

Joint Performance and Resources Scrutiny Meeting
26th November 2015
9.30am, Conference Room, Hoffmanns Way

Nick Alston, Police and Crime Commissioner, OPCC	NA
Lindsay Whitehouse, Deputy Police and Crime Commissioner, OPCC	LW
Susannah Hancock, Chief Executive, OPCC	SH
Carly Fry, Assistant Director of Performance and Scrutiny, OPCC	CF
Charles Garbett, Treasurer, OPCC	CG
Jane Bridgman, Secretary, OPCC (notes)	JB
Mark Gilmartin, Director of Shared Services, EP	MG
Matt Horne, Deputy Chief Constable, EP	MH
Andy Prophet, Head of Strategic Change, EP	AP
Debbie Martin, Chief Finance Officer, EP	DM
Richard Jones, Management Accounting and Insurance Manager, EP	RJ
Jamie Gingell, Temp Head of SOIT	AP
Tom Simon, Head of Protecting Vulnerable People, EP	AH
Will Kennedy, Head of Corporate Services, EP	WK
Apologies	
Stephen Kavanagh, Chief Constable, EP	

	Item	Action	Owner	Date for Completion
1.	Apologies Abbey Gough Matters Arising – There were no matters arising			

2.	<p>Minutes of last meeting</p> <p>Minutes of the October Resources and Performance meetings were agreed.</p>			
3.	<p>Quarterly Domestic Abuse</p> <p>TS provided update on key areas from report and stated that the reporting volumes were static, but the proportion resulting in crime has increased significantly, this was seen as positive.</p> <p>High risk cases have increased significantly by 26.8% which has impacted the JDATT.</p> <p>Cases are dip checked by EP and are in most cases being assessed correctly</p> <p>The DASH is currently being re-evaluated through the College of Policing, TS stated that there is on-going perpetrator work being undertaken, using the DASH to determine if EP is approaching this is the right way.</p> <p>NA stated it would be useful for him and CF to be walked through the DASH on Athena and asked that TS liaise with Lucy Gordon to arrange this.</p> <p>TS noted that DVPOs continue to be successful, 509 of 577 applied for have been granted. Essex has a robust approach and nationally is the third highest user of DVPO's and DVPN's. Enforcement of these remains the challenge.</p> <p>Work continues to be undertaken within the acute victim cohort, using RFG data mining, each victim also has an individual case manager assigned to them. This has led to a 33% reduction in the cohort.</p>	<p>13/2015 – TS to liaise with LG to arrange time for OPCC team to walk through DASH on Athena.</p>		

	<p>NA commented that it was important that any further DA papers showed the resourcing data. NA also commented that it was important that EP provided further detail re male victims in their papers, male victims need assurance from EP in relation to support provided. SH asked if EP were signposting male victims to appropriate agencies, including the IDVA service. TS answered that yes they were.</p> <p>JDATT/DASH action plan is 92% complete, work still improving around consistency of DASH/MASH. DRIVE perpetrator project goes live in Jan 16</p> <p>Body Warn Cameras still continue to be used as an effective tool for evidence building, the challenge is the data extraction. Subject to software working, the extraction should be complete by early December and this will help inform the PIR.</p> <p>Appendix A of DA report – NA noted that Outcomes 15 & 16 needs to come down in number, where evidential difficulties prevent action. TS supported this and agreed there has to be some focus.</p> <p>NA asked around use of cautions on medium risk cases, TS responded that cautions are authorised in exceptional circumstances. LW responded that a few cases have been seen via the out of court disposals whereby the aggressor is the teenage child on parent.</p> <p>NA thanked TS and team for their hard work around DA but stated that EP must continue to be robust in their approach to DA.</p>	<p>14/2015 – TS to ensure that DA paper includes resourcing in future and provides data on proportion of male victims.</p> <p>15/2015 – OPCC to be involved in the PIR. MH to contact when the ToR is available. WK to send ToR to CF</p>		
4.	<p>Rape and Sexual Violence</p> <p>JG reported that there is a continued increase in reported rape and serious sexual crime, due to victim’s confidence in feeling that they are able to report this. Numbers are in line with national reporting standards. This is seen as positive, however a third of victims who report will not engage in the investigation process. Many reports are that of historical rape or serious sexual assault. MH informed that demonstrator will go live next year which will assist in the rebalancing of SOIT and CAIT teams, this will</p>			

