



Assistant Police & Crime Commissioner Information Pack

July 2021

General information

West Mercia is the fourth largest geographic police area in England and Wales, covering 7,428 square kilometres. Our communities cover three counties: Herefordshire, Shropshire (which includes Telford & Wrekin) and Worcestershire with more than 1.2 million people living in the areas served by the PCC and West Mercia Police.

Whilst many of its communities are rural there are significant urban areas and small areas of social deprivation that are among the 10 percent most deprived areas nationally.



The force has been actively recruiting additional officers to meet its new, increased establishment of 2329 in 2021/22, the highest level the force has seen in 10 years. It also has 205 PCSOs, over 1800 members of police staff and over 300 special constables and volunteers.

Notwithstanding the national increases which Operation Uplift promises, this ambitious level of recruitment is already positively impacting our communities.

Policing Plan and Budget Information

A copy of the current Police and Crime Plan, Budget Report, Community Engagement Strategy and other key documents are available on the following websites:

<http://www.westmercia-pcc.gov.uk/key-information>

<http://www.westmercia.police.uk/>

The latest published performance data can be found here: <https://www.westmercia-pcc.gov.uk/financial-information/performance-information/police-quarterly-performance-reports/>

The Police and Crime Commissioner

John Champion was elected for a second term as Police and Crime Commissioner (PCC) for West Mercia in May 2021. He was first elected to the role in 2016.

John has a background as the leader of Wyre Forest District Council in Worcestershire, as well as a cabinet member for Worcestershire County Council. He has also worked in the private sector, including in a high security prison.

As PCC he is the national lead for Equality, Diversity and Inclusion within the Association of PCCs.

John recently confirmed Tracey Onslow will be continuing as his Deputy PCC for his second term.

The Safer West Mercia Plan

The Safer West Mercia Plan sets out the PCC's key strategic aims & commitments.

The central pillars of the plan have been and continue to be:

1. Putting victims and survivors first
2. Building a more secure West Mercia
3. Reforming West Mercia Police
4. Reassuring West Mercia's communities

A new Safer West Mercia Plan is in development following the PCC elections, a draft of which will be published for consultation shortly on the PCC's website.

Themes around the new plan remain consistent, but include a stronger focus on reducing crime, preventing harm and ensuring delivery of West Mercia's local

policing charter.

The PCC's Role

The PCC is the voice of the public in policing, governing the local police force on behalf of the communities it serves.

As well as delivering their police and crime plan, other key parts of the PCC's role include:

- Setting the policing budget and determining the precept
- Appointing and (if necessary) dismissing the Chief Constable
- Ensuring appropriate services for victims of crime
- Engaging with local communities
- Holding the Chief Constable to account
- Acting as the public's custodian for all police estates and assets
- Working with partners to join up local priorities

In West Mercia, the PCC is also the host organisation for the Youth Justice Service, and also has control of the Estates function utilised by West Mercia Police and Hereford & Worcester Fire and Rescue Service.

More details of the PCC's role are available via the Association of PCCs.

The PCC's Term of Office

A standard PCC term lasts four years. However, the PCC's current term of office will only be three years. This is because the 2020 elections were delayed for a year due to Covid-19.

West Mercia Police

West Mercia Police is led by Chief Constable Anthony Bangham, who is due to retire in September 2021. He will be replaced by Pippa Mills, who joins West Mercia from Essex Police.

The remainder of the Chief Officer team is comprised of Julian Moss (Deputy Chief Constable), Rachel Jones (Assistant Chief Constable), Rachel Hartland-Lane (Director of Business Services), and Damian Barratt (Temporary Assistant Chief Constable).

Every element of force business falls under their jurisdiction.

Force vision and values

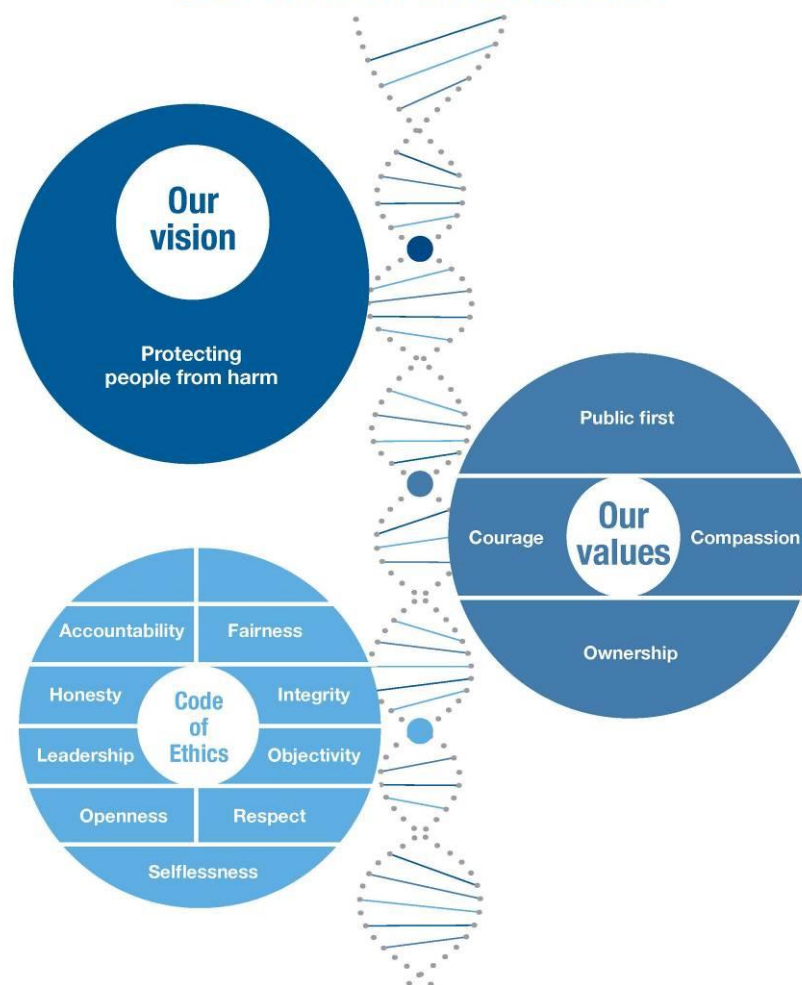
The core elements of West Mercia Police's current strategic approach are its:

