

ANNUAL GOVERNANCE STATEMENT 2017

1. Introduction

The Chief Constable is accountable to the Office of the Police and Crime Commissioner (OPCC) for the delivery of efficient and effective policing and the management of resources and expenditure by the police.

This Annual Governance Statement (AGS) explains this position and how the Chief Constable governs West Mercia Police (the 'Force') through a system of internal controls. The Governance Framework reflects the changes in the Chartered Institute of Public Finance and Accountancy (CIPFA) document "Delivering good governance' Guidance Notes for Policing Bodies in England and Wales 2016 Edition." The CIPFA document contains seven principles of governance. The arrangements described in the AGS are consistent with those principles.

The Chief Constable is responsible for maintaining the Queen's peace and the direction and control of Force staff (staff is taken to include police officers, police staff and police community support officers (PCSOs)). In discharging these functions the Chief Constable has regard to the Police and Crime Plan which sets the overarching objectives for the Force. The Police and Crime Plan is issued by the OPCC and developed in consultation with the Chief Constable and other stakeholders.

2. Scope

The Chief Constable is responsible for ensuring that the Force conducts its business in accordance with the law and proper standards, that public money is safeguarded, properly accounted for and used economically, efficiently and effectively. The Chief Constable also has a duty to act in the public interest that implies primary consideration of the benefits of society which result in positive outcomes for service users and stakeholders. The Chief Constable will therefore ensure the Force's functions are exercised with a clear link to a combination of the seven principles. In addition to the Force's prime aim of 'Protecting People from Harm' the Chief Constable has stated his aspiration for the Force to 'become great at protecting vulnerable people.'

In discharging this overall responsibility the Chief Constable is also responsible for putting in place proper arrangements for the governance of the Force's affairs and facilitating the exercise of its functions. This includes ensuring that a sound system of internal control is maintained through the year and that arrangements are in place for the management of risk. It also includes a responsibility to ensure arrangements demonstrate the spirit and ethos of good governance which cannot be achieved by rules and procedures alone.

3. The Governance Framework

The Governance Framework comprises the systems and processes, the culture and values by which the Chief Constable directs and controls the activities for which they are accountable including engagement with communities. It enables the Chief Constable to monitor the achievement of their strategic objectives and to consider whether these objectives have led to the delivery of appropriate, cost effective services including achieving value for money. The AGS includes a description of how the Chief Constable monitors the effectiveness of their governance arrangements during the year and any planned changes.

To enable effective accountability the day-to-day relationship between the OPCC and the Chief Constable is governed by the Scheme of Delegation, Financial Regulations and Contract Regulations which have been developed in accordance with the Financial Management Code of Practice.

The OPCC has also made specific delegations to the Chief Constable and his officers and put in place, on election, overarching policies that govern the operation of the Chief Constable. These include:

- Scheme of delegation
- Financial Regulations
- Contract Standing Orders

Copies of the above documents are available on the [OPCC website](#) or can be obtained from the OPCC, West Mercia Police, Hindlip Hall, Worcester, WR3 8SP.

The AGS is reviewed by the Joint Audit Committee (JAC) before being signed by the Chief Constable. Compliance with the Governance framework is evidenced through the Police and Crime Plan (via the Police and Crime Panel), the Performance Management Framework and the Joint Corporate Governance Framework that also includes the Financial and Contract Regulations (revised and affirmed by JAC December 2016).

The system of internal control is a significant part of that framework and is designed to manage risk to a reasonable and foreseeable level. It cannot eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness.

The system of internal control is based on an on-going process designed to identify and prioritise the risks that may hinder or prevent the achievement of the Chief Constable's aims, objectives and policies, to evaluate the likelihood of those risks being realised, the impact should they be realised and to manage them effectively, efficiently and economically.

At a high level the OPCC, in the Police and Crime Plan, has stated that West Mercia Police has the primary role in the county for:

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- Putting victims and survivors first
- Ensuring effective and efficient policing
- Protecting people from harm
- Preventing and reducing crime.

Consequently it will be against these four objectives that the performance of West Mercia Police and the Chief Constable will be primarily measured. For 2017/18 the current OPCC has agreed with the Chief Constable that there will continue to be no specific performance objectives other than to reduce total recorded crime.

West Mercia Police and Warwickshire Police entered into an alliance where the majority of the two Forces' activity is undertaken jointly to deliver policing across Herefordshire, Shropshire, Telford and Wrekin, Worcestershire and Warwickshire. The framework which governs the alliance is underpinned by the 'Section 23' and 'Section 24' agreements (Police Act 1996).

- The 'Section 23' agreement sets out how joint Force finances will be managed on day-to-day basis including the financial arrangements for cost sharing.
- The 'Section 24' agreement allows either Force to conduct policing on the other's geographical area.

