

**Force Performance Scrutiny Meeting**  
**Thursday 27 November 2014**  
**9:00am, PCC's Conference Room, Hoffmanns Way**

Present:-

Lindsay Whitehouse, Deputy Police and Crime Commissioner (DPCC), Office of the Police and Crime Commissioner (OPCC)	LW
Wil Kennedy, Head of Strategic Change Management Department, EP	WK
Carly Fry, Assistant Director Performance and Scrutiny, OPCC	CF
Detective Chief Inspector Tom Simons, EP	TS
Detective Chief Inspector Scott Cannon EP	SC
Tina Bateman, Performance and Scrutiny Officer, OPCC	TB

	<b>Matter Raised</b>	<b>Action</b>	<b>Owner</b>	<b>Date for Completion</b>
1.	<p><b>Matters arising</b> The actions raised at the meeting of 30.10.2014 were addressed as follows:</p> <p>76/14 – to follow - awaiting information from the Force control room. 77/14 – actioned 78/14 – actioned 79/14 – actioned</p>			
2.	<p><b>Minutes of Performance Meeting held on 30 October 2014</b></p> <p>The minutes of the meeting were agreed.</p>	Publication on PCC website	JK	05.12.14
	<p><b>Monthly Force Performance Reports:</b> A detailed report on Force performance for October 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><b>Domestic abuse</b> WK advised that although there were fewer incidents of domestic abuse, more offences were being recorded, as a result of improved triage and assessment of incidents. TS stated that the force anticipates that Operation Shield and the JUNO team will reduce the number of repeat offenders.</p> <p>LW noted the decrease in the solved rate for domestic abuse. WK informed the meeting the JUNO team was implemented 1.09.14 and was still embedding. The team is specifically dedicated to the investigation of domestic abuse and aims to provide a better quality of service.</p>			

<p><b>Supporting victims of crime</b>  The general decrease in victim satisfaction was discussed. WK advised that the satisfaction data can be split into three categories (dwelling burglary, vehicle crime and violent crime) providing the statistics are significant.</p> <p>Essex Police are to employ on-line journalists to supervise staff in the local policing areas with the publication of good news stories, to assist an improvement in public confidence and satisfaction.</p> <p><b>Alcohol, drug abuse and Mental health issues</b>  The Mental Health Concordat has been signed by the PCC</p> <p><b>Road Safety</b>  The meeting was informed that current trends in road safety is an item to be discussed at the next Essex Police Challenge meeting (11.12.14 to be held in Thurrock)</p> <p>Although the number killed or seriously injured (KSI) for the 12 months to October 2014 has increased in comparison the previous 12 months, the number of fatalities has decreased by 14.  The increase in the number of KSI involving motorbikes is in part attributable to the extended good weather.</p> <p>WK informed the meeting that Essex County Council has published a statement that Part-night lighting has had no effect on Road traffic incidents. Analysis of data by Essex Police Casualty Reduction has shown an increase in the number of pedestrians KSI in road collisions may be attributed to people walking in front of vehicles in areas with a night-time economy. Such areas are usually well illuminated.</p> <p><b>Crime prevention</b>  WK advised that the figures for the majority of offences remained fairly static for the last 12 months in comparison with the same period the previous year. The areas currently showing an increase in the number of recorded offences are violent crime and serious sexual. These are crimes where the increase may be a result of improved confidence in reporting incidents.</p>	80/14 – Breakdown of satisfaction of victims to be provided to OPCC.	WK	
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	<p>LW highlighted the reduction in the number of repeat victims of business crime and asked of possible reasons for this decrease, with a view to sharing any good practice with other categories of crime.</p> <p>WK provided an explanation to clarify the offence disposal Pi-charts.</p> <p><b>Organisational health</b> It was noted that sickness for Police Officers, staff and PCSOs is showing an increasing trend.</p> <p>WK advised that the matter has been discussed at the Chief Officers Meeting Group (COMG) and is an area of current attention. Sickness in October was high in all areas.</p> <p>Officer and staff sickness will be discussed further at the OPCC Resources Scrutiny meeting.</p> <p><b>Performance Summary</b> LW noted the increase in shoplifting in some districts. WK advised that a lot of work is on-going with businesses to encourage crime prevention. LW commented that solved rates were an area of concern. WK advised that this had also been highlighted by HMIC. A possible solution may be to increase the skills of the work-force around investigation.</p>	<p>81/14 - Analysis of reduction in repeat victims of business crime to be provided to OPCC</p> <p>82/14 - % figures on Pi-chart for offence disposals to be made clearer.</p>	<p>WK</p> <p>WK</p>	
4.	<p><b>Domestic Abuse Quarterly Report</b> The quarterly report on domestic Abuse for July-September 2014 was presented by Det,Ch.Insp. Tom Simons (TS). He advised that the increase in the number of incidents classified as high risk was due to a change in the recording of incidents.</p> <p>LW highlighted the number of outstanding actions due for completion January 2015, to which TS assured that completion is tied in with the introduction of Athena and the dates are viable.</p>			

