



Councillor Barry Durkin  
Chairman, West Mercia Police and Crime Panel

Via Email – [barry.durkin@herefordshire.gov.uk](mailto:barry.durkin@herefordshire.gov.uk)

27<sup>th</sup> September 2024

Dear Barry,

Thank you for your letter of 24<sup>th</sup> September 2024 formalising the Police and Crime Panel's comments and feedback on my draft police and crime plan. I am grateful for the Panel's consideration of the document that will shape my term of office.

I will address the points raised by the Panel in turn, according to your letter.

- The Panel's endorsement for the clear and thorough nature of the draft plan is appreciated. Prioritisation against the stated objectives will be achieved via a separate prioritisation matrix. This will not form part of the formal plan, but will be produced by my office separately. Improvements will be tracked by the identification and publication of clear associated metrics and narrative where appropriate. A delivery plan will be developed to track these points once the plan is finalised.
- A potential link between recorded crime rates, under-reporting and levels of confidence in policing is noted and agreed. This is a universal challenge for commissioners, police forces and other agencies. It is for this reason that policing with the community forms such a central part of my plan, ensuring the ongoing connection and relationship between the police force and the community.
- The Panel's endorsement around improving 101 response times is noted and appreciated.
- The Panel's endorsement around the proposed approach to delivering safer roads in collaboration with partners is noted and appreciated.
- Levels of morale within policing are extremely important. My draft plan reflects a number of measures intended to help reinforce West Mercia Police's position as a good employer that invests in its people. I will continue to support the Chief Constable with efforts to improve workforce morale, however as a specific objective this is (out of necessity) a matter for the Chief Constable rather than myself as PCC.

- Having reviewed the specific section of the draft plan that was referenced within the Panel meeting regarding the flow of the document, I believe we have identified the issue. The appendix incorporates the national Strategic Policing Requirement, which includes references to Serious Organised Crime (SOC). It is for this reason that it might appear that SOC is referenced in separate sections, when the content in the appendix is actually intended to reference a relevant national document. However, the wider point is noted and agreed. The flow of the document will be reviewed prior to finalisation.

The consultation on the draft plan remains ongoing. I will finalise the document in due course and look forward to continuing to work with the Panel on delivering against it through my term of office.

Yours sincerely,

A handwritten signature in black ink that reads "John Campion". The signature is written in a cursive style with a long horizontal stroke at the end.

John Campion

**West Mercia Police and Crime Commissioner**