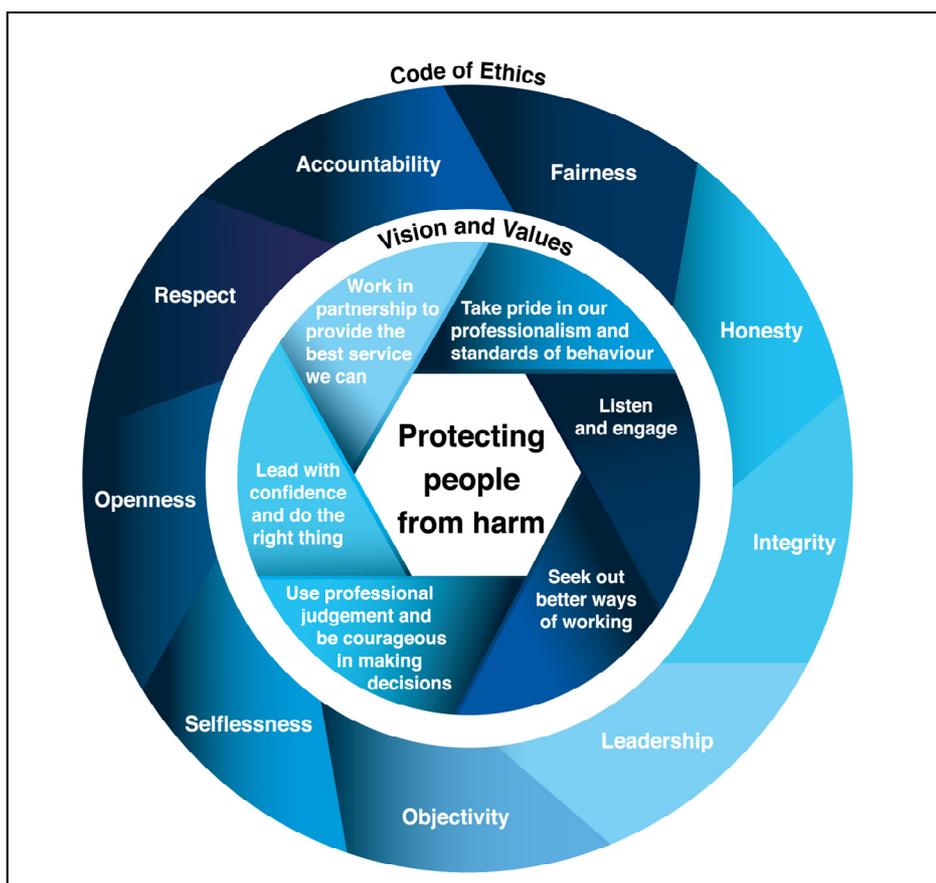
The governance framework of the Chief Constable includes arrangements for ensuring that day-to-day policing undertaken within the alliance is properly managed, risks identified and, where possible, mitigated.

The 'Delivering Good Governance standard for public services 2016' sets out the seven good governance core principles. The key elements of the systems and processes that comprise the governance arrangements that have been put in place for the Force and how the Force adheres to these seven principles are set out below:

Principle A: Behaving with integrity, demonstrating strong commitment to ethical values and respecting the rule of law.

Evidence to demonstrate Principal A includes;

Code of Ethics, values, ethical standards, assurance, professional behaviour. The framework of governance established through the Scheme of Delegation, Financial Standing Order and so on seeks to establish high standards of conduct in specific areas of business and also seeks to reduce the likelihood of errors and prevent fraud. Specific officers will have responsibility for policing the implementation of these policies and reporting irregularities. The alliance agreed a common Vision and Values and is widely shared with staff supported by the Code of Ethics. These values provide a unified purpose for the two organisations and a clear direction to our workforce and our stakeholders on how the forces operate.



The Force sets policies and standards for gifts, hospitality and sponsorship issues and maintains an electronic register to ensure proper governance and transparency. Police officers are required to seek the express permission of the Chief Constable before taking up a second job or pursuing separate business interests, details of which are held on a register of business interests.

In addition the Force participates in the National Fraud Initiative which attempts to identify fraud by sharing and comparing employee data across the public sector.

Within the Force there are two formal codes of conduct, one for police officers and one for police staff. Both codes define the standards of personal behaviour expected. The codes stress the importance of honesty, integrity, fairness, impartiality, politeness and tolerance. The officer code also sets out requirements in terms of use of force, performance, execution of duties and other general conduct expectations. Certain staff, e.g. qualified accountants or solicitors, will have professional codes of conduct to which they are held to account. In addition all staff are security vetted, the level of vetting depending on the role undertaken. In addition the alliance emphasises the national Code of Ethics as the foundation for the two forces' vision and values.

The Force subscribes to the police service's Statement of Common Purpose and Values which includes the requirement to act fairly with integrity, common

sense and sound judgment. The Force operates a whistle-blowing policy. Where the highest standards of ethical and professional behaviour have not been met officers are encouraged to report these through the Anonymous Integrity Reporting Line.

The Professional Standards Department (PSD) has developed a strategy (shown below) for 2016/17, based on the principle of the four P's:

- **Prevent:** Work to prevent threat created by wrong doing, poor judgement and potential corruptors to reduce harm and outstanding risk.
- **Pursue:** Relentlessly pursue those who set out to do wrong and create harm.
- **Protect:** Protect our communities, the forces and our staff by creating an environment in which our processes and systems are resilient enough to resist harm.
- **Prepare:** Prepare the forces and our communities to withstand any outstanding risks which we have not successfully mitigated.



Principle B: Ensuring openness and comprehensive stakeholder engagement.

