable and his officers in the approach taken to the force's regional responsibilities.

National Collaboration

Work is continuing to ensure the national commitments under the Strategic Policing Requirement are met and the development of the Joint Emergency Services Interoperability Programme (JESIP) will be further progressed in this area. A number of performance measures are monitored to guarantee that the organisation remains in a state of preparedness.

In addition, West Mercia Police is served by the National Police Air Service (NPAS) that continues to be efficient and effective whilst protecting of the public.

Accountability and Performance

Performance monitoring information will be published on my website: www.westmercia-pcc.gov.uk to provide transparency on the progress of each objective and any related delivery plans. I will also provide performance reports to the West Mercia Police and Crime Panel as required.

I intend to continue the use of surveys and other consultation mechanisms to continue to monitor public opinion on police and crime issues and to obtain views of appropriate special interest groups such as victims of crime or the business community.

In specific areas of activity such as Custody Visiting, Police Complaints, Estate Management and Procurement I shall receive periodic (e.g. quarterly) reports and will review these with the relevant staff.

I have ensured that within the Scheme of Delegation I must be consulted on all sensitive spending decisions proposed by the Chief Constable and have reserved the right to make certain specific matters my personal decision.

I have published a Governance Statement on my website and will keep this under review.

The Police and Crime Plan, the Annual Report, my precept proposals and certain senior appointments are subject to consideration by the Police and Crime Panel. The Panel may also scrutinise my decisions and actions and may make publicly available comments to which I must have regard to by law.

I will continue to make available a range of information about my policies, my actions and performance through my website, press releases and social media.

Annual Report

I am required to publish an Annual Report each year that will provide an opportunity to review and report on progress in delivering the Police and Crime Plan. The annual report is considered by the Police and Crime Panel at a public meeting, who then make a report and recommendations if appropriate. The report and any reply made to it by the Police and Crime Commissioner will be published and made available for public scrutiny. The annual report will contain a detailed performance summary.

Reviewing the Police and Crime Plan

It has been my intention to keep this plan under review and to issue any variations to the plan as required. Varying the plan may be necessary in future because of changes in the Strategic Policing Requirement; recommendations made by the Police and Crime Panel; changes deemed necessary as a result of local risk assessments; changing community or partnership priorities; and completion of current objectives.

Governance

Information I must publish

To promote the integrity of the decision making process, I will publish all decisions or those of significant public interest where there is a legal requirement. This will provide you with an opportunity to scrutinise how I discharge my responsibilities and ensure that I am acting in the best interests of the people of West Mercia.

One of the first decisions I made on taking office was to agree an interim scheme of governance that sets out some overarching principles for the Chief Constable and I to follow in the delivery of our respective statutory roles. This scheme will be subject to periodic review.

The government has also prescribed to all Police and Crime Commissioners specific information that must be made available for public scrutiny, including organisation, financial, decision making and procedural information. This information is available to view on the Office of the Police and Crime Commissioner West Mercia website, www.westmercia-pcc.gov.uk in the 'Transparency' section, where full details including timescales for publication can be found.

Maintaining Standards

As a requirement of the Police and Social Responsibility Act 2011 I am responsible for complaints and conduct matters, including non-criminal complaints concerning the Chief Constable. I am also able to direct the Chief Constable to comply with his obligations with regards to complaints.

As a commitment to upholding public standards both I and my Deputy Commissioner have agreed to abide by a code of conduct based on the seven 'Nolan Principles' of acceptable behaviour in a public office. A copy of this code is available to view in the 'Publications' section of my website.

The Police and Crime Panel is the body responsible for complaints concerning my conduct as your Police and Crime Commissioner. The number of such complaints dealt with by the Panel will be made available on my website.

All serious complaints will be referred to and dealt with by the Independent Police Complaints Commission (IPCC).

In conjunction with the police and crime commissioner for Warwickshire and the Chief Constables of both forces I have formed a Trust Integrity and Ethics Committee to examine the ethical governance and actions of both Warwickshire and West Mercia Police Forces. The committee was set up following the introduction of a Code of Ethics by the College of Policing and will ensure that the two forces are achieving the highest level of integrity and standards of service delivery for local people.

