WEST MIDLANDS POLICE

Professional Standards Dept
and
Diversity and Inclusion Unit

West Midlands POLICE

Overview

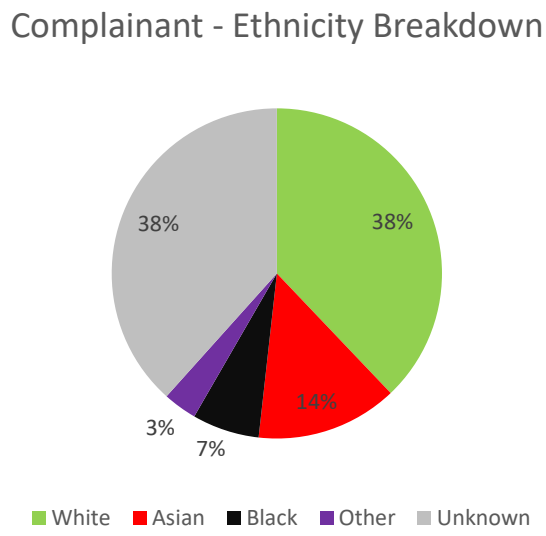
- Data
- Cultural Competence
- Research and raising awareness
- Scrutiny
- OPCC dip samples
- Case Study Headlines
- Academic work

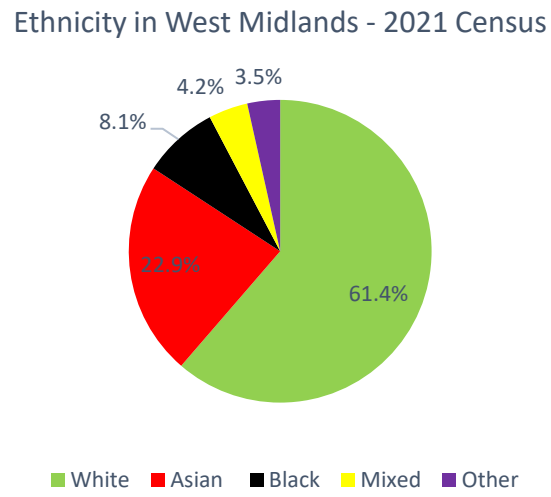
Data

- Collate our data
- Understand our data
- Use our data
- Cain report

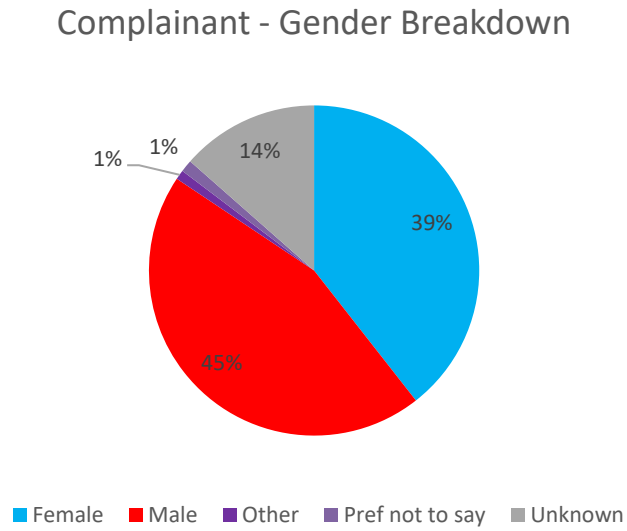
Disproportionality – Complaints - Complainant

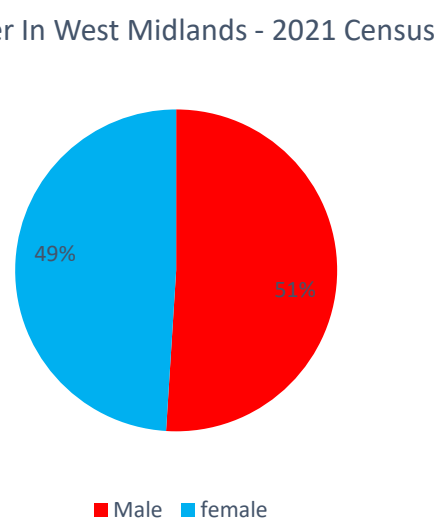
Complainant	White	Asian	Black	Other	Unknown	Total
Apr-22	313	107	41	32	187	680
May-22	291	128	39	24	204	686
Jun-22	163	50	30	16	143	402
Jul-22	134	57	17	17	153	378
Aug-22	118	33	30	9	129	319
Sep-22	88	36	19	10	92	245
Oct-22	112	53	29	10	119	323
Nov-22	135	47	21	7	159	369
Dec-22	81	24	24	11	104	244
Jan-23	136	47	25	12	177	397
Feb-23	72	26	17	5	120	240
Mar-23	132	37	21	7	186	383
Apr-23	105	43	13	4	130	295
Total	1880	688	326	164	1903	4961





Complainant	Female	Male	Other	Pref not say	Unknown	Total
Apr-22	293	305	3	9	70	680
May-22	296	320	0	11	59	686
Jun-22	140	187	0	14	61	402
Jul-22	153	175	0	3	47	378
Aug-22	129	135	3	3	49	319
Sep-22	98	118	4	1	24	245
Oct-22	134	156	7	1	25	323
Nov-22	138	202	5	4	20	369
Dec-22	106	97	6	3	32	244
Jan-23	158	172	6	5	56	397
Feb-23	79	102	5	1	53	240
Mar-23	120	145	5	2	111	383
Apr-23	112	116	2	2	63	295
Total	1956	2230	46	59	670	4961





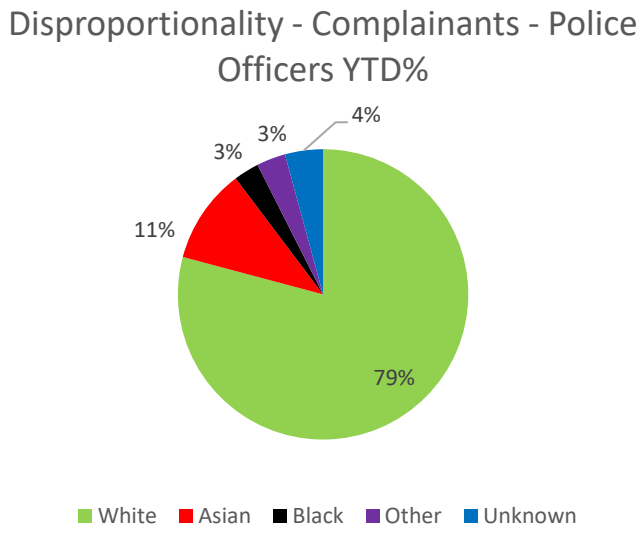
Disproportionality – Complaints - Subject (No PC Unidentified) Ethnicity Breakdown Jan – Apr 2023

