

Force Performance Scrutiny Meeting
Thursday 29 September 2014
9:00am, PCC's Conference Room, Hoffmanns Way

Present:-

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| Susannah Hancock, Executive Director, OPCC | SH |
| Derek Benson, Deputy Chief Constable (DCC) Essex Police (EP) | DB |
| Wil Kennedy, Head of Strategic Change Management Department, EP | WK |
| Carly Fry, Assistant Director Performance and Scrutiny, OPCC | CF |
| Jan Klimkowski, PCC Communications Manager, OPCC | JK |
| Charles Garbett, Treasurer, OPCC | CG |
| Chief Supt. Andy Prophet | AP |
| Det. Ch. Insp. Lesley Ford | LF |
| Ch. Insp. Craig Carrington | CC |

| | Matter Raised | Action | Owner | Date for Completion |
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| 1. | <p>Matters arising The actions raised at the meeting of 31.07.2014 were addressed as follows:</p> <p>61/14 – to be discussed this meeting. 62/14 – to be discussed Resources Scrutiny meeting on 16 Oct 66/14 – to be discussed this meeting 69/14 – actioned 70/14 – actioned</p> | | | |
| 2. | <p>Minutes of Performance Meeting held on 28 August 2014</p> <p>The minutes of the meeting were agreed.</p> | Publication on PCC website | JK | 11.09.14 |
| 3. | <p>Monthly Force Performance Reports:</p> <p>A detailed report on Force performance for August 2014 was presented by Wil Kennedy (WK), Head of the Strategic Change Management department, Essex Police.</p> <p>Additional discussion was had around the following:</p> <p>Domestic abuse The number of incidents of domestic abuse reported has not increased or decreased, which is the first time this has happened for some time.</p> <p>SH asked about the impact of the tweet your feet campaign. WK noted that the force is waiting for an evaluation from ECC however; the previous increase was at the same time as the campaign. SH noted that she had picked up some feedback to suggest that awareness (but not reporting or disclosures) had increased.</p> | | | |

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| <p>WK noted that offences had increased, which is likely the result of proactive work to convert more incidents into investigations.</p> <p>Supporting victims of crime WK noted that user satisfaction had not increased or decreased, and that emergency incident had dropped slightly however; the force is not correcting data as they found it made little difference and to the service. Over a 12-month period, it is likely to show no difference.</p> <p>There has been a 6.8% drop in emergency call performance. Resources will be going into FCR as a result and there is also a longer-term plan around recruitment. It was noted that Ian Drysdale will provide an update on this at the Resources Scrutiny meeting on 16 Oct.</p> <p>Offending WK noted that a new framework would be presented to ACC Mason, and this will then go to the Essex CRC Board. The data will show cohorts going through IOM before, during, and after the process. This will also be presented to the Deputy PCC.</p> <p>Alcohol, drug abuse and Mental health issues WK note that Class A drug suppliers prosecuted showed an increase in August, as a result of proactive work by the force. Mental health is to be one of the main subjects at a force meeting in October.</p> <p>Road Safety WK noted that there was a significant reduction in fatalities but that the numbers of pedestrian killed or seriously injured has been increasing. There will be more analysis available on this at the next meeting (which will include the quarterly report). That report will also include drink drivers, which have halved.</p> <p>Improving Crime Prevention WK noted that the number of all crime offences to August 2014 was coming down. Nationally, only Essex and Suffolk were showing reductions. ASB is also continuing to come down. In terms of satisfaction Essex is at the bottom of its MSG. EP is interviewing today for media supports for LPAs.</p> | | | |
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| | <p>Solved Rates WK noted that this is an issue that the force has identified and will be tackling at a meeting in October. CG asked if this was due to the number of outstanding jobs. WK noted that there is a link, and that it is important to get the right skills to a call at the right time, to have a better chance of detection. CF noted that sickness levels would be explored on 16 October at Resources Scrutiny.</p> <p>It was noted that violence and sexual assaults are up, as are detections for those crimes. SH asked if historic sexual assault cases were part of the reason for the increase. LF noted that the Saville case had had an effect, as there had been a drive around CSE, as well as an increase in many agencies' abilities to identify CSE. She further noted some educational work in schools in Southend, and it is hoped that this will be rolled out across Essex. LF also noted that the way in which domestic abuse is managed means that disclosures of sexual assaults will be recorded and these are part of the reason for the increase in the figures.</p> <p>CG asked if there was anything discernible about the solved rates in Southend and Thurrock. WK noted that these areas are showing reductions in crime and that their solved rates were improving. However, that would not translate to moving resources elsewhere unless something significant happened which required this.</p> | | | |
| 4. | <p>Specials and PCSOs</p> <p>Specials CC noted that the work was positive overall, and that his team had worked closely with AP on the EVOLVE programme. CC noted that they are recruiting across a wide range of skillsets. The new recruitment process appears to be making a positive impact: the previous drop-out rate was 91 percent, and now it is 45 percent.</p> <p>CC noted that there was an event held recently to recruit Specials, which attracted 84 people, with a higher proportion of women than previously,</p> | | | |

