



Promoting improvements
in policing to make
everyone safer

HMI Wendy Williams' assessment of West Mercia Police – Transcript

I am pleased with the overall performance of West Mercia Police and commend the progress the force has made since last year. However, the force still needs to improve some aspects of its service.

West Mercia Police is in a strategic alliance with Warwickshire Police, and the two forces share all posts below the rank of deputy chief constable. They work to a single vision and set of values, and they have a integrated set of policies.

I am pleased with the progress the force has made since last year in how it protects vulnerable people. I am particularly pleased with its improved response to reports of missing children. The force continues to have a high standard of investigations, and since last year it has increased the capacity of its specialist investigators and its ability to review digital evidence, which is a significant achievement.

The force's neighbourhood teams generally engage well with local people and listen to their concerns and would benefit further from the good work they do by carrying out fuller evaluations of the force's problem-solving initiatives to understand which approaches could be used to address similar problems elsewhere.

I am pleased with the improvements West Mercia Police has made since last year in its efforts to disrupt organised criminality. However, I would like to see the force take steps to identify those at risk of being drawn into serious criminality and work with partner organisations to deter them from offending.

I am pleased that West Mercia Police, as part of the alliance with Warwickshire Police, has a good understanding of the current and likely future demands for its services. This understanding includes so-called hidden demands and new and emerging crimes such as modern slavery and human trafficking.

The force's financial plans are prudent, allow for investment in the future, and are linked to its programme of organisational change.

The force regularly clarifies and reinforces acceptable standards of behaviour with its workforce, and makes clear when standards fall short of expectations. I am pleased with the force's commitment to the wellbeing of its workforce, and I welcome its focus on mental health and its work with the mental health charity MIND.