West Mercia Police and Crime Panel

As the Police and Crime Commissioner (PCC) I will not only be held to account by you but I will also be scrutinised by a Police and Crime Panel (PCP) comprising of 15 representatives from the unitary, county and district / borough councils in West Mercia and two independent co-opted members.

The PCP is not a replacement for the Police Authority, they only have the powers to scrutinise my activities, not the Chief Constable (CC).

The powers of the Panel include:

- Requesting information from the PCC and their attendance at PCP meetings.
 - Vetoing the PCC's appointment of the Chief Constable and the level of local tax (the precept).
 - Making recommendations on the police and crime plan and annual reports.
- Worcestershire County Council is the lead authority for the PCP and provides all administrative support for the panel.

The relationship between the Chief Constable, Police and Crime Panel, and the Police and Crime Commissioner is governed by the Police Protocol Order 2011 (copy available on my website, www.westmercia-pcc.gov.uk).

The establishment and maintenance of effective working relationships is fundamental. It is expected that the principles of goodwill, professionalism, openness and trust will underpin the relationship between all parties (CC, PCP, and PCC) and that they will do their utmost to make the relationship work (section 8) for the benefit of local communities. The CC, PCP and PCC are all committed to working constructively together.

Public accountability for the delivery and performance of the police service is placed into the hands of the PCC on behalf of their electorate. The PCC draws on their mandate to set and shape the strategic objectives of their force area in consultation with the CC. The PCC is accountable to the electorate and the CC is accountable to the PCC. The PCP within each force area is empowered to maintain a regular check and balance on the performance of the PCC in that context.

Audit

The Home Office Financial Management Code of Practice (the Code) provides clarity around the financial governance arrangements within the Police Service in England and Wales. The code is issued under the Police Reform and Social Responsibility Act 2011 and Police and Crime Commissioners and Chief Constables must have regard to the code when carrying out their functions.

The Code states that the Police and Crime Commissioner and Chief Constable should establish an independent Audit Committee. For Warwickshire and West Mercia this is a combined body across both areas, which considers the internal and external audit reports of both the Police and Crime Commissioners and the Chief Constables. The Committee comprises six independent

members and advises the Police and Crime Commissioners and Chief Constables according to good governance principles and, advise them to adopt appropriate risk management arrangements in accordance with proper practices. In setting up the Audit Committee, the Police and Crime Commissioners and the Chief Constables have regard to the Chartered Institute of Public Finance and Accountancy (CIPFA) guidance on the establishment of Audit Committees.

Her Majesty's Inspectorate of Constabulary (HMIC) and the IPCC can also provide external assistance and guidance to me in discharging my functions as your Police and Crime Commissioner.

Equality, Diversity and Human Rights

Part of the role of the Police and Crime Commissioner is to ensure that the Chief Constable is exercising his duty in relation to equality and diversity. In addition, as a public body the Police and Crime Commissioner's office is also subject to the 'Public sector equality duty' of the Equality Act 2010.

The Equality Act 2010 is a significant piece of legislation and looks to simplify the law concerning equality and diversity. In particular it sets out the 'Public sector equality duty' which states that all public bodies in the execution of their functions should have due regard to:

- Eliminating unlawful discrimination, harassment and victimisation;
- Promoting equality of opportunity; and
- Fostering good relations between diverse groups.

A revised version of the Equality, Diversity and Human Rights Strategy for the Police is due to be published and I will work with the force to ensure that the Strategy provides a framework for accountability and fair treatment.

The force has published equality objectives in line with the Equality Act. I shall be working with the force to ensure that these objectives are monitored, reviewed and updated as necessary. Further details on these objectives are shown on the equality page of the West Mercia police website.

Independent Advisory Groups

West Mercia Police has established three Independent Advisory Groups (IAGs) which provide specialist advice to the force. The three groups are: Lesbian, Gay, Bisexual and Trans (LGBT); Disability; and Black and Minority Ethnic (BME). The IAG members are volunteers who commit to attending a number of formal meetings a year, but may be contacted at any other time should a particular need arise.

Independent Custody Visitors

Every Police and Crime Commissioner has to provide an independent custody visiting (ICV) scheme to ensure that the force is doing what it should be doing with regards to human rights obligations and custody services. The Independent Custody Visitors undertake regular training to assist them in their role, including mental health awareness.

