

Force Performance Meeting
Thursday 27 February 2014
9.00am, Chief Constable's Lounge, Police HQ.

Present:-

Nick Alston, Police and Crime Commissioner (PCC) for Essex	PCC
Lindsay Whitehouse, Deputy Police and Crime Commissioner (PCC) for Essex	LW (Part)
Susannah Hancock, Executive Director Office of the PCC	SH
Jan Klimkowski, PCC Communications Manager	JK
Carly Fry, PCC AD Scrutiny and Performance	CF
Stephen Kavanagh, CC, Essex Police	SK
Maurice Mason, ACC	MM (Part)
Steve Shoesmith, Head of Performance, SCMD	SS
Ian Drysdale, HR Director, Kent and Essex	ID
Jane Bridgman PCC Support Officer	JB

	Matter Raised	Action	Owner	Date for Completion
1.	<p>Apologies Wilson Kennedy, Head of Strategic Change Management, Essex Police Derek Benson, DCC, Essex Police</p>			
2.	<p>Notes of Current Issues Meeting held on 20 February 2014 Amendment to agenda item 3 on previous minutes</p>	<p>Once agenda item amended and minutes approved as final, JK to publish on PCC website</p> <p>17/14 - To amend Agenda item 3, then finalise</p>	<p>JK</p> <p>SK</p>	<p>Present issues within 6 weeks</p>
3.	<p>Monthly Force Performance Reports: Two detailed reports for Force Performance from April 2013 to January 2014 were presented by Steve Shoesmith, Head of Performance, Essex Police</p> <p><u>Burglary and Robbery</u> It was encouraging to see that burglaries and robberies had reduced compared to this time last year. However, focus was still very much on these areas with the aim of continuing to reduce offences through operational drives.</p> <p><u>Serious Sexual Violence</u> The Chief Constable reported that an increasing proportion of serious sexual crime reported is historic. He also reported that there is an increase in young teenage girls being sexually assaulted by older teenage boys. This is an area that is being looked at with partner agencies.</p>			

<p>Female victims are also reporting sexual offences caused by their drinks being spiked (approx 3-4 reported incidents per week) – There is some good proactive work from Essex Police in addressing this and use of CCTV and other methods are being used to identify suspects.</p> <p>Reporting of child rape has also increased, Essex Police are undertaking focussed work around this with assistance from partners.</p> <p>Essex Police will continue to work with partners to reduce sexual violence offences, including information sharing, attendance at partnership meetings and other joint activities.</p> <p>Serious violent crime has increased and the reasons for this are currently being explored by the Chief Constable and his team (ie in some districts the night life in town/city centres is more vibrant than in other areas, which could be a contributory factor).</p> <p>The PCC asked if some of the more serious violent crimes were drug/gang related. The Chief agreed that there was a link. This is being monitored closely in liaison with the Metropolitan Police Tasking and Coordination Group.</p> <p>Where certain districts are suffering higher violent crime levels than others, proactive work is being undertaken with local partners to address why.</p>	<p>18/14 – ACC Maurice Mason to ensure that relevant partners are attending the Rape and Serious Sexual Crime Working Group and invite them to participate if not</p>	<p>MM</p>	<p>31/03/2014</p>
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	<p><u>Domestic Abuse</u> Domestic Abuse continues to be a priority for Essex Police and with the introduction of a pilot of a specialist Domestic Abuse Investigation Team in Southend currently running and proving to be successful, it is hoped that with careful resourcing this pilot will be introduced county wide in the future and therefore lead to more charges/prosecution.</p> <p><u>Data behind the Performance Reports</u> The PCC felt that it may be valuable to include more detail behind some of the data. This would assist the PCC and members of the public in gaining a better understanding of the statistical data within their districts.</p> <p><u>Victim Satisfaction/Public Confidence</u> It is encouraging to see that victim satisfaction continues to grow, however confidence in the Police has declined – it was agreed that this was partially down to poor communications between Essex Police and members of the public. There are good examples of positive and proactive policing around the County, however this is not always communicated well through public channels. Re-drafted confidence strategy currently in progress.</p> <p>The PCC will support ways in which Essex Police can improve public confidence and now that the Confidence Board has been established, Gwanwyn Mason (GM) Office of the PCC will sit on the Board to assist with building public confidence.</p> <p>The PCC also asked that his office with Essex Police look at the</p>	<p>19/14 – SS and CF to work together to provide more detailed data behind the reports and look at trends</p> <p>20/14 – GM, OPCC to be invited onto the Confidence Board</p> <p>21/15 OPCC (GM) To consider issues in relation to satisfaction and public confidence within the PCC’s emerging Public engagement strategy</p> <p>Public engagement strategy.</p>	<p>SS/CF</p> <p>On going</p>	
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	<p>interface between confidence and satisfaction, and what actions were needed to address both, as they were distinctive issues.</p> <p><u>Road Safety</u> Some data not available due to lack of resource within Essex County Council. EP are working with ECC to address this.</p> <p>It is recognised that there still needs to be improvement on the trunk roads, A127, A12 (A12 still recognised as a particular concern) although figures for killed or seriously injured have shown a slight increase compared to last year (this could be weather contributory as we had snow/ ice in January 2013 resulting in more collisions, but less serious injuries.).</p> <p>PCC informed the meeting that there may be some capital investment from the Highways Agency in the future which if it becomes available could assist with improving safety on Essex roads.</p>			
4.	<p>HR Quarterly Report to end of Jan 2014</p> <p>This was presented by Ian Drysdale, Director of Human Resources</p> <p>Essex Police currently have operational staffing levels of 96.54% In May a new cohort of officers recruited, which is expected to drive Essex Police back to capacity. The Chief Constable is looking to find a less risk adverse approach to recruiting officers (potentially looking to recruit officers from their own LPA (Local Policing Area) which will have many positive benefits, this will be looked into by ID</p>	<p>22/14 – ID to look at this approach</p>	<p>ID</p>	