Evidence to demonstrate Principal B includes;

- The West Mercia Police web site, significantly revised in 2015, includes the current Freedom of Information (FOI) [FOI publication scheme](#) in its '[Your right to information](#)' pages.
- A public record of decision making by Chief Officers in their monthly [Executive Board](#) is also maintained (redacted as necessary).
- A [Strategic Assessment](#) is produced annually. The Strategic Assessment gives an overview of the current and medium term issues affecting, or likely to affect, West Mercia Police and Warwickshire Police. It references the strategic policing plan. The Assessment is used to make recommendations for prevention, intelligence, enforcement, reassurance priorities and future policing strategy. The Assessment is developed in conjunction with Community Safety Partnerships, where possible, to ensure the force fully reflects our communities concerns.
- The force publishes its [Equality Report](#) annually. The force works closely with Independent Advisory Groups locally and on a strategic level to increase levels of trust and understanding in our diverse communities, support the most vulnerable and make sure our engagement is targeted and meaningful.
- PCC/CC meetings
The PCC and Chief Constable meet most weeks to discuss and scrutinise performance. The OPCC is also invited to attend the quarterly Forces' Performance Management Group. The meeting agenda is supported by a monthly performance report relating to the key performance measure set out in the Police and Crime Plan. It identifies major themes that contribute to providing a quality of service to victims of crime and looks at the wider 'health' of the alliance.
- Organisational Change
The OPCC is invited to the Transformation Board both as an influencer and decision maker. These meetings inform the governance and assurance role of the OPCC and keep them updated with change activity.
- Community engagement strategy
The Force actively involves its communities in policing. The approach involves public meetings including community forums, as well as telephone surveys. There is also active involvement with the full range of media such as press, TV, social media and the Force website to ensure the communication of a wide range of topics. Chief Officers undertake live web chats inviting questions from the public.

- There is a formal Communications and OCC contact strategy with an overarching Consultation and Engagement strategy. This is a virtuous circle with each strategy supporting the other.



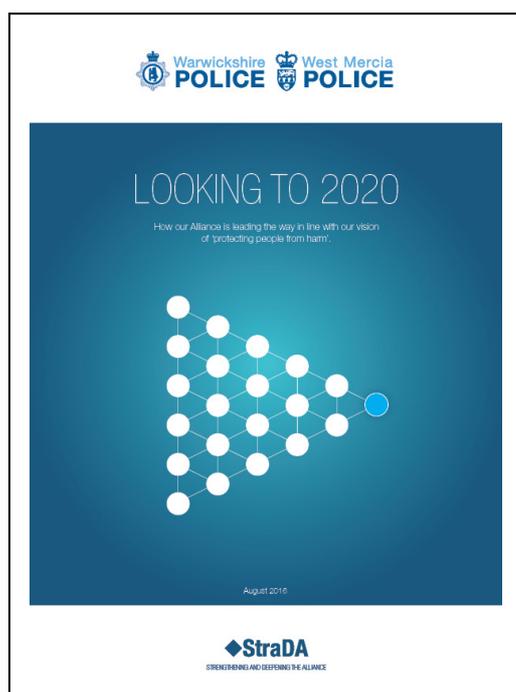
- The Safer Neighbourhood approach is central to policing in West Mercia. There are 82 Safer Neighbourhood Teams (SNTs) in the force. Police Officers, Police Community Support Officers, Special Constables and other volunteers work with partners to keep communities safe and improve the quality of life for local people while tackling Force and local priorities. Each SNT holds meetings at which problems and issues identified by the local community are discussed. Each SNT has a website where updates on action to tackle local priorities are posted together with details of local events, surgeries and other useful information. Members of the local community can access local crime information and provide feedback to teams or contact them directly. The SNTs and Special Constabulary have their own twitter feeds e.g. @WMerciaSpecials
- Victim surveys
The Force undertakes telephone victim surveys including victims of Domestic Abuse.
- Chief Financial Officer (CFO)
To enable effective accountability the day-to-day relationship between the OPCC and the Chief Constable is governed by the Scheme of Delegation, Financial Regulations and Contract Regulations which have been developed in accordance with the Financial Management Code of Practice. The CFO produces a financial report for the monthly

Executive Board which considers progress against the Medium Term Financial Plan.

- Record of legal advice provided by Chief Officers
All Legal Advice is usually provided to Chief Officers and their staff to agreed timescales.
Records exist in the legal case management system (Visual Files)/database and email. Where a file is created in relation to the request, the advice, email or other audit trail is also copied to the file.
There is an established process to track advice by case name or reference number within Legal Services. Files which are closed are stored at Defford and, more recently, also stored virtually using the legal case management system Visual Files
Performance management on the file audit trail and inputting is closely managed by the team line managers.

Principle C: Defining outcomes in terms of sustainable economic, social and environmental benefits.

Evidence to demonstrate Principal C includes;



- Strategic Vision
The alliance has developed its medium term strategy called [Vision 2020](#). It describes what the Force will look like by 2020 and how the Force will achieve it. HMIC commented in recent PEEL inspection that 'the force is good at planning demand for the future.'
- Organisational transformation
The Change Programme is overseen by a Senior Responsible Officer (SRO) who is also the Deputy Chief Constable for Warwickshire Police.

The Change Programme manages the totality of change across the alliance in a coordinated and integrated manner assessing value for money, projects, project sequencing and bids for change via a Transformation Board.

