

## Strategic Policing Board

16 June 2014 - 15:30

Office of the Police and Crime Commissioner

Hoffmanns Way, Chelmsford.

Present:

Nick Alston (NA)	Police and Crime Commissioner (PCC)
Susannah Hancock (SH)	Executive Director - PCC
Stephen Kavanagh (SK)	Chief Constable
Derek Benson (DB)	Deputy Chief Constable
Betsy Stanko (BS)	Independent Adviser to PCC
Gary Sweeney (GS)	Independent Adviser to PCC
Keith Attwood (KA)	Independent Adviser to PCC
Lyle Watters (LW)	Independent Adviser to PCC
Philip Tolhurst (PT)	Independent Adviser to PCC
Tina Bateman (TB)	Performance and Scrutiny Officer (Notes)

1. NA welcomed all present to the first meeting of the board.  
Each board member introduced themselves and provided an outline of their background.
2. NA advised that the board has an advisory status and was not a decision making forum.  
Notes from the meetings will be published on the PCC website.  
Finance and Ethics and integrity issues will be separately discussed at other committees.  
The terms of reference were agreed by all board members.
3. NA and SK presented the vision, challenges and opportunities for Essex Police, focusing on the Police and Crime Plan, the importance of staff and the longer term issues.

Key points included;

- The Police estate
  - Technology
  - Staffing balance
  - Investment in information
  - Need to reconnect with officers and staff
  - Looking outside the force for ideas
  - Investment in information
  - Importance of communities
4. A discussion followed, focusing on the risks issues and opportunities for policing in Essex over the medium to long term. Matters discussed included;

- Use of the staff survey outcome to establish officer/staff identified areas for improvement and the importance of feedback and provision of details of actions to be taken to address staff concerns.
  - Customer satisfaction and the importance of continuity of service
  - The challenge of selecting priorities that will make the most difference.
  - Encouraging the public to proactively think about crime prevention
  - National sharing of best practice, in addition to regional sharing.
  - Further active sharing of functions to reduce duplication. To look at the way other agencies approach this.
  - To look to become leaders in innovation
  - The longer term strategy must take into consideration the projected change in Essex demographics over next ten years, to enable the strategy to be mapped to needs. Possible involvement of academia to obtain demographic information. Ask strategic partners what they are planning, including housing projects, social services, health and wellbeing to inform the wider picture.
  - Consultation and care in the round with strategic partners.
  - The need for a change in culture within EP and to encourage use of new IT systems.
  - `Consideration of re-location of parts of estate, particularly those based in prime areas.
5. It was agreed that the focus of the Strategic Policing board for the next 12 months should be;
1. Our partners – to include analysis of demographics and total care.
  2. Our people – staff roles and development
  3. Technology – use of IT and business redesign
  4. Communication – linked to contact relationship management (CRM)

## **Actions**

1. SK to provide an edited version of the staff survey to all independent advisers
2. SK to provide demand profile information to all independent advisers
3. SH to collect any feedback from the independent advisers further to the meeting