



MINUTES

OFFICE OF THE POLICE AND CRIME COMMISSIONER FOR ESSEX

PERFORMANCE AND RESOURCES BOARD

31st August 2017, 09:30 – 12:30, GF01, OPCC, Kelvedon Park

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)
- Stephen Kavanagh, Chief Constable (SK)
- BJ Harrington, Deputy Chief Constable (BH)
- Vicki Harrington, Director of Strategic Change (VH)
- Mark Gilmartin, Director of Shared Services (MG)

Other Attendees

- Abbey Gough, Finance Scrutiny Officer (AG)
- Richard Jones, Head of Business Partnering and Management Accounting, (RJ)
- Denise Breckon, Chief Accountant (DB)

Apologies

- Debbie Martin, Chief Finance Officer (DM)

	Item	Action	Owner	Date for Completion
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<p>1.</p>	<p>i) Minutes of last Meeting</p> <p>VH requested amendment section 4, first paragraph under sickness to include 'of lost payroll hours'.</p> <p>SH said that currently minutes of the P and R Board meeting are not published until after the next meeting where the draft minutes are agreed and signed off. , Moving forward the PCC intends to publish the minutes in draft 14 working days after each meeting. The draft minutes will then be reviewed and formally signed off at the next meeting.</p> <p>SH confirmed that the minutes will be circulated by the OPCC to EP within 4 working days and comments should be fed back within 10 days. The minutes will then be published in draft on the OPCC website and finalised at the following meeting.</p> <p>It was agreed that this would take place and that details of the change in process would be provided by email when the minutes are circulated.</p> <p>ii) Action Log</p> <p>67/16 – Chelmsford CS Hub: it was noted that there has been no movement on this issue and that RH would speak to Roy Whitehead on the matter. SK noted that Andy Prophet has a meeting arranged shortly. It was agreed that following the outcome of this meeting RH, SK, SH would arrange to meet with Chelmsford City Council to discuss the matter of the community safety hub.</p> <p>108/16 – Part Night Lighting: SH confirmed that she has spoken to VH regarding this action. VH noted that data has been requested following the</p>	<p>41/17 - SH to arrange meeting with Chelmsford City Council to discuss the matter of the</p>	<p>SH</p>	<p>September 2017</p>
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	<p>OPCC request, and that this now needs to be cross referenced to ensure that it provides answers to the questions. BH said that it was important that the data is reviewed objectively by Essex Police and that national work is not repeated. VH noted that previous reports by Essex Police had identified a mixed pattern which not identified any clear correlation. VH confirm when analysis can be bought back to Board.</p> <p>97/16 – DB said that the Management Objective Analysis was not yet available due to the spreadsheet not being functional. DB said it would be necessary to rework the spreadsheet. The main focus is to ensure that the statutory analysis is completed and the data accurate. RH asked to view the Police Objective Analysis at the September meeting.</p> <p>Discussions have been held regarding 101 calling handling and BH said that there would be significant challenges and demands. Calling handling is on the Performance and Resources forward plan for December. In addition to this it was noted that ACC Mills is overseeing the FCR review and will complete strategic outline business case which will be taken to the October Performance and Resources Board.</p> <p>VH noted that the HMIC report would be moved to 6 monthly however the OPCC would be welcome to attend HQ to dip sample the tracker. A summary of recommendations would also be provided within the quarterly performance report.</p> <p>29/17 – It was noted that Richard Leicester had provided a template for the OPCC to consider. BH said that he would provide a detailed briefing note on the officers deployed to CTIU which would highlight the resource implications.</p> <p>iii) Forward Plan</p>	<p>community safety hub after ACC Prophet has had a further meeting to discuss all of the ongoing issues around the Chelmsford Hub and these cannot be resolved</p> <p>42/17 - Police Objective Analysis to be presented at the September board</p> <p>43/17 - Strategic Outline Business (SOC) case about future of Essex Police FCR to be presented to outline direction of</p>	<p>DB</p> <p>BH</p> <p>BH</p>	<p>September 2017</p> <p>October 2017</p> <p>September 2017</p>
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	<p>The forward plan was reviewed and no changes were requested</p>	<p>travel toward outline business case and changes to FCR (including collaboration opportunities)</p> <p>44/17 - BH to provide a briefing note on the CTIU officers and the resource implications for Essex Police</p>		
<p>2.</p>	<p>Vulnerable Groups</p> <p>BH noted that the Public Protection Post Implementation Review (PIR) would be completed in September and would be presented in October to the Performance and Resources Board. BH noted that there was now a new governance structure in place with Andy Prophet overseeing and other officers now brought into post.</p> <p>BH noted that there an increase in the recording of child rapes and an increase in rape reporting. BH highlighted that a report of rape would only be removed if it had been proven that the rape did not take place. The number of solved rapes is increasing slightly however the cases are often complex. It was highlighted that there was a potential concern that Essex Police was on occasion risk adverse about taking cases to court when a conviction was not assured. DS</p>			