HMIC commented in recent PEEL inspection on 'Efficiency at keeping people safe and reducing crime' that 'the Force has a well established Change Programme and tracks project benefits to the forces' financial plan.' The overall assessment was 'Good.'

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See Principal B, bullet point #6 for evidence of OPCC involvement in transformation.

- Collaboration agreements with other forces and emergency services
West Mercia Police and Warwickshire Police entered into an alliance where the majority of the two Forces' activity is undertaken jointly to deliver policing across Herefordshire, Shropshire, Telford and Wrekin, Worcestershire and Warwickshire. This level of collaboration is unique in the UK.
- Community engagement and development
See Principle B, bullet point #7 & 8 for evidence.
- The Safer Neighbourhood approach
See Principle B, bullet point #8 for evidence.
- Performance measures and monitoring
Daily performance can be accessed from the intranet from the 'Performance Dashboard.' It provides comprehensive Alliance crime, incident and satisfaction data on a self-service basis. Both forces' performance is reviewed in the quarterly Performance Management Group. The meeting agenda, supported by a monthly performance report relating to the key performance measure set out in the Police and Crime Plan, identifies major themes that contribute to providing a quality of service to victims of crime and looks at the wider 'health' of the alliance.
- Acting on HMIC assessments and recommendations
The Force considers carefully HMIC recommendations and acts upon them through a series of coordinated actions plans 'owned' by the appropriate Chief Officer. These are managed and measured through the monthly Strategic Service Improvement Board overseen by the DCC for West Mercia Police.
- Record of decision making and supporting material
See Principle B, bullet point #2 for evidence.

Partnership working

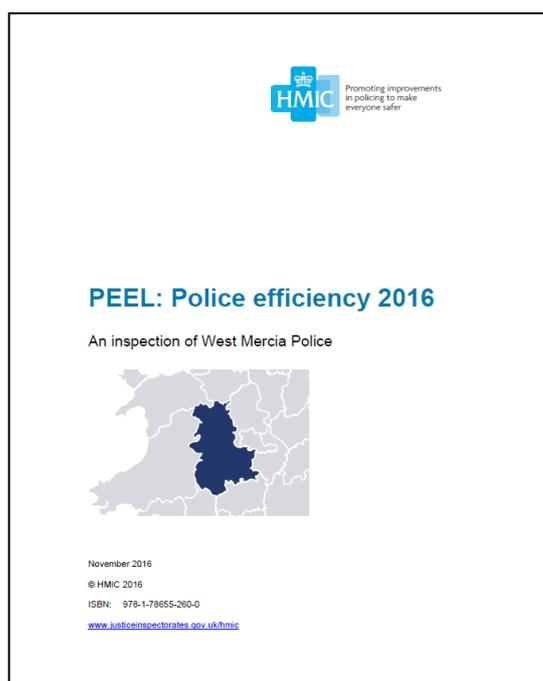
Formed in 2015, [Place Partnership](#) brings together the property expertise of six public sector authorities (Worcester City Council, Hereford and Worcester Fire Authority, Worcestershire County Council, Redditch Borough council, West Mercia Police, Warwickshire Police) into one transformative company that acts as a joint property vehicle to achieve change. The Director of Enabling Services is a non executive Director.

Place Partnership's founding shareholders collaborated to create a joint property vehicle to jointly manage estate and property services. Initial objectives include:

- Greater opportunity to achieve cost savings

- Create efficiencies and economies of scale across property management services
- Greater opportunity to explore co-location and use of assets for organisations
- Integration and sharing of resources, greater resilience
- Greater scope to drive local regeneration and growth
- Access to a centralised property database and helpdesk

Principle D: Determining the outcomes necessary to optimise the achievement of the intended outcomes.



Evidence to demonstrate Principal D includes;

- Organisational transformation
See Principle C, bullet point #2 for evidence.

The Change Programme manages the totality of change across the alliance in a coordinated and integrated manner assessing value for money, projects, sequencing, bids for change via a Transformation Board.

HMIC comments
See Principle C, point bullet #7 for evidence.

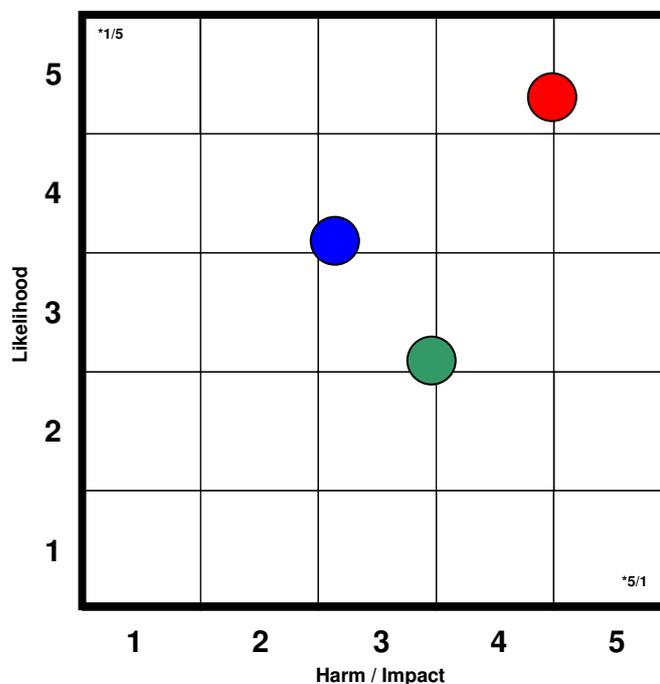
- The PEEL (Effectiveness) inspection was a broad inspection concluding on 30 September 2016. Covering much of operational policing, the inspection assessed the principal components of operational policing and had four core questions: The Force was assessed as 'Good.'
1. How effective is the force at preventing crime, anti-social behaviour and keeping people safe? (Crime prevention).
 2. How effective is the force at investigating crime and managing offenders? (Crime investigation).
 3. How effective is the force at protecting those who are vulnerable from harm and supporting victims? (Vulnerability).
 4. How effective is the force at tackling serious and organised crime, including its arrangements for meeting its national policing responsibilities? (Serious and organised).