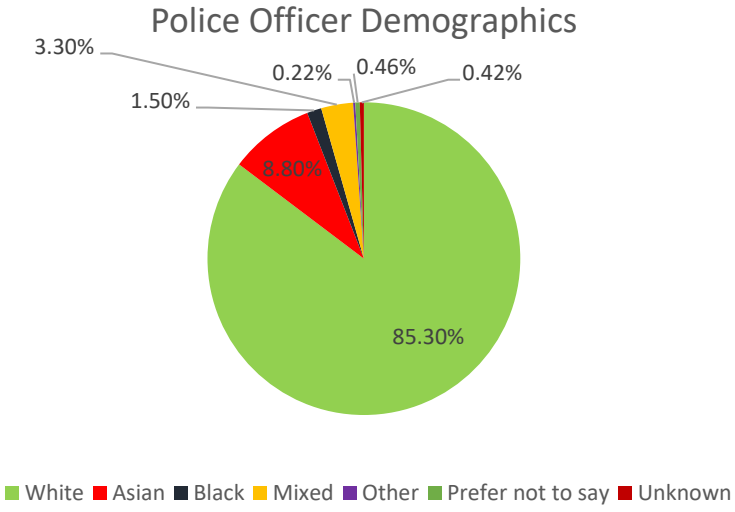
Police officer - Ethnicites

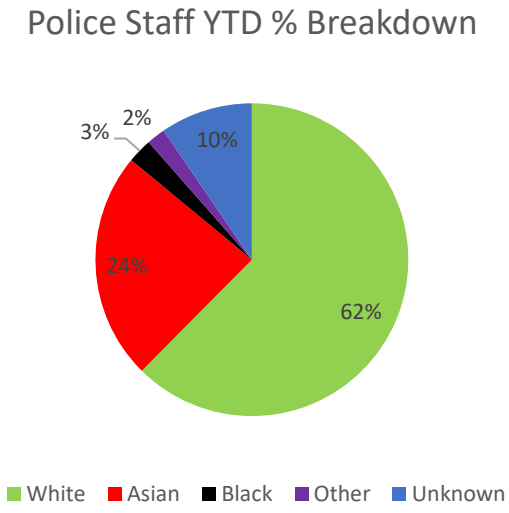
Month	White	Asian	Black	Other	Unknown	Total
Jan	229	30	16	11	14	300
Feb	173	18	4	5	9	209
Mar	233	32	5	8	9	287
Apr	151	25	3	8	10	197
May						0
Jun						0
Jul						0
Aug						0
Sep						0
Oct						0
Nov						0
Dec						0
Total	786	105	28	32	42	993

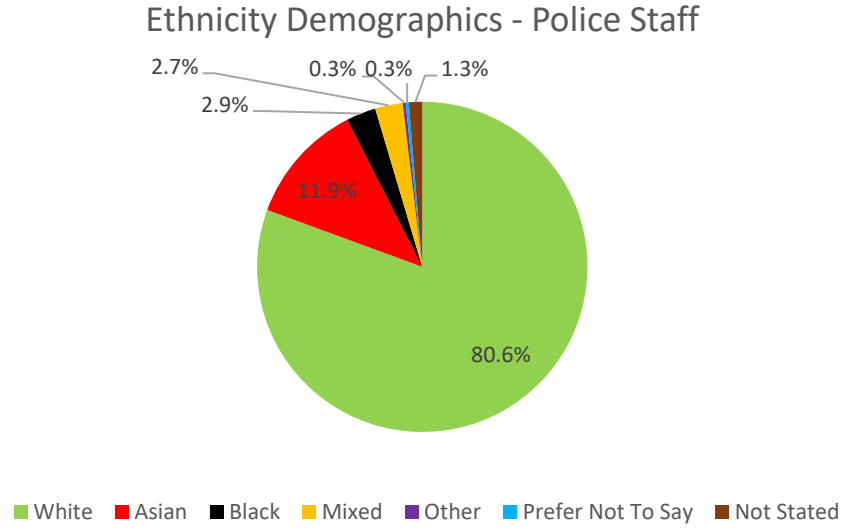
Police Staff - Ethnicites

Month	White	Asian	Black	Other	Unknown	Total
Jan	30	8	0	1	7	46
Feb	13	5	1	0	2	21
Mar	31	13	1	1	5	51
Apr	24	11	2	1	1	39
May						0
Jun						0
Jul						0
Aug						0
Sep						0
Oct						0
Nov						0
Dec						0
Total	98	37	4	3	15	157









Cultural Competence

- D and I team support
- Subject matter experts – staff associations, IAG
- Stakeholder Engagement Group