	<p>Heady is now in post and he will be reviewing the process and culture of the team.</p> <p>Looking forward it was noted that Essex Police will be looking to encourage CPS to undertake a peer review process with them. It was asked whether it would be possible to explore the option of the PCC convening a SV strategic roundtable similar to the approach that was taken for DA. This would allow for a broad problem solving approach across the partnership. It was agreed that SH was discuss with other organisations and co-ordinate a roundtable event re sexual violence. EP are producing an SV problem profile that could inform this.</p> <p>Following the new introduction of new officers to the team, it was suggested that they come to the Performance and Resources board to provide an overview of what they have identified as key issues, areas they have changes, the outcomes and what they hope to achieve. It was suggested that this takes place after 6 months.</p> <p>VH noted that the recent PA report highlighted that the Public Protection team had a higher than average level of resource and that a further increase was required to meet future demand.</p> <p>It was noted that there has been a reduction in the number of detentions under s136 in Q1 compared to previous years. The reduction is largely due to the expansion of Street Triage. RH said it would be interesting to establish the financial saving linked to this which could help inform a conversation with the CGC.</p>	<p>45/17 - SH to hold discussions with external organisation to set up a problem solving roundtable for sexual violence.</p> <p>46/17 - JH/SW to attend a Performance and Resources board to provide an overview of the issues, changes and outcomes in the Public Protection team.</p>	<p>SH</p> <p>BH</p>	<p>September 2017</p> <p>April 2018</p>
3.	<p>Stop and Search</p> <p>BH introduced the paper and noted that there was a level of disproportionality in</p>			

	<p>relation to some population types in Essex factors such as work and street population were important to bear in mind.</p> <p>BH said that the positive outcomes across the various groups were very similar. He confirmed that Essex Police will continue to monitor this.</p> <p>There is good scrutiny and oversight by Essex Police through the use of independent advisory groups (IAD) and the Stop and Search Board. It was highlighted that there are no members of the OPCC on the Stop and Search Board; SH to look into ensuring that there is a suitable OPCC representative on the boards.</p> <p>BH said that 23% of searches take place on individuals under the age of 18 and that it was important that Essex Police ensure that the correct processes are followed when a young person is stopped.</p> <p>There is currently low usage of body worn video during stop and search however additional devices should be rolled out across the force in November which will allow for great use. MG noted that the video data will be retrievable at this point but not fully searchable.</p> <p>RH asked how good a tool Stop and Search was, and is it linked to positive outcomes. BH and SK said that Stop and Search was an effective tool for Essex Police and that there were clear links to positive outcomes. Stop and Search was also a useful tool for crime prevention and can act as a deterrent. BH and SK said that it was easier for officers to complete a Stop and Search when they were doubled teamed.</p>	<p>47/17 - SH to ensure that suitable OPCC representative attended to Stop and Search Board</p>	<p>SH</p>	<p>September 2017</p>
<p>4.</p>	<p>Hate Crime – Colchester Deep Dive</p>			