The Force(s) received overall individual reports published in spring 2017.

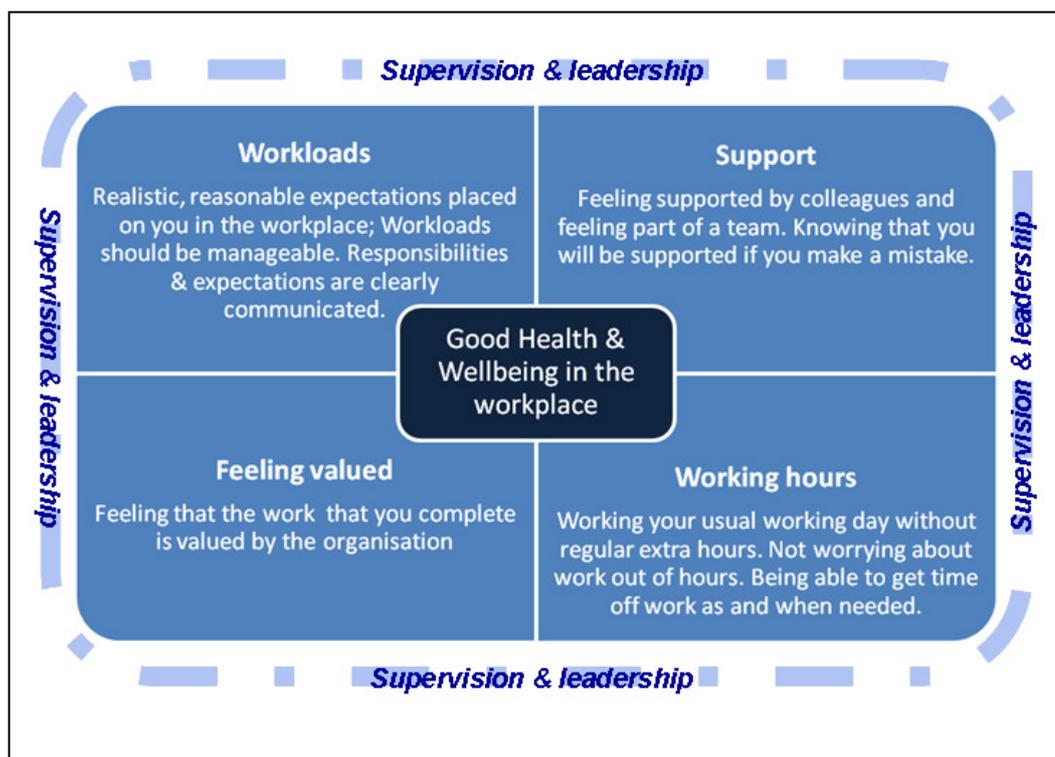
- Medium Term Financial Plan
The CFO prepares a monthly report for discussion at the Executive

Board. HMIC commented in recent PEEL inspection on 'Efficiency at keeping people safe and reducing crime' that 'the MTFP is prudent and includes a credible programme to balance the budget including use of reserves.'

- Corporate Governance Framework
The Force has a well understood Corporate Governance Framework evidenced in this AGS and by its strategic meetings calendar available on the intranet.
- Risk management
Strategic Risk is mapped using a 'heat map' based on two axes; Likelihood and Harm/Impact. The Risks are owned by Chief Officers and a supporting narrative describes mitigation. Risks are mapped as shown (examples only). Chief Officers consider Strategic Risk during their monthly Exec Board.



- Strategic assessment
See Principle B, bullet point #3 for evidence.
- Feedback surveys (health and well being)
The alliance undertook a forces' wide survey of staff in 2015 seeking the views of all staff. A further survey was carried out in 2016 with over 50% of the workforce responding in both surveys. The survey established the drivers of health and well being in the workforce. As a consequence of the findings a Health and Well Being Board was established to consider ways to manage absence, morale, discrimination and TOIL amongst other concerns.



Principle E: Developing the Force’s capacity, including the capability of its leadership and the individuals within it.

Evidence to demonstrate Principal E includes:

- Capability of its leadership and the individuals within it. Following feedback from the Well-being survey a number of changes were made to the PDR process during 2015/16. This included the provision for individuals to be assessed by on-going line manager observation and regular, informal performance monitoring without the requirement, in some circumstances, to provide documented evidence of their performance.

The College of Policing (CoP) revised the national PDR model to support the introduction of the Professional Development for Policing (PDP) programme. A new national PDR model will be operated across the alliance from late 2016.