- Reach out

Research and raising awareness

WMP Diversity and Inclusion team

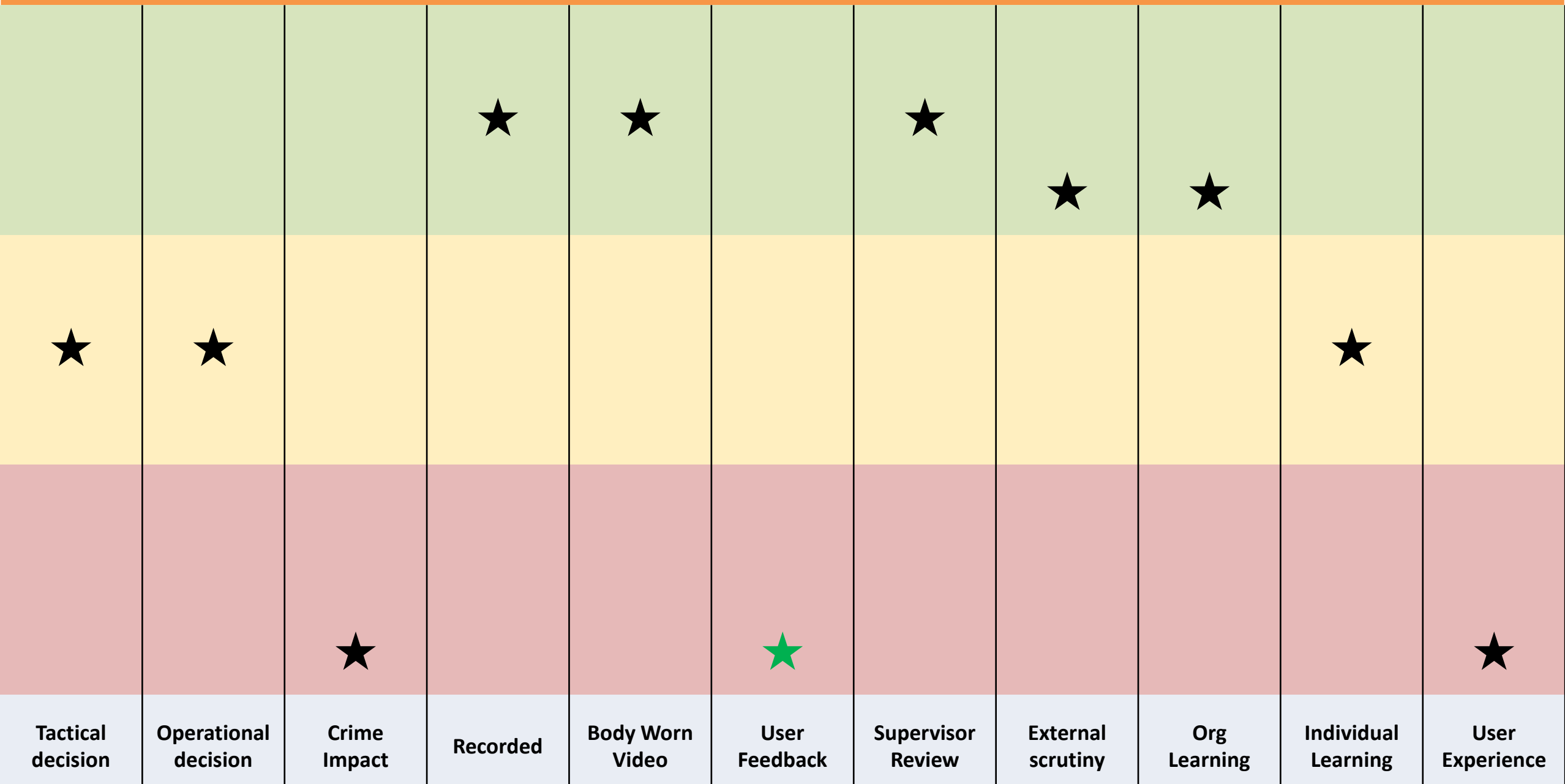
West Midlands Police

- WMP Stop & Search Satisfaction
- Insp Dan Popple

WMP Stop & Search Satisfaction

BACKGROUND & PILOT

Journey of a Stop & Search in West Midlands Police



Pilot Design

Good or bad, tell us about your experience

We're always looking to improve how we stop and search. You have the right to tell us about your experience by completing this short survey:

1) Scan the QR code using your mobile phone camera

2) Enter your unique stop and search reference number

All feedback is kept anonymous and cannot be used identify you. We use the reference number to match your feedback to your search. If you do not have a reference number you can include your name and date of birth. This is optional and will not be used to contact you.

Thank you for your time.

Stop and search reference no:

.....

1. During your recent stop and search were you treated with dignity & respect?
2. The police treated me fairly
3. I understood the reason for my stop

1. Strongly disagree
2. Disagree
3. Neither agree nor disagree
4. Agree
5. Strongly agree

WMP Stop & Search Satisfaction

DIGITAL DESIGN

Question Changes

Question 1

Do you feel the officer acted fairly?
(Yes or No)

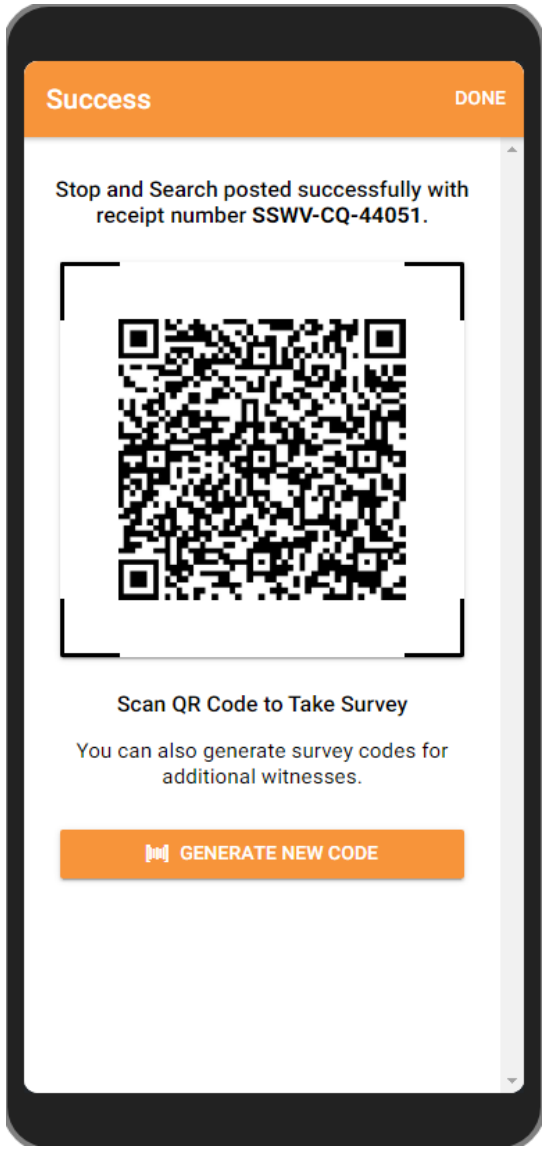
Please explain your answer
(Free text)

Question 2

Do you feel the officer explained the reasons for the stop & search?
(Yes or No)

Please explain your answer
(Free text)

Digital QR Code



15th December 2022

NB newsbeat

Working

WMP News | WMPeople | Custody and Courts | Policy and Projects | Blogs | Events | Te

LATEST NEWS... Four jailed for drugs conspiracy between Coventry, Leeds and Leaming

New changes to the Stop and Search app

Published on 15 December 2022 | Be the first to comment | Share

- There's a new update on the Stop and Search app
- At the end of a stop and search a unique QR code will be displayed – when scanned, the person who has been stopped can fill in a feedback survey
- The survey tool has been developed as a de-escalation tool and a conversation starter

The Stop and Search app on your mobility device has been updated with a new application.

When you've completed a stop and search, the person who has been stopped, now has the option to complete a short survey. At the end of your stop and search a QR code will be generated, they can scan the code and answer a couple of questions.