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| | <p>this. SH noted that the Deputy PCC had asked if the transport available for PCSOs had now been considered. AP noted that this is being worked through as part of EVOLVE. SH noted that the PCC has asked for a breakdown of PCSOs by district. AP to send this information to SH.</p> | <p>75/14: AP to provide breakdown of PCSOs by district</p> | <p>AP</p> | <p>30 Oct 2014</p> |
| <p>5.</p> | <p>Child Abuse Investigation</p> <p>LF noted that there has been a large increase in incidents of rape and sexual abuse against young people, and that the national CSE work has had an impact in this regard. She noted that many offences are historical, and that recent crime pattern analysis does not show an increase in risk to young people. It may be that the increase in numbers could be because of an increased confidence in reporting.</p> <p>LF noted that significant effort has been made to professionalise the team over the last three years and that the team is victim focused, with a focus on the Victims' Code. LF noted that the CPS has worked with Essex Police on matters such as credibility of the victim as a witness. She further noted that the team is investigating and solving more crimes than previously.</p> <p>LF noted that the online investigation team has been dealing with an increase in referrals to that unit, for example the referrals that came in via CEOP as part of Op Notarise. LF noted that there has been a great deal of partnership work pan-Essex in the field of CSE, and that this work is picking up on the national context, such as how missing persons are dealt with, and including those missing persons that might appear to fall just below the threshold of apparent risk. LF noted that EP provide intelligence to partners and work side by side with partners, for example, two social workers are co-located within EP.</p> <p>LF noted some of the key issues looking ahead:</p> <p>HMIC's inspection process: EP has carried out a self-assessment and now await a call to say that their inspection will begin (likely in the next six months). EP is aligned to local authorities and preparing for joint inspections.</p> | | | |

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| <p>LF referenced the 2013 SCR guidance, which is likely to lead to an increase in SCRs. There are six ongoing at the moment across Essex, and work is ongoing to improve these.</p> <p>LF noted that the MASH has gone live in Thurrock, which will bring about a rich picture of information sharing, and will probably also draw out domestic abuse and risks to adults. LF noted that the child death rapid response procedure is being led by Princess Alexandra Hospital in Harlow. LF noted that EP is seeing a greater degree of information sharing, including information that would before have been unused but provides a richer picture of the risk to a child or young person.</p> <p>LF noted that the main areas for discussion under EVOLVE are how EP responds to rape and CSE. She further noted that the team is in a strong position to engage with the EVOLVE plans moving forward.</p> <p>CF asked if the child death rapid response procedure would be delivered on time. LF noted that representatives at Princess Alexandra Hospital are clear that it will be delivered by March 2015.</p> <p>SH noted that the PCC met with the Safeguarding Boards on hidden harm, and he would be interested to know what else he can do in the 'and crime' part of his role. LF noted that with particular regard to CSE, there will be occasions where PCC input would be helpful; for example, there is a programme of work in schools that he could visibly support. This work covers primary and senior schools, and the force is looking to draw on work from Thurrock across the county.</p> <p>SH noted the letter from the Home Office with regard to CSE and asked LF what her assessment was. LF noted that EP is already engaging with key partners and drawing on national best practice.</p> <p>JK asked if EP had the capability to mount a victimless prosecution. LF noted that EP does have this capability, and that a lot of engagement is required where a victim may not understand that they are a victim. SH noted the joint workshop with ECC, EP and the PCC yesterday on youth crime and</p> | | | |
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| | asked how this would be incorporated under EVOLVE. DB noted that this would be considered before the end of 2014. | | | |
| 6. | <p>Any other business</p> <p>JK noted the Essex Police Federation article on police stress, and all noted that the topic of sickness would be scrutinised on 16 Oct.</p> <p>WK noted that the further work on shoplifting has been put into action and that a small decrease has been seen as a result. This will now become business as usual for the force to implement.</p> | | | |
| 7. | Date of Next Meeting | Thursday 30 th October 2014 9:00– 11:00, OPCC Conference room | | |