As the CoP PDP programme is progressively introduced the PDR process will be further developed for use as the vehicle for recording assessment decisions relating to

- Continuing Professional Development (CPD)
- Assessment and Recognition of Competence (ARC)
- National Police Promotion Framework (NPPF)

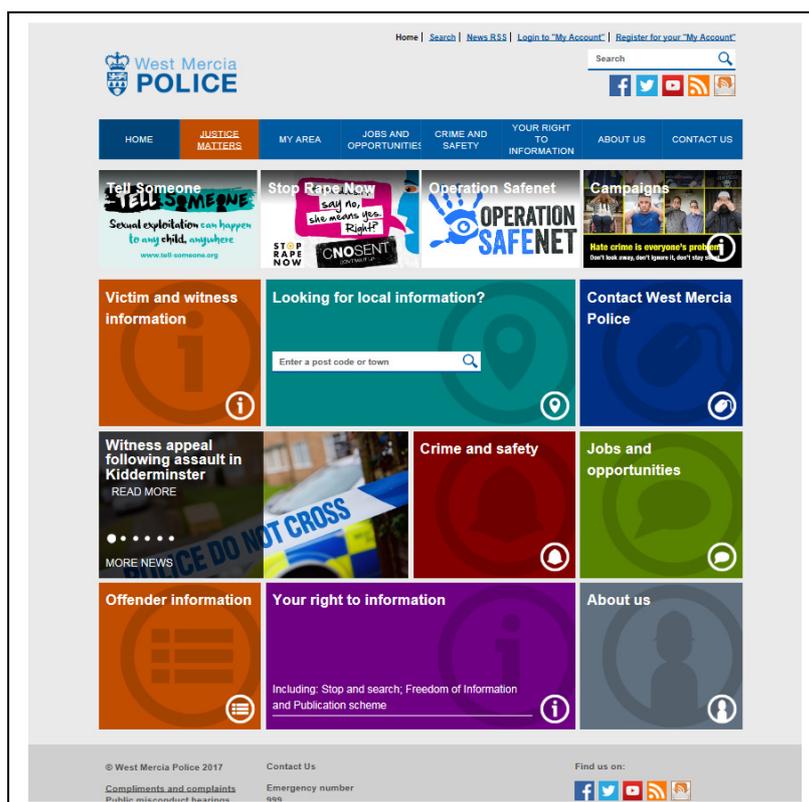
Within West Mercia Police and Warwickshire Police the PDR process will also form an integral part of the Talent Management Strategy which is currently being developed.

- **Workforce plans**
Workforce planning is managed through the Workforce Management Group which meets monthly.
- **Staff directions and updates (Force orders)**
Force Orders are published weekly on the intranet and emailed to all staff. An archive of previous Force orders is maintained.



Articles are included to give guidance and direction to staff about topics considered organisationally important. These include

1. Messages from Chief Constables
 2. Chief Constable's commendations, honours and awards
 3. Transformation Board
 4. Operational articles – changes in law and or practice
 5. PCC updates
 6. Staff moves
 7. Job opportunities
 8. Courses and training
- **Police Federation surgeries**
West Mercia Police Federation hold regular surgeries throughout the year. Details are posted on the alliance intranet.
 - **Effective website**
The force made significant changes to its web site in 2015 to increase the effectiveness of two way communication with its communities – it includes the ability to hold web chats.



Principle F: Managing risks and performance through robust internal control and strong public financial management.

Evidence to demonstrate Principal F includes:

- Strategic Service Improvement (SSI)
SSI provides evidence based analysis to support strategic decision making. Reporting ultimately to the DCC West Mercia its portfolio includes Performance, Force Crime Registrar, Assurance, Strategic Risk and Organisational Learning, Business Planning, Strategic Equality and Diversity, victim and ad hoc surveys.
- Risk management
See Principle D bullet point #5 for evidence.

The alliance Risk Officer has a dual role of Strategic Risk and of leading the co-ordination of the Organisational Learning Framework. Lessons learnt across the organisation are curated onto the alliance intranet into themes.

- External scrutiny
The Warwickshire County Council Law and Governance Service are commissioned by the Police and Crime Commissioners and Chief Constables of both forces to conduct independent and impartial audits of alliance processes.

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- Reports and minutes from Executive Board
See Principle B, bullet point #2 for evidence.
- Business plans
The force, during 2016, required each key department to produce a set of business plans. The plans will be refreshed annually.
- Business planning cycle
The alliance is codifying its business planning cycle incorporating key decision points through the year.
- Reports on the activity of the Force Crime Registrar (FCR)
The FCR has a team who undertake audits of crime recording under the Home Office Counting Rules. A Crime Data Integrity Board is chaired by an ACC, deputised by the DCC of West Mercia. The FCR reports to the Board and DCC.
- FOI Act arrangements
FOI requests are managed for the alliance by the Information Compliance Unit. They collate requests for both forces and manage responses back to those who submit questions.
- HMIC assessments and recommendations
The Service Improvement Board, chaired monthly by the West Mercia DCC, considers HMIC assessments and recommendations in order to assure the force and alliance that the recommendations are implemented and endure.