Rene Williams – community member who is supporting the use of the new survey

WMP Stop & Search Satisfaction

DATA

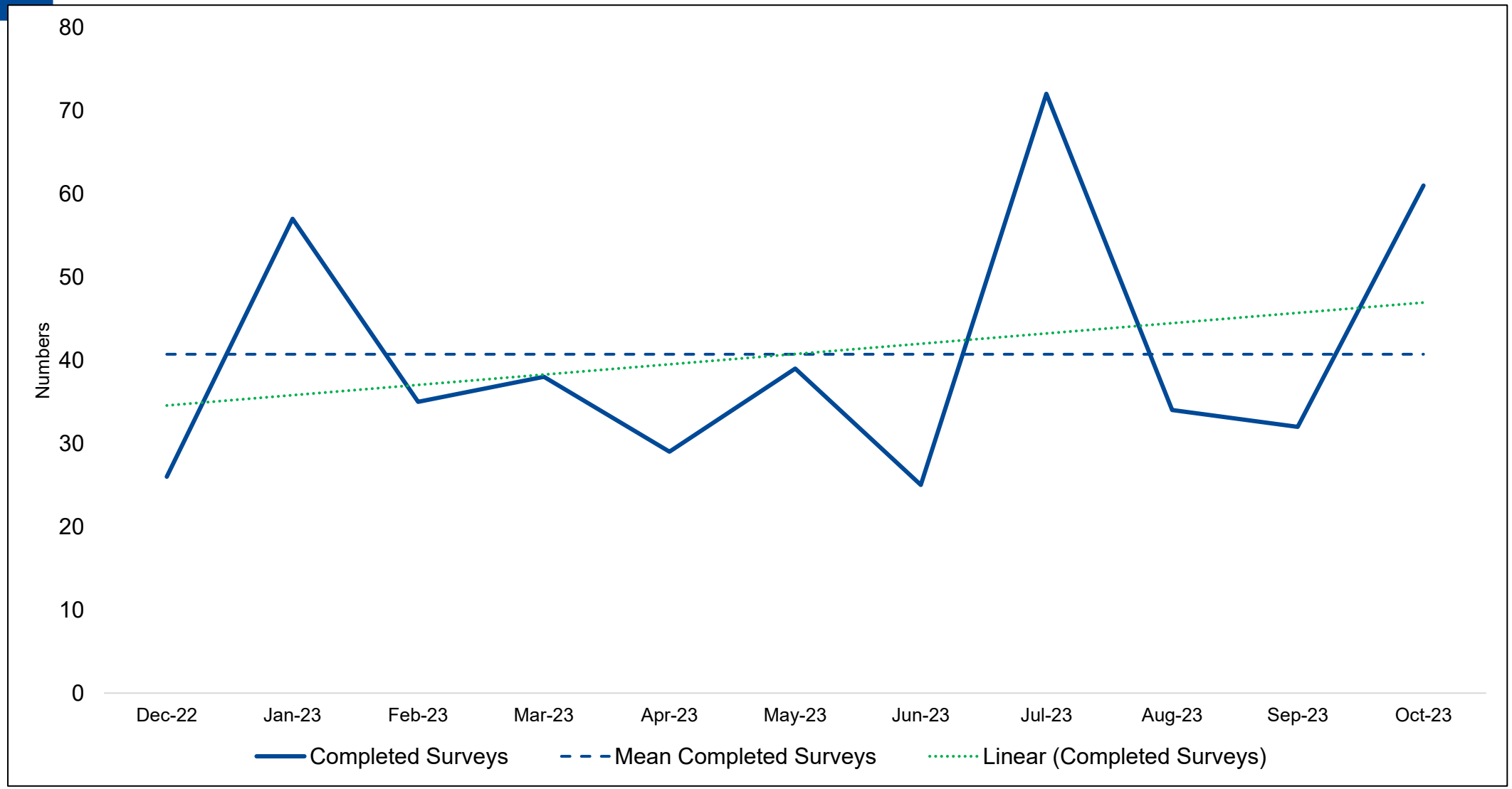
8TH DECEMBER 2022 – 8TH NOVEMBER 2023

Completed Surveys

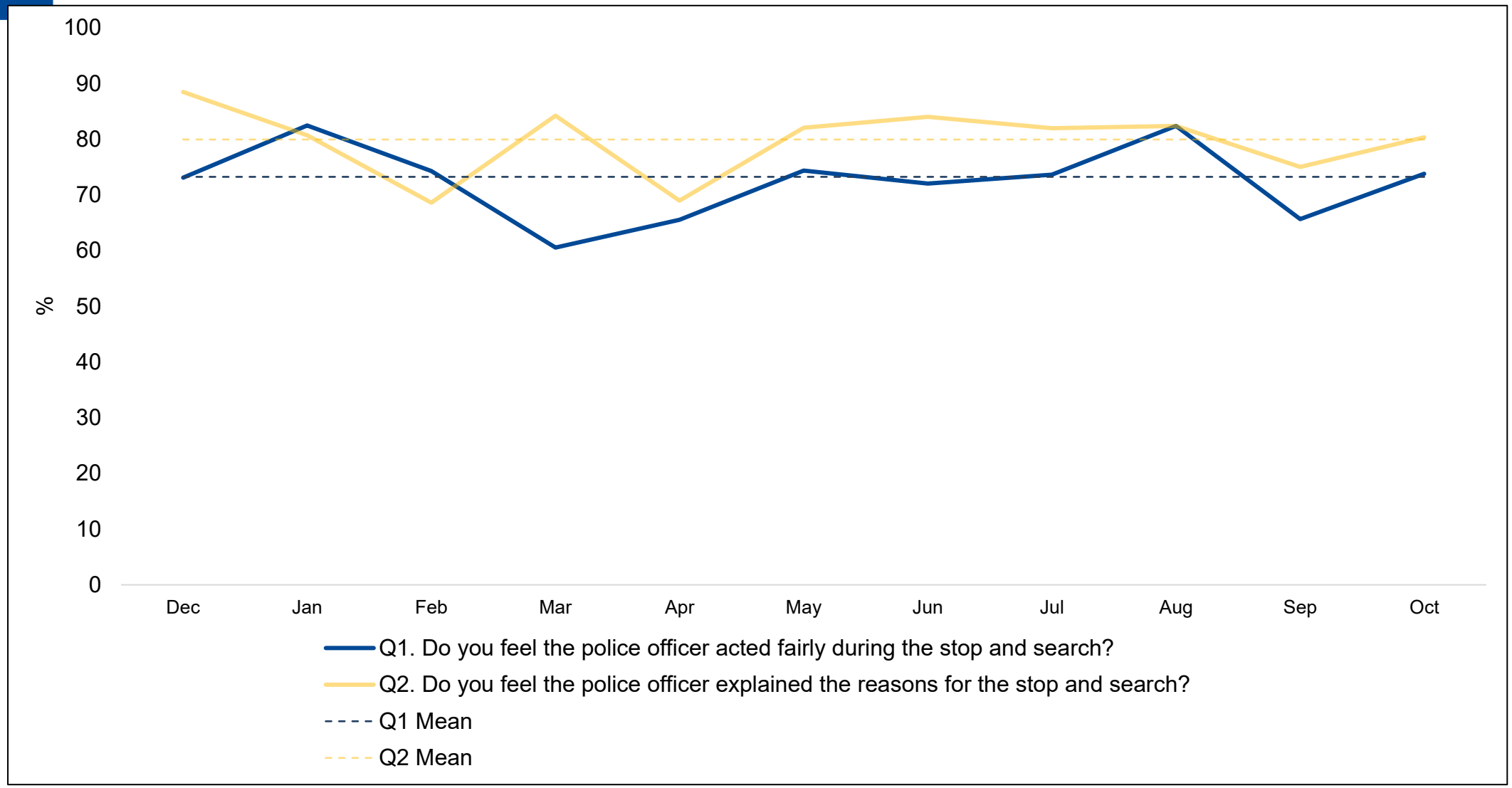
463

08.12.22 – 08.11.23

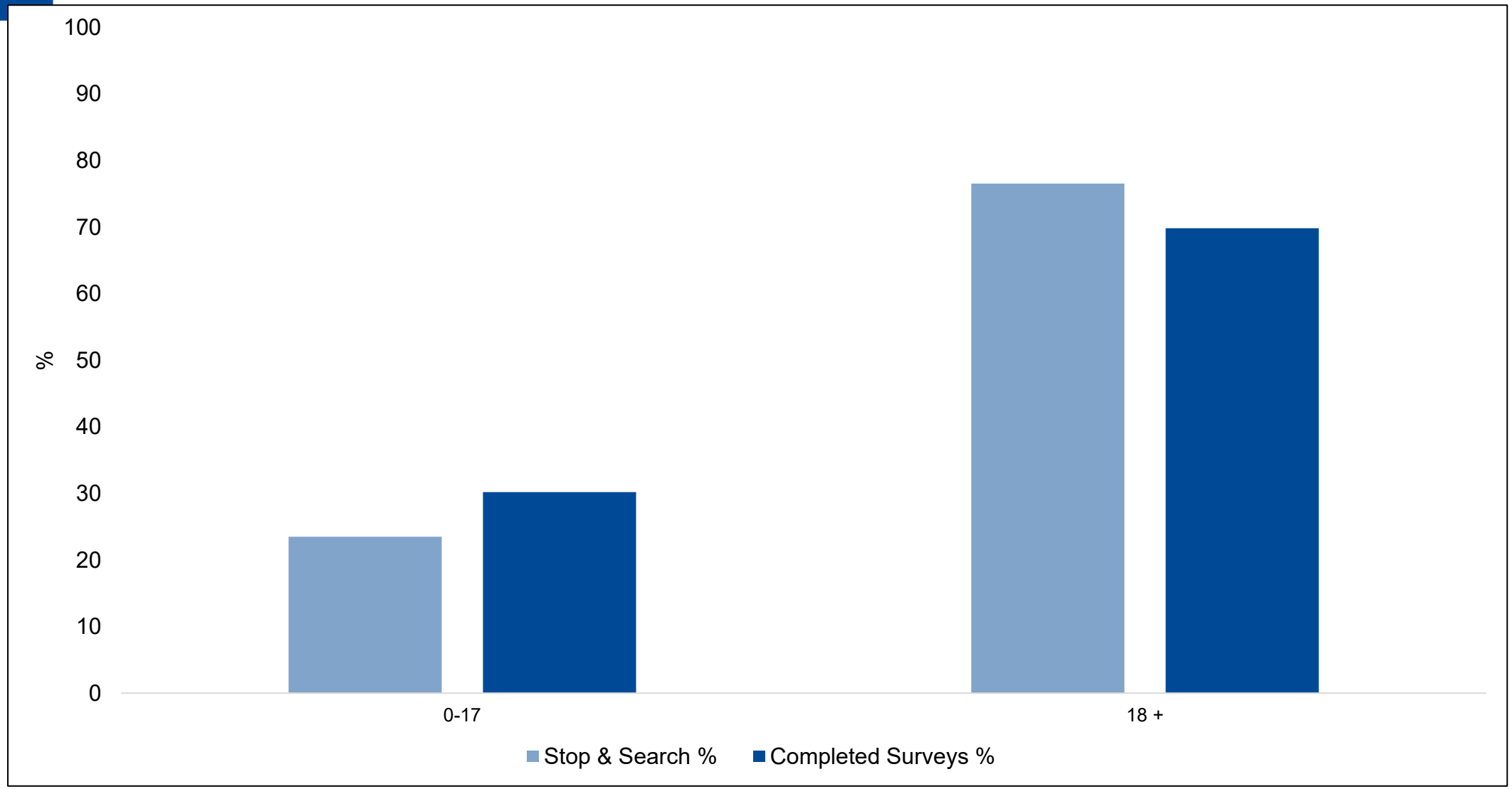
Completed Surveys



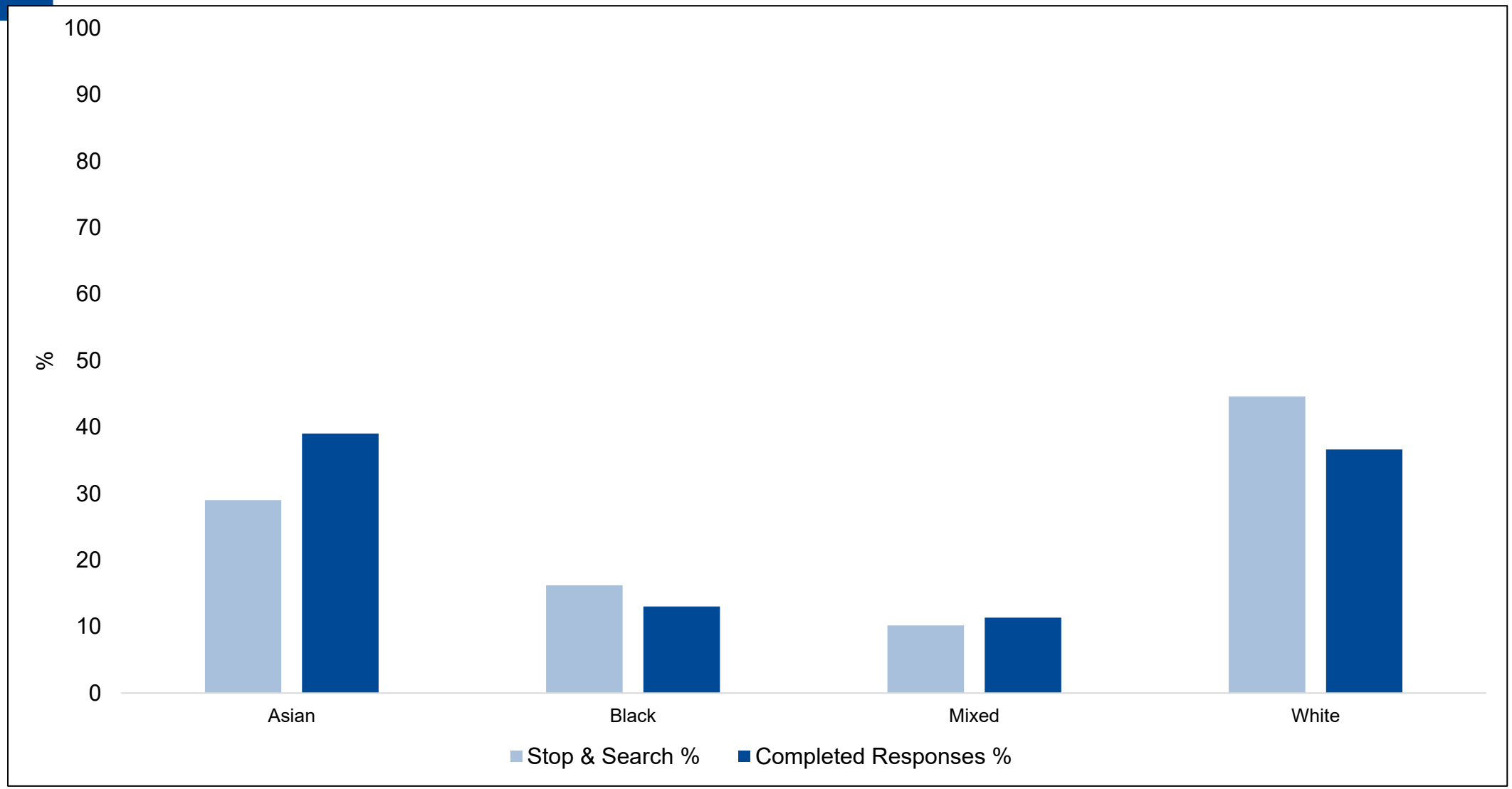
