



Deputy Chief Executive Information Pack

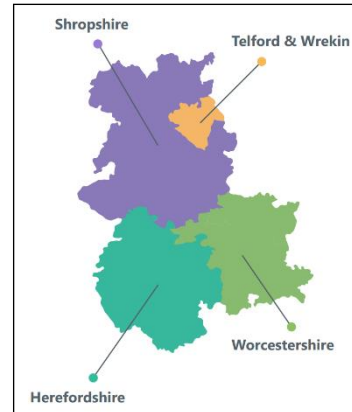
July 2022

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 area is bordered by a mix of predominantly rural areas in parts of Wales, Gloucestershire, Staffordshire and Warwickshire, along with the large, more urban metropolitan area of the West Midlands.



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 is supported by a public office, along with two Assistant PCCs.

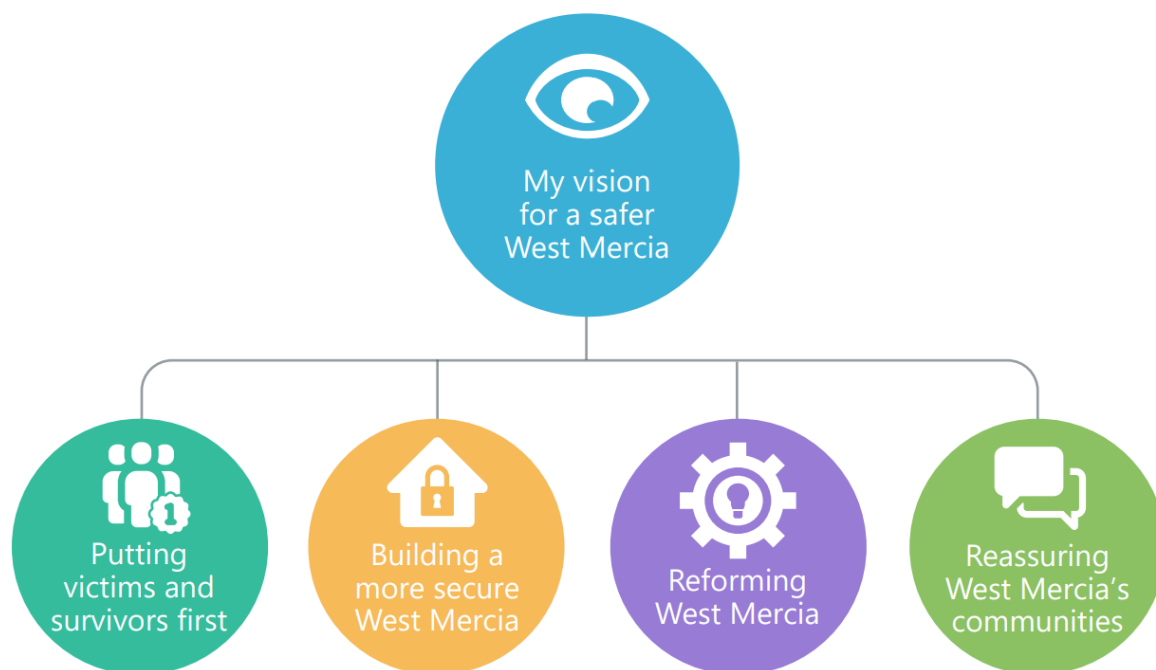
The Safer West Mercia Plan

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 was developed and published following the PCC elections in 2021. It is available to read in full on [the PCC's website](#). A summary overview is provided below:



Outcomes

Victims and Survivors recover from the harm suffered.

Victims are kept informed and supported resulting in a positive experience of the criminal justice system.

Victims have more confidence to report crime that may previously have gone under-reported

Outcomes

Communities experience less harm and more positive criminal justice outcomes.

Organised crime is disrupted and exploitation of vulnerable people is prevented.

Victims are protected and safeguarded to prevent them from becoming re-victimised.

Harm on West Mercia's roads is reduced and safe driving is promoted.

Outcomes

A world class police force that delivers both outstanding service and value for money.

Develop a culture within West Mercia Police that is focused on delivering service improvement, quality, innovation and value.

The public have trust and confidence in West Mercia Police to keep them safe/feeling safe.

Partners plan and deliver services in a more strategic and collaborative way.

Communities live safe from crime, disorder and danger.

Outcomes

Communities live safe from crime, disorder and danger.

Communities take responsibility for their own actions and how they affect others.

Communities improve their understanding and participation in community safety/justice.

Partners plan and deliver services in a more strategic and collaborative way.

People have better access to the services they require, when they require it.

Improved social cohesion, public trust and confidence.

Community concerns are taken into account and acted upon which builds public trust and confidence.

The workforce better reflects the community it serves.

The Office of the Police and Crime Commissioner

The Office of the PCC (OPCC) in West Mercia combines and is primarily structured around conventional statutory functions including governance, commissioning, finances and engagement. It also incorporates ownership and management of estate services across West Mercia, which was incorporated into the OPCC function in April 2021.

In 2022/23, the OPCC has a total operating budget of £20m. This includes all estates budgets, commissioning and grants, and costs of approximately 70 members of staff.

The OPCC also hosts the Youth Offending Service in West Mercia on behalf of the four constituent top tier authorities.

The PCC set a total budget in 2022/23 of £260.5m. Full details of the PCC's budget can be found [here](#).

Further information about the PCC and OPCC activity is available on the [Commissioner's website](#). The role and function of PCCs is [set out here](#).

West Mercia Police

West Mercia Police is led by Chief Constable Pippa Mills, who joined the force from Essex Police in September 2021, where she had previously served as Deputy Chief Constable.

The remainder of the Chief Officer team is comprised of Julian Moss (Deputy Chief Constable), Rachel Jones (Assistant Chief Constable), Richard Cooper (Assistant Chief Constable) Rachel Hartland-Lane (Director of Business Services), and Richard Muirhead (Director of Commercial Services).

The Chief Constable is operationally independent from the governance and all other bodies.

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 a Local Policing Community Charter, [which can be found here](#):

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.

Significant investments in growing police numbers have been made in recent years, taking the total establishment to 2,447 officers in 2022/23, almost the highest number on record.

Information on police performance and recent inspections is available via a range of sources including [HMICFRS](#) and the [ONS](#).