



## **MINUTES**

### **OFFICE OF THE POLICE AND CRIME COMMISSIONER FOR ESSEX**

### **PERFORMANCE AND RESOURCES BOARD**

25<sup>th</sup> May 2017, 09:00 – 12:00, OPCC Conference Room, Hoffmanns Way

#### **Core Attendees**

- Roger Hirst, Police and Crime Commissioner (RH)
- Jane Gardner, Deputy Police and Crime Commissioner (JG)
- Susannah Hancock, Chief Executive (SH)
- Charles Garbett, Treasurer (CG)
- Vicki Harrington, Director of Strategic Change (VH)
- Mark Gilmartin, Director of Shared Services (MG)
- BJ Harrington, Deputy Chief Constable (BH)

#### **Other Attendees**

- Abbey Gough, Finance Scrutiny Officer (AG)
- Carly Fry, Assistant Director for Performance and Scrutiny (CF)
- Debbie Martin, Chief Finance Officer (DM)
- Richard Jones, Management Accounting and Insurance Manager, (RJ)

#### **Apologies**

- Jane Gardner, Deputy Police and Crime Commissioner (JG)
- Mark Gilmartin, Director of Shared Services (MG)

	Item	Action	Owner	Date for Completion
1.	<p><b>i) Minutes of last Meeting</b></p> <p>Minutes of the last meeting were agreed.</p> <p><b>ii) Action Log</b></p> <p><b>3/17</b> - EP noted that the one page on media is still outstanding</p> <p><b>7/17 – Increasing, decreasing and stable performance</b> - VH confirmed that ‘increasing’ and ‘decreasing’ had been included within the performance report, however ‘stable’ could not be included as it was based on a value judgement. RH noted that an expectation of where crime should be needs to be provided. VH said that EP had tried to make the report easy for the public to understand. VH noted that some subjective interpretation may be necessary; RH confirmed that he would be happy for subjective interpretation to be used, and that he wanted this to include forward looking statement. VH said that this commentary would be provided against the PCC’s priorities to benefit the reader.</p> <p><b>8/17 – Monthly Performance Report, dangerous driving</b> – VH confirmed that death by dangerous driving is recorded under violence with injury as per the Home Office crime classification. It was agreed that a subsection would be provided within the next performance report which detailed the number of killed or seriously injured (KSI) and death by dangerous driving.</p> <p>Discussion was held regarding how the classification of road death reporting could be changed, as well as how there could be an increased focus on KSIs. RH agreed to raise this with the APCC whilst BH would raise with the NPCC.</p>	<p><b>EP to provide by next meeting</b></p> <p><b>11/17 – subjective commentary to be provided against the PCC priorities.</b></p> <p><b>12/17 – details of KSI and death by dangerous driving to be included within the June performance report</b></p> <p><b>13/17 – Road death reporting, and increase in KSIs to be raised at the APCC and NPCC</b></p>	<p>VH</p> <p>VH</p> <p>VH</p> <p>RH/BH</p>	<p>June 2017</p> <p>June 2017</p> <p>June 2017</p> <p>June 2017</p>

	<p><b>84/17 – Force Numbers</b> – BH said that work on the operating model had been completed however the refreshed demand piece would not be completed until July. RH said that this information would be required by July in order to submit a response the Home Office.</p> <p>iii) <b>Forward Plan</b> Not discussed</p>	<p><b>14/17 - VH to supply RH with demand information in time for Home Office submission (by 14<sup>th</sup> July)</b></p>	<p>VH</p>	<p>14<sup>th</sup> July 2017</p>
<p>2.</p>	<p><b>Vulnerable Groups Report</b></p> <p>BH noted that significant amount of work has taken place over the last few years and there are a number of governance boards in place. BH said that vulnerability will be the focus of future Synergy meeting.</p> <p>BH noted that there was an increase in the number of rape reporting which also included improved third party reporting. Part of the improvement review being managed by ACC Andy Prophet will be to look into the rape improvement plans, who will have an objective to improve EP’s performance in this area. BH noted that 3 per cent of reported rapes are what is known as ‘stranger’ rape, with the remainder being domestic abuse related, or acquaintance rapes.</p> <p>RH said that he would like to know what success looks like, and that the detection and solved rates were of concern. BH said that it was difficult to put a range on what success looks like, however comparisons against the most similar group (MSG) is best option available.</p> <p>RH noted that Steve Worron is to become the Head of Public Protection; RH asked if he would be best placed to say what success looks like. SH asked if EP can be more specific regarding improvements compared to previous reports and what milestones have been achieved. BH said that the objective should always be for EP to be at the top of their MSG. CG noted that EP has remained at or towards the bottom of their</p>	<p><b>15/17 - VH to include national and MSG comparisons in future reports VH to include how EP is</b></p>	<p>VH</p>	<p>August 2017 (date of next Vulnerability report)</p>