The scheme is administered by the staff of the Office of the Police and Crime Commissioner and I will continue to hold regular meetings with visitors to ensure that custody standards are maintained. Further information about the scheme including details on how to become involved is available on my website, www.westmercia-pcc.gov.uk.

Resources

Financial Resources

Each year there are two main sources of police general funds. These are Government Grants (Police Grant from the Home Office and Revenue Support Grant from Communities and Local Government), and the Precept (council tax), which is determined locally.

The precept is determined locally on an annual basis. Every year I will consult on my precept proposals and listen to what you say. I will also consider carefully the recommendations of the Police and Crime Panel, who have an opportunity to veto my initial proposals, before I decide the final precept level.

In addition to these two sources of police general funds, from October 2014 the Government passed responsibility for the commissioning of local victims services to Police and Crime Commissioners for which they have provided a Victims Commissioning grant. I have allocated this funding to partners to provide support services to victims of crime.

Future changes to funding

At present the Government is carrying out informal consultation to initiate work to determine how it should calculate and allocate policing grants in future years. Any change in the grant system is a potential threat to the level of resourcing which West Mercia currently receives and I shall campaign actively to maintain and improve current funding levels.

The Budget and Medium term Financial Plan

Details of my budget and medium term financial plan are available to view on my website: www.westmercia-pcc.gov.uk. Here you will find information on the revenue budget, the capital programme, the precept and budget proposals.

Securing Services and Grants

By the powers given under section 9 of the Police Reform and Social Responsibility Act 2011 I am able to award grants that, in my opinion, will secure or contribute to securing crime and disorder reduction in the West Mercia area. I can do this by supporting existing organisations, providing match funding or I may commission services directly. I may make a crime and disorder reduction grant subject to any conditions (including conditions as to repayment) that I think are appropriate.

In addition, under Schedule 1, paragraph 14, of the Police Reform and Social Responsibility Act 2011 I may do anything which is calculated to facilitate, or is conducive or incidental to, the exercise of my functions as police and crime commissioner. That can include entering into contracts and other agreements (whether legal binding or not), acquiring and disposing of property (including land).

I operate a West Mercia Commissioner's Grant Scheme throughout my term of office. The scheme which was revised in 2014 follows the framework set out in Appendix B.

For 2013/14 I supplemented government section 9 grant funding from monies taken from the main police fund, which included a contribution from the local council tax, and reserves in order to bring the total fund for the West Mercia Commissioner's Grant Scheme up to £2 million. I will annually review and publish the level of funding to be made available for this grant scheme which will be maintained at a level of at least £2 million per year throughout my tenure in office. In addition I intend to explore additional external funding which may be used to supplement the scheme or be applied for specific similar activities.

In addition from 1 October 2014 I have responsibility for the provision of victims' services and rehabilitation services and will administer funds provided by Government for this purpose.



Appendix A

Summary of strategic information and analysis used to inform the development of objectives

National influences

In July 2012 the Home Secretary issued the 'Strategic Policing Requirement' (SPR) which sets out the national threats and the national policing capabilities required to counter those threats. The five threat areas identified in the original SPR were: Terrorism; Civil Emergencies; Organised Crime; Public Order / Public Safety and Cyber Crime. The SPR was revised in 2015 and now includes 'child sexual abuse' as an additional threat area.

It is my role to hold the Chief Constable to account for the force's contribution to the SPR, to ensure that resources are maintained in the most effective and cost effective to fulfil West Mercia's contribution to the national capacity.

Local Influences

West Mercia & Warwickshire Police Strategic Assessment 2012

The following is a summary of findings from a strategic assessment undertaken jointly by West Mercia and Warwickshire police forces, highlighting the biggest policing risks facing the force area. These were identified as:

Plan & prepare <ul style="list-style-type: none">• Violent extremism• Civil emergencies• High profile major crime	Target & reduce <ul style="list-style-type: none">• Vulnerable/repeat victims of anti-social behaviour• Alcohol-related violence• Drug-related crime• Acquisitive crime• Resident/rooted criminality• High harm causers
Monitor & intervene <ul style="list-style-type: none">• Major/serious crime• Protecting the vulnerable• Serious/organised/cross-border crime• Other emerging high risk/harm causing crime	Strategic intelligence gaps <ul style="list-style-type: none">• Criminal use of firearms• Exploitation/abuse of children• Vulnerability and significant/ chronic anti-social behaviour• Cyber crime

Community Safety Partnership Priorities

West Mercia Criminal Justice Board

Appendix B

West Mercia Commissioner's Grant Scheme Framework

Purpose – To commission services or award grants, including matched-funding, that secure or contribute to the securing of crime and disorder reduction or support delivery of the West Mercia Police and Crime Plan objectives.