<p>There are no current plans to recruit new PCSOs until Evolve programme is clear on future demand / numbers.</p> <p>It is understood that the Met will be looking to recruit later on in the year and this may have an impact on Essex Police if our current officers/sergeants wish to transfer to them. Work is underway to address this.</p> <p>The projected target for establishment levels by end of March 2014 is 3,233. The current establishment levels are 3,229 (excluding officers on career breaks/secondments)</p> <p>ID reported that there are a large proportion of officers on temporary ranks, officers will either return to their substantial posts or be returned to original post, this will be resolved shortly once promotion chains concluded.</p> <p>The turnover rate of staff and officers is at 8%, compared to 10% this time last year, this is steady and quite often caused by natural elements (ie; retirement). It was also recognised that more could be achieved to retain good staff and as part of staff/officers continued development, courses would now be available in evenings and weekends (in staff's own time) to assist in progressing with their own personal development.</p> <p>Special Constables Essex Police currently have 452 in role with full establishment capacity of 600. This figure is high compared to other comparative force areas. However, more can be done to develop Specials and a review has recently been undertaken which will make recommendations to the Chief Officer Group in</p>			
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	<p>the next two weeks.</p> <p>Sickness Levels Officer and staff sickness levels are still too high but work is being completed at present to identify worst absentees and actions are being taken to address issues with support given. . SH asked if it was possible to benchmark. ID explained that some Force data figures are misrepresented as they record theirs by days and not hours (EP record by hours) and this will have an impact on different reporting outcomes. Each Local Policing Area has a management group to review local sickness</p> <p>SH stated it would be helpful to have internal targets in relation to reductions in sickness levels. ID to review this.</p>	<p>23/14 – ID to review this</p>	<p>ID</p>	
<p>5.</p>	<p>Any other business: Diversity ID held a meeting with Mike Adams from ECDP earlier this week (www.ecdp.org.uk) – Essex Police will sponsor 3 x individuals with a disability to undertake work experience within Essex Police.</p> <p>There was no other business to report at this Performance meeting</p>			
<p>6.</p>	<p>Date of Next Meeting</p>	<p>Thursday 6 March 2014 (Finance), 9:00am – 10:30am, PCC Conference room, OPCC.</p>		