	<p>ensure that working processes are consistent</p> <p>NA asked JG if EP were doing everything possible to encourage victims to engage through the investigational process. JG noted that Essex Police was doing everything possible and that officers (including new) are educated in relation to rape trauma as this is an important area for them to understand.</p> <p>NA asked if there has been a change in types of perpetrators within the cohort, JG noted that there is an increase in child abuse (peer on peer). NA asked that work continues to be undertaken to track the types of perpetrators to determine whether the cohort type is changing. CF and LW commented that the decrease in the solved rate is disappointing and therefore seemed to suggest performance was impacted. JG responded to say that there are factors to negate this. MH stated that the force would have to ensure that they continued to work with the CPS to ensure that the victim had the best possible opportunity to ensure a satisfactory outcome and that it was important that officers submitted a quality case file to assist with prosecution. It was also recognised that specialist rape juries would be beneficial to assist with prosecutions. The CJB could play a key role in trying to assist with ensuring a smoother process for the victim in gaining a successful outcome.</p> <p>NA noted that 20% of suspects were not identified, JG responded that this may be due to a third party disclosure whereby the victim refuses to speak to the police or picked up via the DASH form. It is hoped that through engaging with other agencies, the victim will in time feel confident enough to engage with the police.</p>	<p>16/15 – JG team to continue to track the types of perpetrators to establish whether the cohort type is changing</p>		
5.	<p>Performance Summary</p> <p>NA noted that he was disappointed to see drug trafficking numbers down, performance figures are significantly different per district. MH noted that there are currently some leadership and resource issues which are being reviewed in this respect. A peer review report for Basildon area undertaken by another force due soon. A new performance framework will be in place for early Jan. SH asked for a copy to be sent to OPCC.</p>	<p>17/15 – Copy of performance framework to be sent to OPCC</p>		

	<p>Discussions with leaders has helped in last couple of weeks to increase detection.</p> <p>NA stated that it is disappointing that focus on outcomes appear to have reduced, since targets were removed. WK responded that in terms of the national context re solved rates, Essex Police is climbing through the national league table. With regards to recorded crime, Essex sits at no 28 nationally. SH informed the group that this meeting was partly held to look at performance and where resources might be deployed. There has been major investment within PPU and therefore the OPCC would expect to see an improvement in figures.</p>			
6.	<p>Performance Update</p> <p>NA noted an increase in attendance time at emergency incidents, WK has also asked for some analysis from FCR, also utilising Specials to assist, there has been some steady improvement in performance in last few weeks.</p> <p>With regards to Road Safety, WK informed the group that last November and December were particularly bad months and comparatively for this November, figures are better. Adam Pipe, the Casualty Reduction Manager is undertaking a lot of work to improve road safety. Pedestrians and motorcyclists continue to be the worst casualties, with alcohol and children with headphones being a factor. NA recognised the good work being undertaken within road safety to improve outcomes.</p>	<p>18/15 - MH/WK to produce a one page document to show plans to recover performance on attendance at emergency incidents to help improve public confidence</p>		
7.	<p>Corporate Finance</p> <p>Following the announcements from the CSR on Tuesday, no rash decisions will be made re savings and local policing. A statement from the PCC is available online.</p> <p>NA stated that the top slicing is still unknown, although expectation is that the force and PCC might still need to make a saving of £10.2m.</p>			

	<p>Major civilianisation of roles within key departments will affect the increased spend on staffing.</p> <p>NA informed that any further increase in the precept will have to be carefully reviewed.</p> <p>CG noted that the finance report shows PCC and Brentwood grant deductions and these should not be on here.</p> <p>NA noted that there are still areas of overspend within budget lines and budget holders should be held to account. RJ responded to say that projections show that the force is coming closer to budget and budget holders are improving.</p>	<p>19/15 – Brentwood and PCC grant reductions to be removed.</p>		
8.	AOB - None			