Strategic Decision Making is undertaken through the following Boards:

- Executive Board (monthly)
- Alliance Governance Group (monthly)
- Workforce Management (monthly)
- Transformation Board (bi-monthly)
- Joint Negotiating and Consultation Committee (generally bi-monthly)
- Strategic Diversity Group (quarterly)

Operational Decision Making:

- Chief Officer Meeting (weekly)
- Daily Management Meeting
- Directorate Management Meeting (DMM) (monthly)
- Tactical Tasking & Co-ordinating (monthly)
- Performance Management Group (quarterly)
- Strategic Tasking & Co-ordinating (annual with six monthly review)
- Directorate Sub-Groups and Business Area meetings
- Programme/project board meetings (as necessary)

Principle G: Implementing good practices in transparency, reporting and audit to deliver effective accountability.

Evidence to demonstrate Principal G includes:

- Reports and minutes from Executive Board
See Principle B, bullet point #2 for evidence.
- Formal annual reports
See Principle B, bullet point #4 for evidence.
- Audits
The Warwickshire County Council Law and Governance Service are commissioned by the Police and Crime Commissioners and Chief Constables of both forces to conduct independent and impartial audits of alliance processes.

Under the alliance West Mercia Police and Warwickshire Police have a single Assurance Team. The programme of work is agreed annually with the Deputy Chief Constable of West Mercia (DCC) and ratified by the JAC.

Grant Thornton are the external auditors of the Force and conduct audits of the alliance's financial accounts.

All audit recommendations are reported through the JAC. The JAC is made up of six independent members who have extensive audit backgrounds. They meet with representatives from the alliance, the lead auditors and relative partners on a quarterly basis to consider all outstanding internal and external audit reports.

Further scrutiny is provided by Her Majesty's Inspectorate of Constabulary. HMIC independently assesses operational policing processes and reports the performance of both forces at national level.

Review of effectiveness

The Chief Constable has responsibility for an annual review of the effectiveness of the Governance Framework. The Governance Framework has been reviewed and continues to be reviewed for its effectiveness by the Chief Constable, the Deputy Chief Constable and the joint Chief Officer Team. The work of the internal and external auditors, Her Majesty's Inspector of Constabulary (HMIC), the Force Risk Officer and Assurance Lead Officer (who both have responsibility for the development and maintenance of the governance environment) inform the review of effectiveness. A significant input is taken from priorities identified in the annual planning cycle and the resultant Control Strategy.

The HMIC (through the annual value for money inspection) and the external auditors (through the annual audit of the statement of accounts) assess whether the Force is on target to achieve savings targets that have been set out in the Medium Term Financial Plan.

The work of the internal and external audit and inspection agencies continues to inform the development of the governance framework as the Alliance arrangements continue their development.

Significant governance issues

In the last AGS Chief Officers of West Mercia Police and Warwickshire Police identified the following six greatest risks to the two Forces at that time. During the year there have been no significant issues. The force continues to face strategic risks and these are shown in the second table below.

Risk	Mitigation or resolution
The health and well being of the workforce.	<p>A Health and Well Being board has been implemented and is chaired by the Chief Constables.</p> <ul style="list-style-type: none"> • TOIL/RDIL levels have been closely monitored and have improved. • Staff were offered a series of free health checks. • Several leadership and development training sessions ran in the first couple of months of 2016. • Additional courses looking at 'shaping the future,' 'organisational culture and leading change,' took place • Surgeries covering managing attendance were undertaken • A second staff survey has been undertaken
Partnership collaboration and funding uncertainty due to budget cuts and devolution arrangements which may affect our own ability to deliver.	As part of the annual Police and Crime plan review, sessions were held with partners to understand each other's context and the potential impacts that could arise. The information gained through these sessions formed part of the strategic assessment against which the Police and Crime plan will be developed.
In line with Control Strategy priorities and Vision 2020 the ability to be 'great' at protecting the most vulnerable.	Business plans for all key departments were produced and analysed for consistency with the Vision. Chief Officers have been refining and developing the medium term strategy based on analysis of those plans.

The requirement to have an overarching Organisational Learning platform in order to develop a Learning culture across the Alliance.	An Organisational Learning framework has been developed overseen by the Service Improvement Board chaired by the DCC of West Mercia. Learning is being curated on the alliance intranet,
The risk of failing to achieve financial savings within set time limits.	Monthly reports are provided by the Director of Finance to the Executive Board. The report outlines the current financial position and provides an early warning should any substantive risks be identified.
Athena – the risk that the Athena project may not realise the organisational benefits in the project time frames.	There is a substantial project plan covering the implementation of Athena into the Alliance. The implications of the introduction are well understood and there is regular management scrutiny of progress and issues. The Athena project sits on the strategic risk register.