Satisfaction



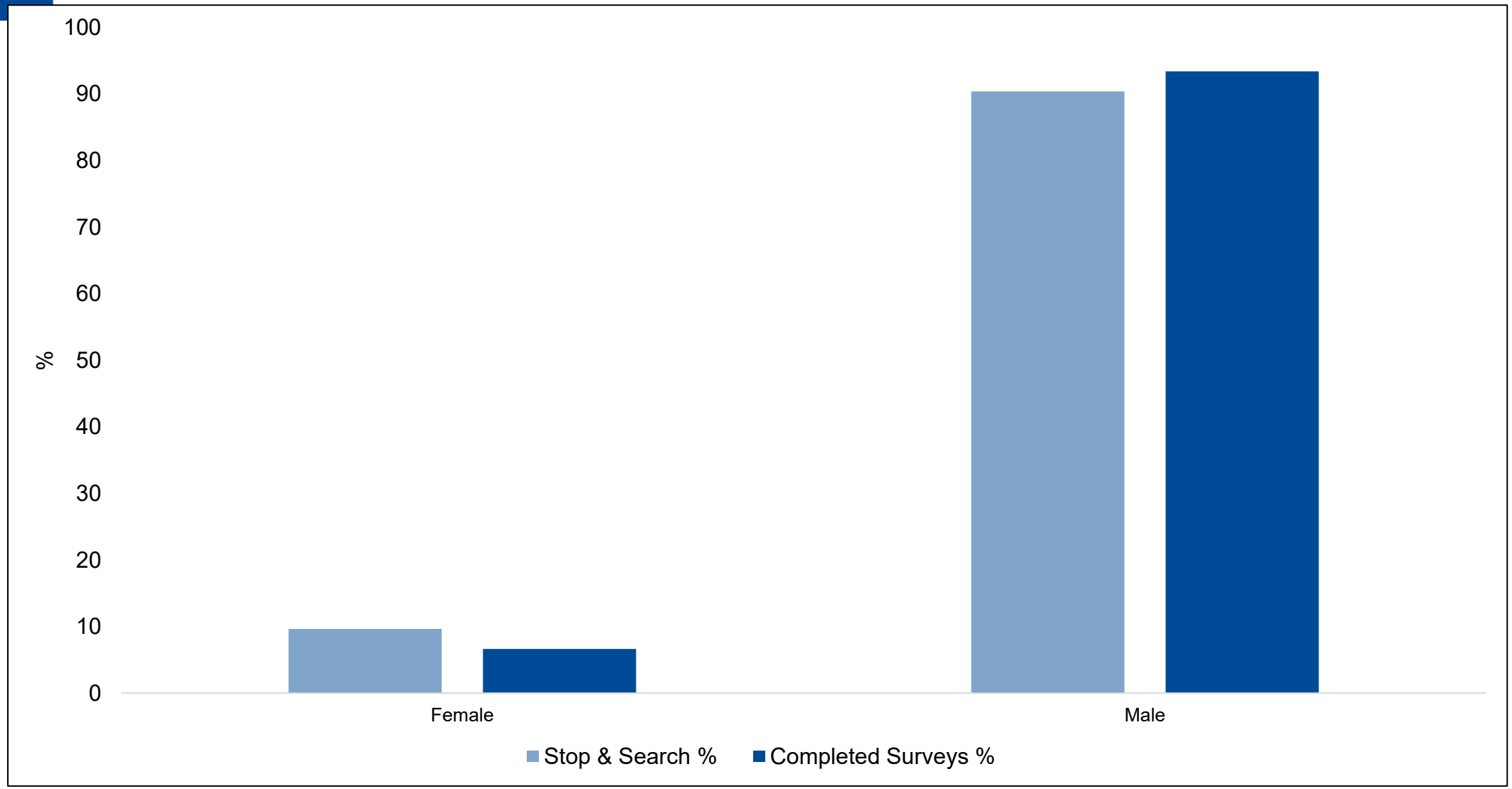
Age Proportion



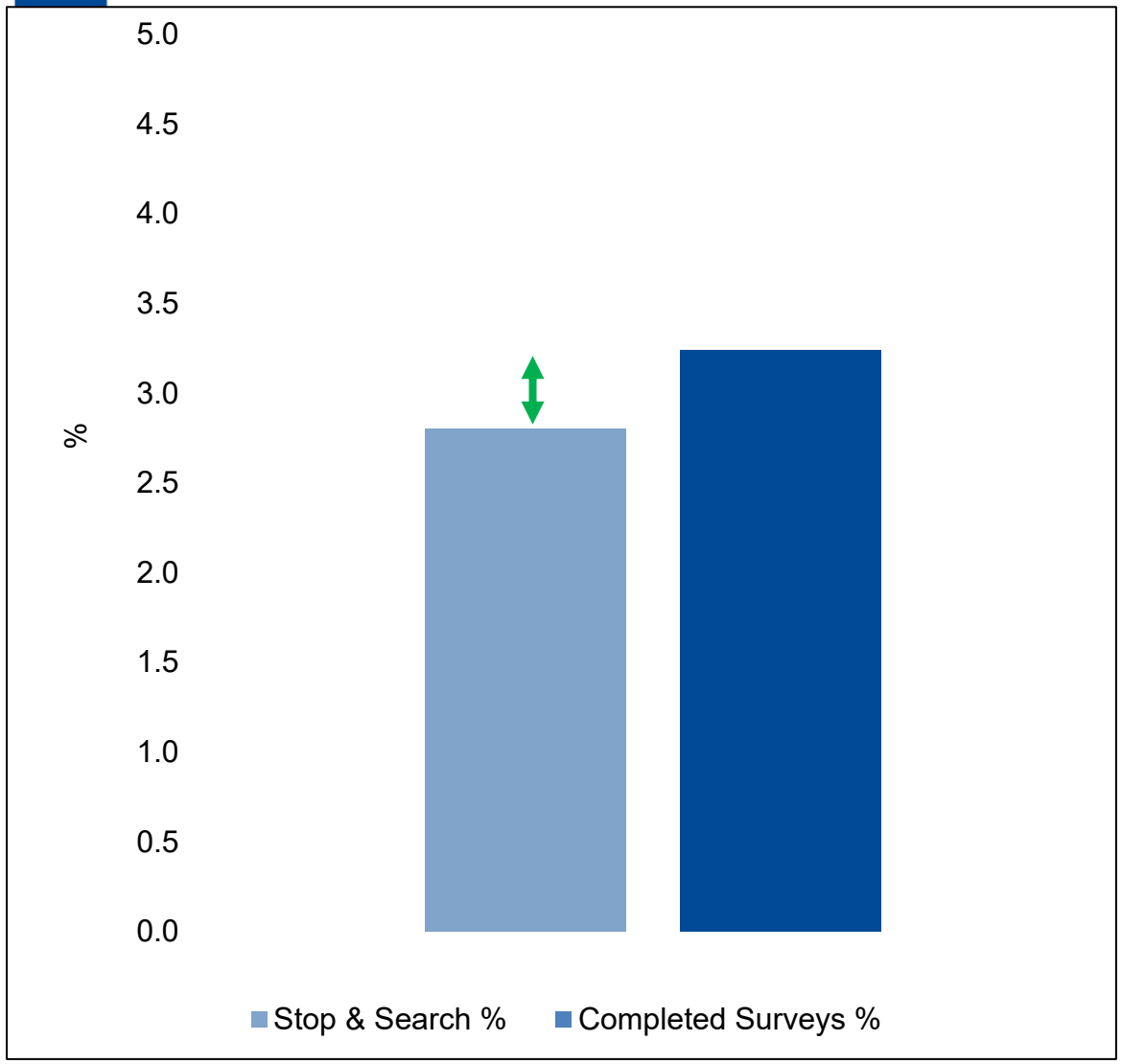
Ethnicity Proportion

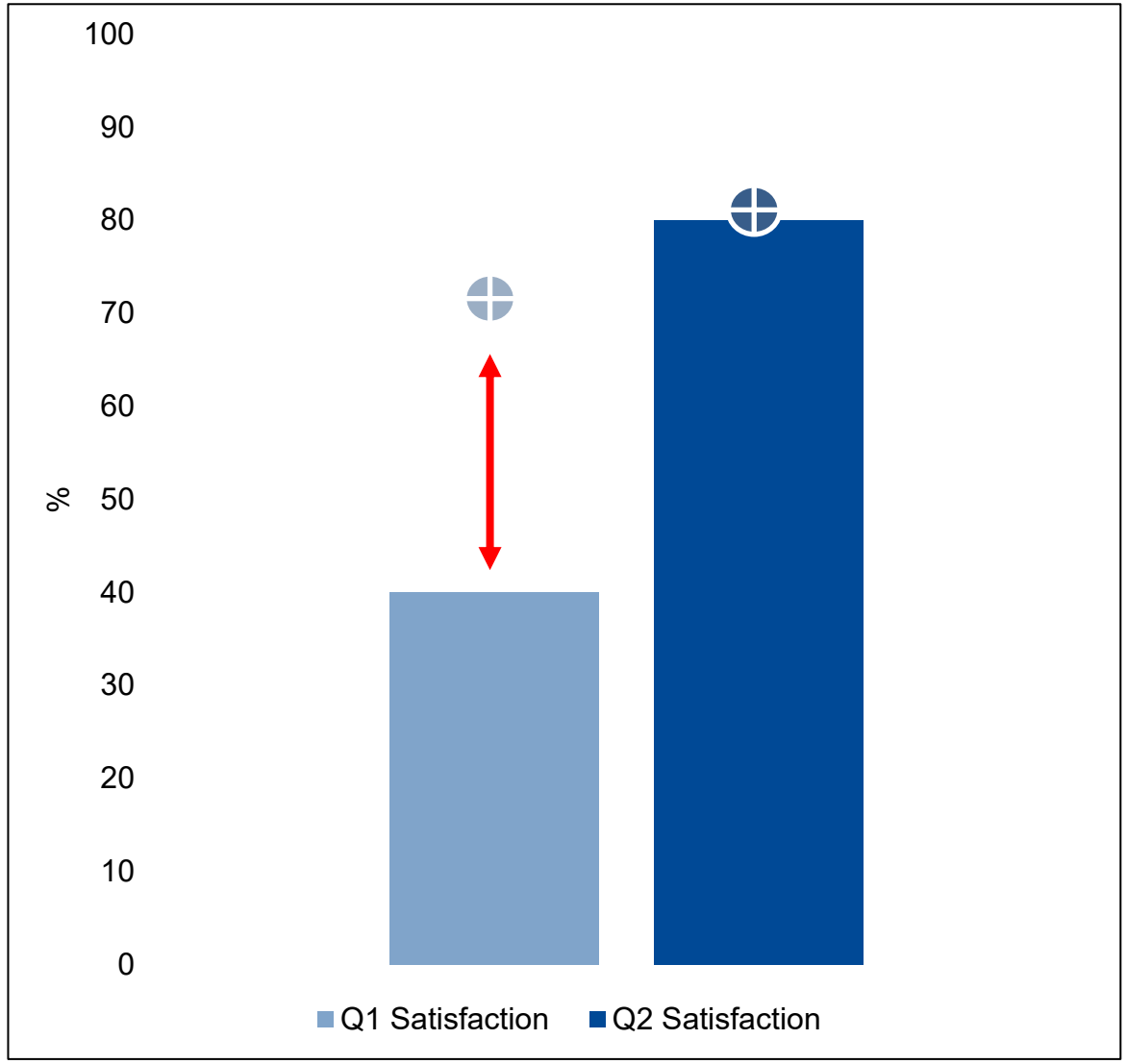


Gender Proportion

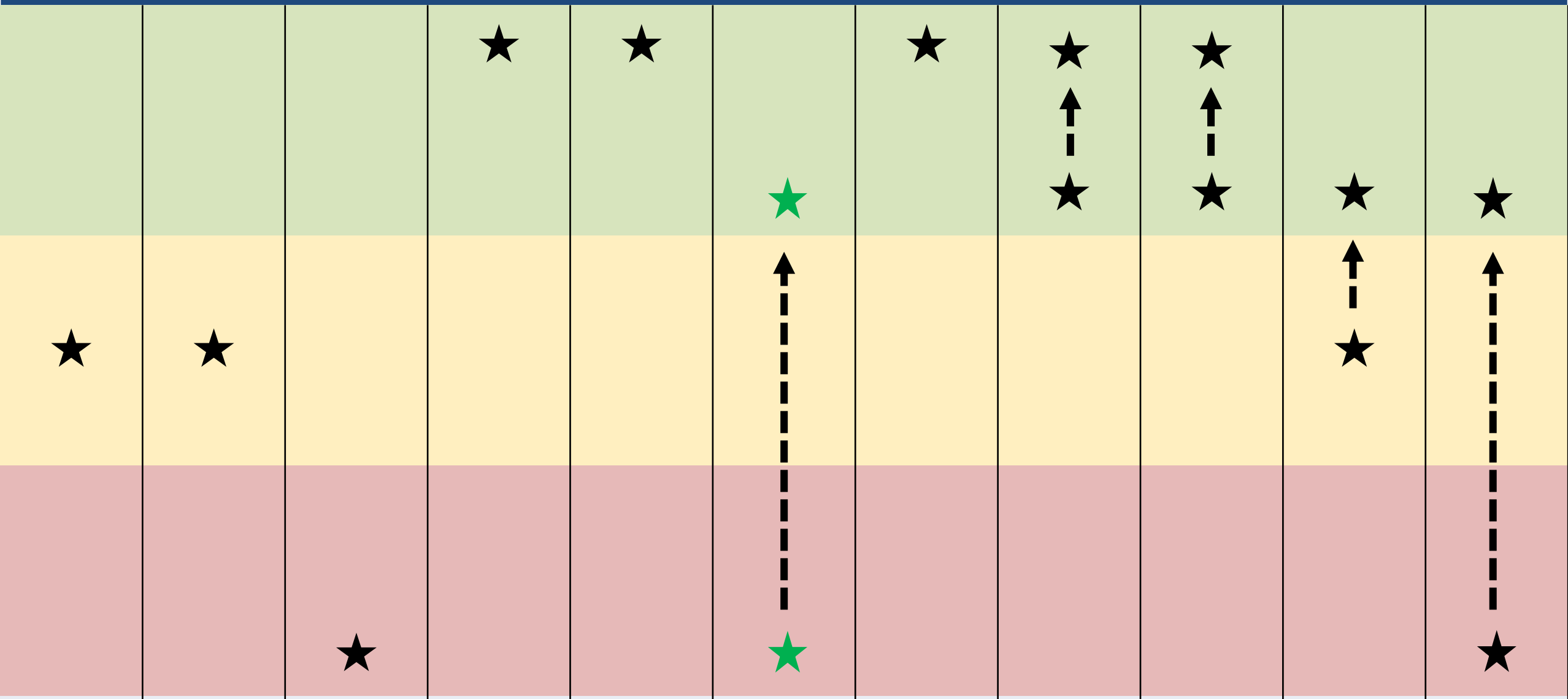


“0 to 17 year old Black Males”





Conclusion


Tactical decision
Operational decision
Crime Impact
Recorded
BWV
User Feedback