Funding – The West Mercia Commissioner's Grant Scheme shall distribute funding as may be agreed by the Police and Crime Commissioner or person acting for him in exercise of delegated powers.

Who Can Apply – Anyone can apply for funding but non profit making bodies are preferred.

The Decision Makers – Decisions regarding whether or not to award a grant of below £50,000 will be made by the Commissioning Manager or the Police and Crime Commissioner's Chief Executive Officer in consultation with the Police and Crime Commissioner and/or Deputy Police and Crime Commissioner. Decisions regarding whether or not to approve a grant of £50,000 or above will be made by the Police and Crime Commissioner and/or Deputy Police and Crime Commissioner.

The Offer – Grants will be awarded only for a specified purpose and subject to a specified financial limit with no commitment to renew, increase or continue funding beyond the limited time period of the award. Applicants should there have contingencies for dealing with the cessation of any funding stream offered by this scheme.

Conditions – Any grants awarded will be made subject to conditions so as to give effect to the scheme and to ensure the proper monitoring and evaluation of the initiative being supported by the grant so as to secure the best use of public monies

Specific conditions will be imposed with respect to: lawful conduct including compliance with equal opportunity legislation; the maintenance of adequate insurance; the giving of indemnities; requirements as to record keeping, audit and inspection; and the right of the Commission to publicise the initiative and any grant awarded.

In addition grants may attract specific conditions relevant to the delivery of particular services or activities. Where an initiative allows the Commissioner to recover all or any part of the grant from central government funds the grant conditions may be varied so as to meet any central government conditions or requirements necessary to allow such recovery.

Every award of grant above £5,000 shall be subject to the following condition:

In the event of the recipient (being the person or organisation receiving the grant) failing to comply

with any condition contained in the grant agreement or on the happening of any of the following specified events then the Police and Crime Commissioner may reduce, suspend, withhold or cease grant payments or, in the case of dishonesty, also require the repayment of any payment of grant already made.

The specified events shall be:-

- a. The grant application is found to have contained inaccurate or misleading information, which materially affected the assessment of the application.
- b. The recipient of the grant or the operation of the initiative supported by the grant has, in the opinion of the Police and Crime Commissioner, been conducted dishonestly or in a manner which brings the recipient, the initiative or the Police and Crime Commissioner into disrepute.
- c. The purpose of the initiative has materially changed.
- d. The recipient ceases to operate or has become insolvent, or is likely to be put into administration or receivership or liquidation, or is about to make an arrangement with, or guarantee a Trust Deed to the recipient's creditors.
- e. Grant monies are used for any purpose not specified in the application or as approved in the grant offer letter save only as may be subsequently approved by the Police and Crime Commissioner in writing.

Grants under £5000 – Grants of less than £5,000 in total for the entirety of the funding period shall be subject to a more limited set of conditions. This is to ensure that would be applicants are not unnecessarily deterred from applying for grant funding due to a disproportionate level of bureaucracy and takes into consideration the reduced risk to the misapplication of public monies

The Offer Letter – If an application is approved a grant offer letter will be sent. The offer letter if accepted by the grantee shall constitute a formal agreement between the Police and Crime Commissioner and the grantee. The offer letter will include the acceptance form, terms and conditions and any monitoring requirements. The acceptance form will need to be completed and returned within the specified period before any funds will be released. If the acceptance form is not returned within the specified period the grant offer shall lapse.

Transparency – Details of the scheme, including terms and conditions, and how to apply are available on the Commissioner's website www.westmercia-pcc.gov.uk. Details of grants awarded will be published on the Commissioner's website in accordance with The Elected Local Policing Bodies (Specified Information) Order 2011.

Appendix C

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