

Request Reference: 705A/22

**1. How many misconduct investigations are conducted each year (which originated internally within your force and have been investigated locally or independently by the IOPC? Please provide 3 years of data).**

2020 = 172 Conduct Cases

2021 = 126 Conduct Cases

2022 (to 08/06/22) = 82 Conduct Cases

**2. How many of these relate to Abuse of Power for Sexual Purpose (APSP) allegations?**

Four cases containing seven Allegations of Abuse of Position for Sexual Purpose.

**3. How many of the APSP cases are referred to the IOPC?**

Three of the above cases referred to the IOPC.

**4. How many cases relate to allegations of Violence Against Women and Girls (VAWG)?**

Eight of the cases have the national Factor VAWG.

**5. How many cases relate to other forms of Police Sexual Misconduct (PSM)**

19 Cases

**6. How many cases relate to sexist/misogynistic behaviour?**

Six of the cases within Question 5 relate to sexist/misogynistic behaviour.

**7. In how many of the identified investigation types (APSP/PSM/VAWG/misogynistic behaviour) has the alleged offender been previously investigated for similar allegations?**

Nil

**8. Under what circumstances would PSM/APSP allegations be referred to the IOPC?**

The referral criteria are identified in the Police Complaint and Misconduct Regulations 2020 and guidance is available from the IOPC website.

**9. How many of the 'offenders' are male/female?**

All Male

**10. How many of the victims are male/female?**

All Female

**11. What is the ratio of male:female employees?**

Employee Type	Male	Female
Police Officer	64.9%	35.1%
Police Staff	38.3%	61.7%
PCSO	51.0%	49.0%
Specials	77.2%	22.8%
Grand Total	56.0%	44.0%

**12. What proportion of senior officers or senior staff are female?**

Employee Type / Rank	Male	Female
Police Officer	65.5%	34.5%
Chief Constable	100.0%	0.0%
Deputy Chief Constable	0.0%	100.0%
Assistant Chief Constable	50.0%	50.0%
Chief Superintendent	68.0%	32.0%
Police Staff	41.7%	58.3%
Chief Officer	50.0%	50.0%
M Band 5	42.9%	57.1%
M Band 4	36.4%	63.6%
Grand Total	54.7%	45.3%

**13. Do officers & staff have to work towards performance driven targets? If so what are the targets?**

No information held. There are no specific targets that apply to all officers and staff.

**14. What work is being actively undertaken to identify cases of APSP/PSM?**

A number of awareness sessions, training inputs and messages are delivered internally and to stakeholders to raise awareness, highlight reporting mechanisms and identify such cases.

**15. What additional work is being conducted to establish why this type of police misconduct is occurring (APSP/PSM)?**

There is academic research being undertaken to assist in understanding this and we have ongoing liaison to assist and support this.

**16. What has been identified from this work?**

The research has assisted in understanding the behaviour patterns and conduct.

**17. What is being done to address the current police culture in order to make policing a more ethical and inclusive workplace (particularly in relation to sexist/misogynistic behaviours)?**

- a) There are monthly Dilemma of the Month scenarios which are themed, each of which are shared on the WMP internal internet site.
- b) The Prevention and Intervention Team within PSD are going around the Force and delivering inputs around the Standards of Professional Behaviour and the Operation Hotton report.
- c) Local Standards Manager are being empowered to deal with low level matters quickly and escalate appropriately to PSD, they are being supported by PSD to do this.
- d) We've done some work internally around our sexual harassment policy. Police officers have higher standards of behaviour expected of them compared to ordinary members of the public and it is expected that poor behaviour internally will be called out without fear or favour.

**18. Who is ultimately responsible for addressing the policing culture?**

Everyone, and the Deputy Chief Constable leads response in conjunction with other partners.

**19. What control measures are in place to safeguard against misogynistic or sexist attitudes/VAWG/APSP/PSM.**

There is an APSP plan in line with NPCC guidance that is worked to. Counter Corruption Unit lead on APSP.

**20. What training is given in these areas? How often is this delivered? Have all officers and staff received this training?**

As per Q 17, the Prevention and Intervention Team are leading on inputs that empower supervisors to deal with matters. The Force is currently delivering Moral Courage training to all supervisors. Annual Integrity Health Checks (AIHCs) that all staff are currently doing is another way that this is being delivered.

**21. How do you ensure police officers and staff are familiar with the code of ethics? Do they need to sign a declaration to confirm they have read and understand the document? How often?**

Yes, AIHCs.

**22. Do the government provide any support to tackle the issues identified (APSP/PSM/VAWG/misogynistic)? If so what?**

No specific information held.

**23. Do you have a specialist department to investigate internal allegations of this nature?**

Our Professional Standards Department would investigate internal allegations of this nature.

**24. Are the outcomes of the identified misconduct investigations advertised within the force? If so, are all outcomes published, or is there a differentiation dependent on the case type and severity? Where are they published?**

All outcomes from disciplinary proceedings against police officers are published within the force. Proceedings for Gross Misconduct matters are published externally on the West Midlands Police website.

**25. How do you ensure that senior officers and senior staff are held accountable and their actions are transparent to the rest of the force?**

Senior officers are subject to the same investigative scrutiny, standards of professional behaviour and proceedings which are published as per question 24.

**26. Is there an available whistleblowing process?**

There is a 'whistle-blowing line' that provides the opportunity for employees to provide information to WMP Counter Corruption Unit anonymously. In addition, WMP has a Whistle-blowing Policy that provides information to those who may wish to take action of this kind. This policy provides advice around other ways to refer information, including to the PCC.

**27. How is this advertised?**

The whistle-blowing line and policy are advertised through internal communication channels.

**28. What support is in place for whistle-blowers?**

Whistle-blowers can claim official 'whistle-blowing status' in line with WMP's Whistle-blowing Policy and legislation. Line-management, federation/union, occupational health, the PCC and various other departments can all offer support depending on the subject (and source) of the allegation.

**29. Does your force engage with the local community/community agencies in order to encourage them to report inappropriate behaviour? If so how and what agencies?**

Yes, we engage with a number of partner agencies who provide support to vulnerable members of the community to raise awareness of APSP and provide additional confidential reporting mechanisms.

***30. Do you have any supportive action initiatives to ensure a representative workforce? If so please explain what these are.***

We run a programme to support candidates from underrepresented groups through the application process. This involves workshops and one to one coaching.