Supervisor Review
External scrutiny
Org Learning
Individual Learning
User Experience

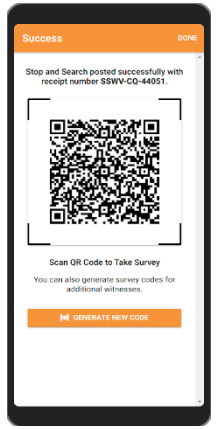
WMP Stop & Search QR Code Survey Initiative

A DE-ESCALATION TOOL?

Officer feedback - Pilot

- “It makes the PC engage with the individual and build a rapport”
- “It has given people a chance to voice their opinion”
- “It gave officers something to leave with the individual, another form of communication”
- “It showed that we are trying to work with communities and not against them”

Achieving Satisfaction?

Before	During	After
Police Officer aware of the survey	Quality of the Search	 Survey offered at the end
Survey offered at the beginning		Overall quality of the Stop & Search
Quality of the Stop		

Thank You

I welcome any questions

Scrutiny

- Scrutiny panels
- IAG dip samples – vetting disproportionality
- OPCC dip samples
- Academic work

PSD CASE STUDY 1

- Member of Police Staff working in a busy Police Control Room environment
- A group of young people are being escorted around the department
- As the young people leave the staff member makes comment linking them to ‘OCG’s (Organised Crime Groups).