Vision and Values

Service and Leadership Ethos and Policing Priorities.

All force officers, staff and volunteers are expected to live by these values day in and day out and underpinned by the Code of Ethics. All of the above are at the forefront of the force's priorities, plans and daily work.

Our vision and values

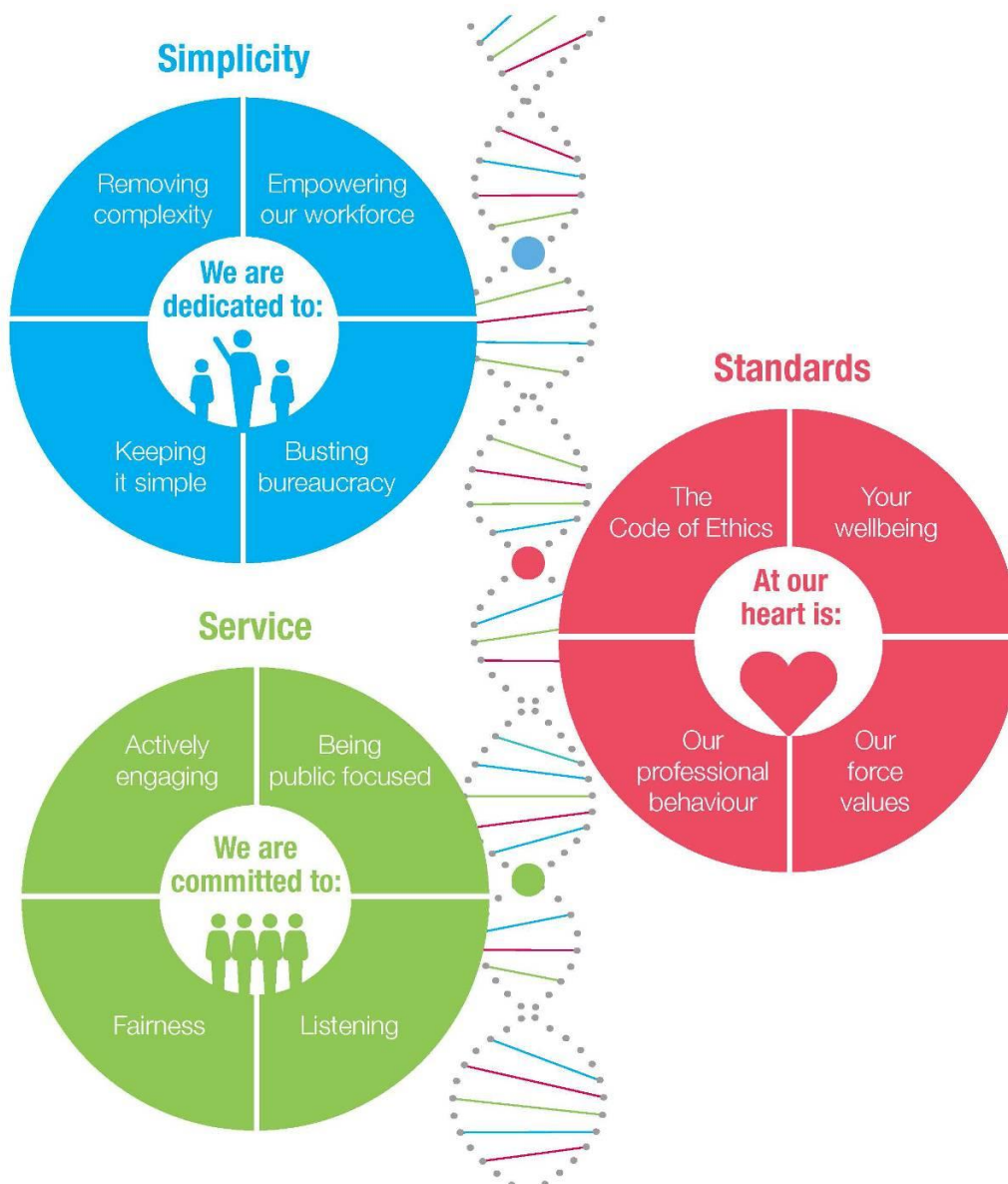


In a recent survey of more than 3000 local people, 94% stated that West Mercia Police has their support, with 85% confident that they would receive a good service from the police.