Strategic Risk

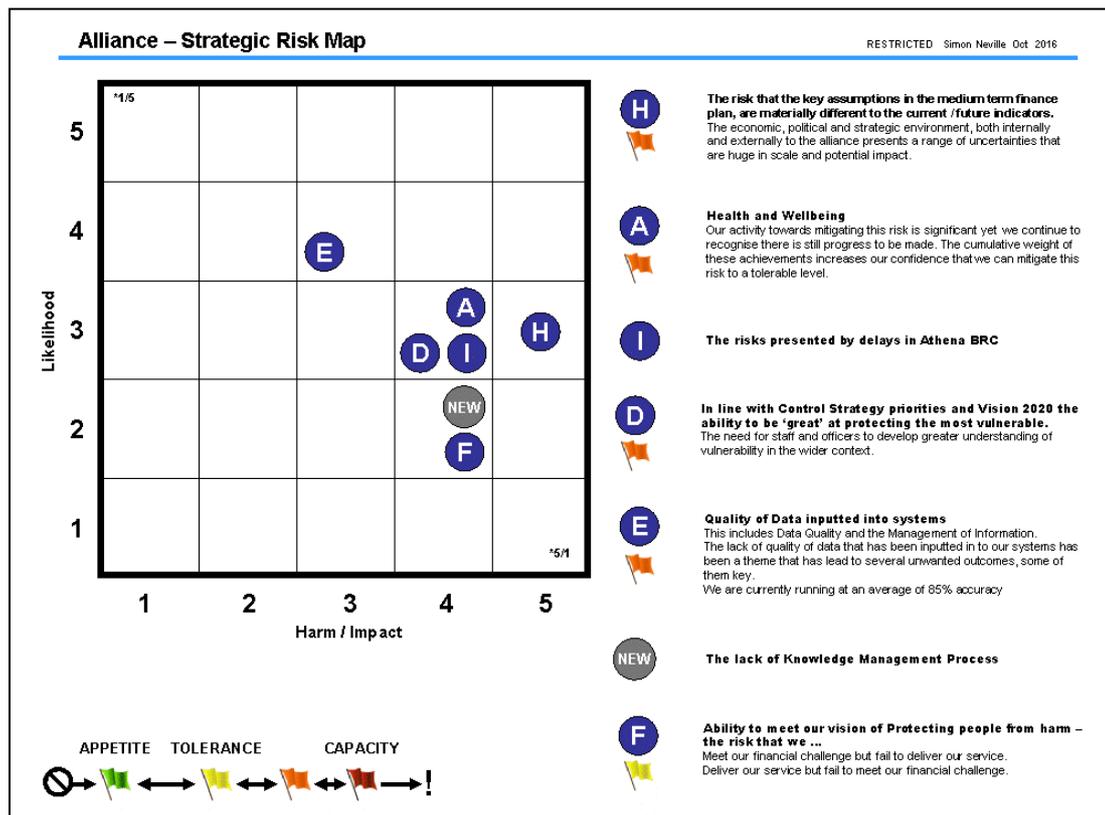
The AGS referred to the Strategic Risk register earlier in the report. The register is compiled by the Strategic Risk Officer in conjunction with Chief Officers. It is reviewed monthly at the alliance Executive Board. A supporting narrative is provided for each risk and the Register is reviewed by the JAC.

The key risks are:

Risk	Mitigation or resolution
The key assumptions in the medium term finance plan are materially different to the current / future indicators	Ongoing actions include: The Medium Term Financial Plan for 2016/2017. Treasury Management Strategy. Detailed budget. Detailed Capital Programme. Environmental Scanning, monitoring and tracking of the environment.
Health and Wellbeing of staff	Ongoing activity includes: 2016 staff survey Recruit to and complete the new Occupational health structure. Employee Assistance Programme Scrutiny of staff attendance
Delays in Athena BRC	Athena is managed through a comprehensive project plan overseen by DCC of Warwickshire.
Achieving, in line with Control Strategy priorities and Vision 2020 the ability to be 'great' at protecting the most vulnerable	Ongoing activity includes: Staff being trained/briefed in relation to 'vulnerability' and the THRIVE assessment

	<p>Overview and scrutiny in relation to vulnerability is delivered through LPA DMM and the Alliance DMM.</p> <p>The establishment of multi-agency harm hubs.</p> <p>Recommendations from the most recent HMIC PEEL inspection have been acted upon.</p> <p>Dedicated resources have been allocated to form the foundations of a Vulnerability Working Group.</p> <p>Protective Services and Strategic Service Improvement are working together to define what is 'great' and determine who is the 'most' vulnerable.</p>
The quality of data inputted into systems	Recruitment of a full time KIM
Meeting our financial challenge but failing to deliver our service, or, delivering our service but failing to meet our financial challenge.	<p>The Investigative and Local Policing Models have been agreed, tested, installed and measured for assurances that we have achieved our service aspirations within the budget.</p> <p>The alliance Control Strategy defines our activity and when we select an activity that doesn't synchronise with that strategy its value cost is questioned.</p>
Crime with firearms	<p>The risk that the alliance fails to maintain sufficient accredited AFOs through the difficulties of recruiting and retaining AFOs.</p> <p>Currently using overtime as a short term expedient</p> <p>Increasing training capacity</p> <p>Increasing financial reward</p>
Alliance legacy systems	<p>Alliance legacy command and control systems going off line. The new OCC and introduction of SAAB Safe will fully mitigate this risk; the Head of ICT will prepare short term mitigation.</p>

The relative position of the strategic risk is plotted on two axes.



Conclusion and commitment statement

All of these risks have the potential to impinge on our ability to deliver effective policing. I remain satisfied that focus on these areas, through regular scrutiny of the Risk Register and ownership at Chief Officer level will ensure that the Risks are mitigated, the savings required are delivered and police officers and police staff remain effective in the changing policing model.

Signed:

Anthony Bangham, Chief Constable of West Mercia Police