	<p>MSG. SH suggested that victim data could be retrieved from third party organisations such as SERICC and CARA.</p> <p>BH noted that there was increased reporting of domestic abuse which again includes improvements in third party reporting. BH confirmed that all medium risk cases were now being dealt with by the Juno team. A trial is taking place in Southend to assess whether the team can take on all medium and high cases. There is also consideration being given to mentoring.</p> <p>BH said that the vulnerability threshold for EP is lower than in social care, therefore EP refer a large number of cases for social care to review. BH said all cases were picked up by social care however there EP does not always find out what has happened after a case has been referred. BH to provide an update in the next vulnerability report regarding the referral process and feedback to EP</p> <p>BH noted that EP needs to complete risk assessments in order to move to a reactive management plan. CF asked if EP had confidence in other agencies' risk assessments and noted the case of Anthony Ayres. BH noted that the risk assessments would be completed by EP.</p> <p>CF asked if the new definition of adolescent DA was correct as it did not follow the government's (non-statutory) definition, and so had the potential to skew data.</p> <p>VH explained that it was originally thought that Essex County Council had agreed to take part in a joint targeted area inspections, however this is not that case. ECC have agreed to be inspected as a local authority. CF noted that it felt as though an opportunity may have been missed, as the OPCC was aware of some problems with Essex MAPPA.</p>	<p><b>performing against HMIC improvement plan in future reports</b></p> <p><b>16/17 – BH to provide an update on the referral and feedback process in the next vulnerability report</b></p> <p><b>17/17 - BH to check the adolescent DA definition for the next Vulnerability report</b></p>	<p>BH</p> <p>BH</p>	<p>August 2017</p> <p>August 2017</p>
<p>3.</p>	<p><b>Hate Crime Report</b></p> <p>BH said that there had been a positive increase in the level of reporting, although with improved recording since the introduction of Athena. More incidents are now reported</p>	<p><b>18/17 - VH to advise on date of Colchester hate</b></p>	<p>VH</p>	<p>July 2017</p>

	<p>as crimes. A deep dive is planned to take place in Colchester to better understand the reporting and record. Hate crime is more prevalent in urban areas. BH noted that Hate Incident Reporting Centres (HIRCs) are working actively to encourage reporting. BH said that the Harlow HIRC was good example.</p> <p>BH said that it was difficult to assess the level of reporting which came from HIRCs as it was a national reporting form which would require that question to be included within the form. BH agreed to consider if this could be changed at national level.</p>	<b>crime deep dive</b>		
4.	<p><b>Finance</b></p> <p><b>i) 2016/17 Draft Outturn Report</b></p> <p>DM introduced the outturn report and said that the provisional underspend is £0.011m compared the £103k which was forecast in period 11. General reserve remains at £13.2m which is 5% of net revenue budget.</p> <p>Discussion was held on the provisional budget and RH said that it was important to maximise the operating expenditure of EP. RH highlighted that salaries were underspent during the year against the original budget set. RH noted that the midyear underspend was highlighted in September and then plans were approved to spend the underspend on additional frontline policing including a recruitment uplift. RH noted his disappointment that action has not fully closed the underspend. RH asked if going forward the recruitment plans should include greater risk, this could potentially result in over recruiting for a period of time. It was noted that the devolution of budgets which is now being trialled across Essex should allow for the better use of resources.</p> <p>CG highlighted that a similar underspend for 2017-18 needs to be avoided by over programming the level of police officer recruitment. The provisional outturn for Police Officer did not fully compensate for the underspending on police officers pay.</p> <p>CG approved the reserve transfers requested by EP.</p> <p><b>ii) Transformation Savings</b></p>	<p><b>19/17 - Need to produce a recruitment profile for 2017/18 that shows full use of the Police Pay and Allowances and Police officer Overtime</b></p>	MG	July 2017

	<p>VH said that plans for 2018/19 saving will be looked at in the coming weeks. RH asked what was the process for identifying savings for 2018/19. VH said that she would produce a one page document which would outline the process for identifying and approving savings.</p>	<p><b>budget.</b></p> <p><b>20/17 – VH to produce a one page document which outlines the process/details for identifying and approving savings</b></p>	<p>VH</p>	<p>June 2017</p>
<p>5.</p>	<p><b>Performance</b></p> <p><b>i) Monthly Performance Report</b></p> <p>All crime has increased by 8.5%, and an increase has been seen by all but four police forces across the country. The level of increase in all crime ranges from 2% to 33%. BH said that a problem profile has been produced for motor vehicle theft; this is due to be reviewed and assessed in the coming days. A problem profile for robbery has been requested. BH noted that EP will have to consider the resource implications highlighted from the problem profiles.</p> <p>VH noted that the number of homicides has reduced and the crime severity score is influenced by the volume of crime as well as the sentences received.</p> <p>VH said that the number of drug offences was linked to proactive policing. It was asked what proportion of the perpetrators of Essex crimes such as drug and motor vehicle theft were from perpetrators from outside Essex such as London.</p> <p>RH asked VH to update the monthly performance report with details of burglary from 2016/17 to allow comparison prior to publication.</p> <p><b>ii) Balanced Scorecard Review</b></p>	<p><b>21/17 – VH to update performance report with details of 2016/17 burglary figures</b></p>	<p>VH</p>	<p>June 2017</p>

	<p>Balanced scorecard is currently being reviewed and this is will be updated and will come back to the performance and resources board in September. Balance scorecard has been added to the performance and resources forward plan.</p> <p><b>iii) Plan on a Page</b> The plan on a page has been refreshed against the police and crime plan. RH welcomed the update to the plan, SH asked if the wording linked to 'maintaining local policing' could be amended to reflect 'more local, visible and accessible' policing. VH and BH agreed to amend the plan to include 'strengthen local policing'.</p>			
6.	<b>AOB</b>			
7.	<b>Date of next meeting – 29<sup>th</sup> June 2017</b>			