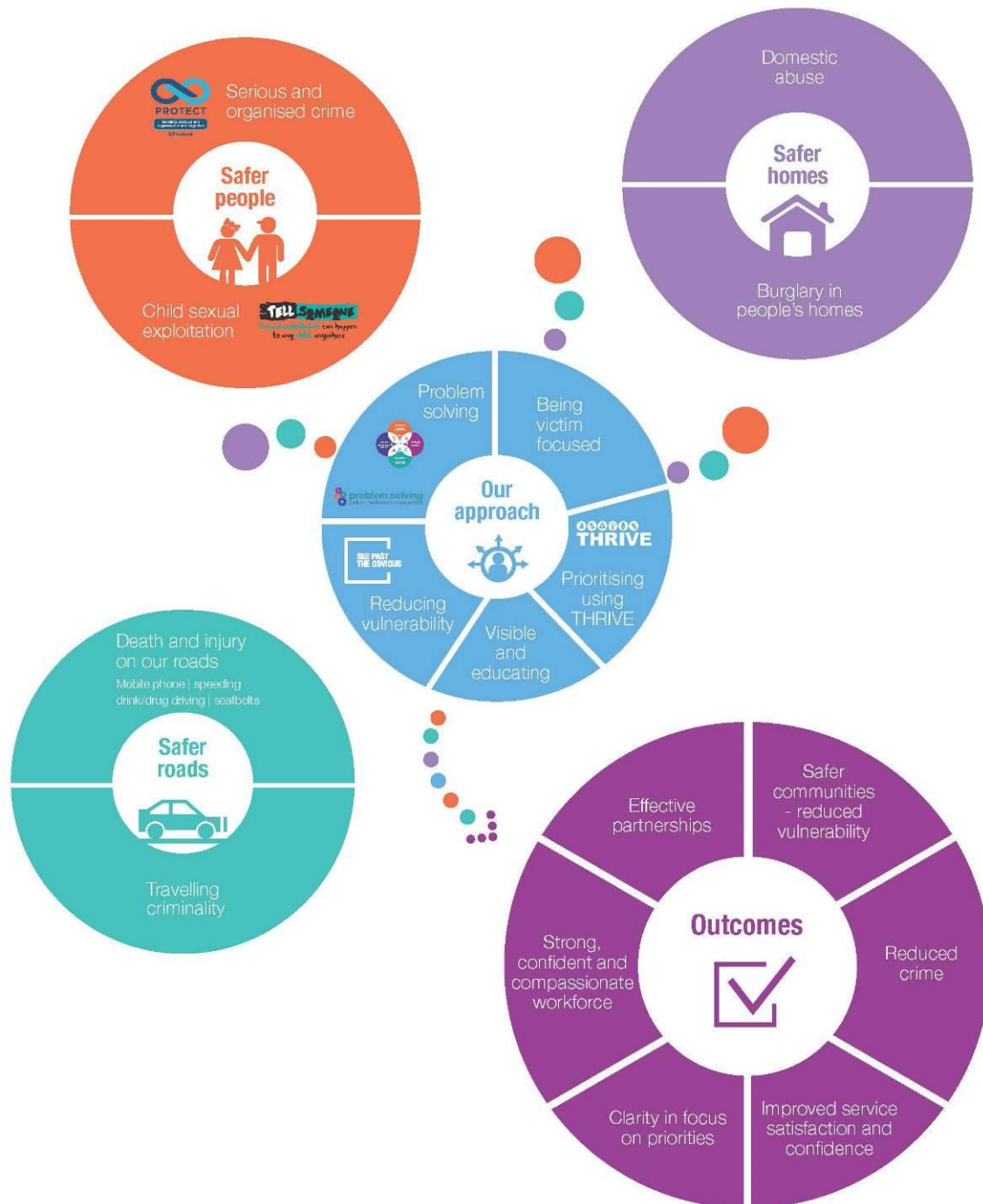
The force has an aim to further improve on these figures by keeping a clear focus on protecting people from harm, with core values of putting the public first, taking ownership and acting with courage and compassion.

Our service and leadership ethos

“Strong, confident and compassionate”



Our policing priorities



Policing West Mercia

Information relating to the policing of West Mercia Police can be found on the force's website <http://www.westmercia.police.uk/>

West Mercia Police has recently launched a Local Policing Community Charter, which can be found here: [public-charter.pdf \(westmercia.police.uk\)](#)

West Mercia is split into five local policing areas:

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

A superintendent is appointed as commander within each policing area, overseeing both response and Safer Neighbourhood Team policing.

Specialist police services are centralised and deployed as appropriate across the force area.