



Assistant Police & Crime Commissioner Information Pack

March 2025

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.



Police officer numbers are now at the highest on record in West Mercia – 2,506. With more than 200 PCSOs, 2000 members of police staff and 300 special constables and volunteers.

Policing Plan and Budget Information

A copy of the current Police and Crime Plan, Budget Report, Community Engagement Strategy and other key documents are available on the following websites:

<http://www.westmercia-pcc.gov.uk/key-information>

<http://www.westmercia.police.uk/>

The latest published performance data can be found here: [How is West Mercia Police performing? - West Mercia Police Crime Commissioner \(westmercia-pcc.gov.uk\)](http://www.westmercia-pcc.gov.uk)

The Police and Crime Commissioner

John Campion was elected for a third term as Police and Crime Commissioner (PCC) for West Mercia in May 2024. 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.

Marc Bayliss is the Deputy PCC and Steve Mackay is Assistant PCC.

Police and Crime Plan

Building on the investment and progress that has already been made, the West Mercia Safer Communities Plan sets out the PCC’s commitments for policing with

a continued focus on what matters most to communities.

Following public consultation, and building on the pledges set out during the PCC's election campaign, the plan is focused on the following priorities:

- **Cutting crime** – targeting the concerns, and crime types, that matter most to communities, including anti-social behaviour
- **Policing with the community** – more visible and accessible policing resulting in improved public confidence and satisfaction
- **Supporting victims and witnesses** – ensuring victims feel supported throughout the criminal justice journey and are regularly updated, and criminals are brought to justice
- **Maximising resources and value for money** – identifying efficiencies and smarter ways of working without compromising on delivering a quality service

The PCC's Role

The PCC is the voice of the public in policing, governing the local police force on behalf of the communities it serves.

As well as delivering their police and crime plan, other key parts of the PCC's role include:

- Setting the policing budget and determining the precept

- Appointing and (if necessary) dismissing the Chief Constable
- Ensuring appropriate services for victims of crime
- Engaging with local communities
- Holding the Chief Constable to account
- Acting as the public's custodian for all police estates and assets
- Working with partners to join up local priorities

In West Mercia, the PCC is also the host organisation for the Youth Justice Service, and also has control of the Estates function utilised by West Mercia Police and Hereford & Worcester Fire and Rescue Service.

More details of the PCC's role are available via the Association of PCCs. [The PCC's Term of Office](#)

The PCC's term is four years.

West Mercia Police

West Mercia Police is led by Chief Constable Richard Cooper.

The remainder of the Chief Officer team is comprised of Rachel Jones (Temporary Deputy Chief Constable), Grant Wills (Assistant Chief Constable), Caroline Marsh (Temporary Assistant Chief Constable), Rachel Hartland-Lane

(Director of Business Services), and Richard Muirhead (Director of Commercial Services).

Every element of force business falls under their jurisdiction.

Its values are:

- Public first
- Courage
- Compassion
- Ownership • Inclusive

Force vision and values

West Mercia Police's vision is to be a people-led, tech-enabled, crime fighting service.

Its priorities are keeping communities safe, delivering excellent service, and being a great place to work.

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: [public-charter.pdf](#) ([westmercia.police.uk](#))

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.

In a recent survey, 82% said they have confidence in West Mercia Police. And 77% say crime and anti-social behaviour are not a problem in their area.

The force has an aim to further improve on these figures by living its vision and values and delivering on its policing priorities.



West Mercia Police is a **people-led, tech-enabled, crime fighting service**

OUR STRATEGIC

VISION

OUR ORGANISATIONAL

PRIORITIES

OUR

VALUES

Keeping communities safe

Delivering excellent service

Being a great place to work

Public first
Compassionate
Courageous
Ownership
Inclusive

We deliver the Safer West Mercia Plan