	<p>It was noted that there has been an increase in hate crime and a correlation can be seen against some recent key events. Hate crime reported is predominately racial. BH said that the same methodology can be used and applied to other areas of high hate crime. The report provides a breakdown the types of hate crime and the district wards which can be used by the local policing team to analyse. The majority of these crimes will be dealt with by the Community Safety Teams.</p> <p>Whilst recognising resource constraints, SK said that consideration should be given in the future to the OPCC having an in house analyst resource as this could help to provide additional analytical work for the OPCC. SH said that this was under consideration,</p> <p>BH said that the report did not currently provide a breakdown of religious hate crime however he would look into this to see whether it was possible to provide this data to the OPCC.</p> <p>BH said that Andy Prophet would be looking into the local governance issues surrounding hate crime, and that once this had been completed the process could then be replicated in other urban areas.</p>	<p>48/17 - BH to provide a breakdown of religious hate crime</p>	<p>BH</p>	<p>September 2017</p>
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<p>5.</p>	<p>DVPN/O Report</p> <p>BH explained that a review took place by Essex Police Legal team of all custody cases on Athena where a DVPN was not issued but appeared to fit the criteria over a 5 day period. Ten cases were identified; in 5 cases a DVPN was considered and this was recorded. In 7 of the cases a DVPN should not have been applied for, 2 cases a DVPN should have been applied for and it was applied for in 1 case.</p> <p>BH confirmed that all learning opportunities will be taken by Essex Police and will ensure that requests/decisions are correctly recorded and issued.</p>			
<p>6.</p>	<p>Finance</p> <p>i) Month 4 Exception Report</p> <p>DB confirmed that the revenue underspend was forecast at £332k which was a change of approximately £800k on the previous month. £1.913m has been included in the police pay forecast to pay for Transform investment. The forecast of revenue consequences from capital projects has been included at £1.521m.</p> <p>The Estates team are currently reviewing the capital forecast for the remainder of the year. DB noted that the original budget had a variance of £89k due to an error from one council on the collection fund. Police staff vacancy factor is currently greater than 4.25%, and there is a need to recruit to the vacancies.</p> <p>A discussion was held on the change in officer numbers from 2850 to 2758, with the posts being transferred to the CTIU. RH asked for clarification on the officer numbers, budget and funding. RH raised concerns regarding the</p>			

	<p>reduction in the number of officers. Further discussions to take place outside the meeting.</p> <p>CG noted that the £290k spend earmarked for the fire collaboration will now be revised to £100k. CG confirmed that he would send the details to RJ.</p> <p>ii) Transformation Savings</p> <p>VH confirmed that the saving shortfall for 2016/17 was £30k which had been transferred to 2017/18. In 2017/18 the current saving requirement is £3.56m with a shortfall of £240k, options are currently being looked into.</p> <p>For 2018/19 the saving requirement is £8.1m. VH noted that the management reviews is unlikely to achieve savings of £750k and will be reviewed. It was noted that current assumptions in place for council tax will be reviewed and updated accordingly.</p> <p>RH said that there was the potential to increase the precept to reduce the saving requirement, however this would mean that the increase would be spent on business as usual rather than new investment.</p> <p>It was agreed that the Transformation Saving would now be renamed efficiency and saving programme and included details of budget pressures and investment plans.</p> <p>RH asked if a more accurate and less conservative estimate could be included within the forecast which factored in the difference in paid to new recruits and experienced officers.</p>	<p>49/17 - CG to send revised £100k fire collaboration details to RJ</p> <p>50/17 - VH to rename to efficiency and saving programme, and provide details of budget pressures and investment plans.</p> <p>51/17 - Improved</p>	<p>CG</p> <p>VH</p> <p>DB</p>	<p>September 2017</p> <p>September 2017</p> <p>September</p>
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		police officer pay forecast taking into account difference between experienced officers and new recruits		2017
7.	<p>Monthly Performance Report</p> <p>All crime has increased in Essex, this is a national trend however the rate of increase has been lower in Essex than other force areas. The solved rate is also going down however the reduction is slowing. Essex Police are currently holding their position nationally. PA consulting recent work showed a disproportionate increase in high harm and complex crime. Essex Police has put increased effort into tackling high harm crime.</p> <p>It was noted that burglary has been an exception for Essex Police recently, however actively targeting offenders and other specific work by Essex Police has helped to reduce this. BH said that there was a structured plan in place and this was seeing results.</p> <p>RH said it would be timely to release a good news story to the media to show how Essex Police is tackling burglary.</p>			
		52/17 - BH to look into completing a media release on burglary reduction	BH	September 2017
7.	AOB None			
8.	Date of next meeting – 28th September 2017 FF33, Kelvedon Park, London Rd, CM8 3HB			