	<p>CF raised concern around the progress of Domestic Homicide Reviews (DHR). TS acknowledged that this is a challenging area of work, but stated that Superintendent Rachel Nolan is aware and working on this area.</p> <p>LW requested an explanation as to how the Domestic Abuse related areas are structured. TS advised that process and meetings cross-over.</p> <p>LW noted the 40 breaches of Domestic Violence Prevention Orders (DVPOs) and asked what action is undertaken in response. TS stated that offenders are arrested and returned to court. LW requested a breakdown of the disposal outcomes in such cases.</p> <p>TS informed the meeting that DVPOs give victims time to think and victim perspective is an area being considered as part of the on-going review. Positive feedback has been received to date.</p> <p>TS also advised a dedicated team has been established to deal with applications under the Domestic Violence Disclosure Scheme (DVDS).</p> <p>CF queried whether paper forms were still being used for DV1s. TS advised this was still the case, and they will continue to be used with Athena, until Mobile Data Terminals (MDTs) are introduced. Chief Superintendent Sean O'Callaghan is working with the mobile team and looking to streamline processes in advance of Athena, to reduce the burden on front-line officers. MDTs will provide a long term solution.</p>	<p>83/14 TS to request Supt. Nolan to provide an update on DHR.</p> <p>84/14 Governance chart to be provided to show how the DA meetings all link-up.</p> <p>85/14 LW to be provided with disposal outcomes for breaches of DVPOs.</p>	<p>TS</p> <p>TS</p> <p>TS</p>	
5.	<p><b>Rape and Sexual Violence</b> A report on Rape and Sexual Violence was presented by Det,Ch.Insp. Scott Cannon (SC).</p> <p>SC highlighted the national over-riding increase in recorded rape and sexual violence over the past three years. This should be regarded as a positive indicator in terms of the willingness of victim to come forward to report such offences.</p>			

<p>Demand on the Essex Police Sexual Offences Investigation Teams (SOITS) is up 40% since the team was modelled. This is an area of concern for COMG. Policies and procedures are being reviewed in order to meet the demand in the longer term.</p> <p>In the interim 12 temporary civilian Investigating Officers are to be employed (of which 11 have been contracted to date). Most are retired detectives, employed following provision of CVs, interview and vetting. These posts are funded until March 2015, but may be extended.</p> <p>LW noted the improvement in the solved rate in Quarter 2 against the previous quarter. EC advised many factors are involved, but there had been some recent successful outcomes.</p> <p>SC advised that historic reporting, following high profile cases in the media, appeared to have plateaued and such reports were now reducing. Also increased confidence in reporting is encouraging people to come forward earlier.</p> <p>SC stated that the loss of forensic evidence after 7 days impacts timescales, with half of reported crimes being outside of this time.</p> <p>The meeting discussed the low use of the Sexual Assault Referral Centre (SARC) self-referral service, whereby victims of rape and sexual crime can refer themselves and receive support confidentially and independently of the police.</p> <p>SC advised that initial concerns were that the service may be overwhelmed, but partners are now working to advertise the self-referral service more widely, e.g. through posters in night-clubs and social media.</p> <p>A partnership approach is also being used to launch further sexual crime awareness campaigns across the county, with the support of licensing and schemes such as 'pubwatch' to promote safety and awareness.</p> <p>The offer to have a stall at the OPCC conference to be held in January was accepted by TS. It may be shared with the SARC.</p>	<p>86/14 LW to raise the matter of the employment of ex-officers with the Professional Standards Department (PSD).</p>	<p>LW</p>	
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	<p>CF highlighted the increase in the number of offences against victims under 13 years of age and asked how this is linked in to the strategic threat assessment. SC advised there is a module around the education of young people, also CSE identify those at risk before they become victims.</p> <p>The Crown Prosecution Service (CPS) has introduced a dedicated Rape and Serious Sexual Crime Offences Unit (RASSO) to deal with all sexual offences. However, this unit has been inundated by unprecedented demand leading to delays and the re-bailing of suspects. To alleviate some pressure the unit is to appoint counsel to make charging decisions on their behalf.</p>	87/14 CF to contact Essex police regarding strategic threat and assessment, referring back to crime prevention.	CF	
6.	<p><b>Any other business</b></p> <p>CF is to revise the agenda for future performance scrutiny meetings.</p> <p>CF advised that the Committee on Standards in public Life is to visit the OPCC. They have been invited to the Police Challenge Meeting to be held in Thurrock on 11<sup>th</sup> December and will also visit the Police and Crime panel. WK advised EP had sent an open invitation should they wish to visit the force.</p>	88/14 Updated agenda to be sent to Sam Dowdeswell	CF	
7.	<p><b>Date of Next Meeting</b></p>	Thursday 18 <sup>th</sup> December 2014 9:00– 11:00, OPCC Conference room		