**MINUTES**

**OFFICE OF THE POLICE, FIRE AND CRIME COMMISSIONER FOR ESSEX**

**ESSEX POLICE PERFORMANCE AND RESOURCES BOARD**

29 November 2018, 10.00am to 13.00pm, FF33 Kelvedon Park

 **Present:**

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| Jane Gardner (JG) | Deputy Police, Fire and Crime Commissioner for Essex, Chair |
| Pippa Brent-Isherwood (PBI) | CEO, OPFCC |
| Matthew Horne (MH) | Deputy Chief Constable, Essex Police |
| Andy Prophet (AP) | Assistant Chief Constable, Essex Police |
| Abbey Gough (AG) | Financial Scrutiny Officer and S151 Officer, OPFCC |
| Mark Gilmartin (MG) | Director of Support Services, Essex & Kent Police |
| Debbie Martin (DM) | Chief Finance Officer, Essex Police |
| Victoria Harrington (VH) | Director of Strategic Change & Performance, Essex Police |
| Anna Hook (AH) | Head of Performance & Scrutiny, OPFCC |
| David Stovell (DS) | Finance Business Partner |
| Glykeria Anyfanti (GA) | Boards Support Officer, OPFCC, Minute-taker |

 **Apologies:**

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| --- | --- |
| Roger Hirst (RH)  | Police, Fire and Crime Commissioner for Essex |
| Jules Donald (JD) | Joint Kent & Essex IT Director |
| Charles Garbett (CG) | Treasurer, OPFCC |

**1 Introduction and welcome**

 JG welcomed all attendees to the meeting. Apologies were received and accepted from RH, JD and CG.

**2.i Minutes of last meeting**

The minutes from the meeting of 25th October 2018 were approved by the Board as accurate reflection of the discussions.

**2.ii Action Log**

42/18 on Crime Prevention Strategy.

Update: Gareth Nicholson sent the Communications plan to Darren Horsman and Emma Thomas on 30th October 2018. This action can now close.

JG. The launch of the Strategy went really well and proposed for an update on the action plan to come to the Strategic Board in three months’ time. The presentation will include proposed methods to measure the impact of the actions.

**An update on the Crime Prevention Strategy Action Plan, including proposed methods of measuring impact, to be added to the Forward Plan of the Performance & Resources Scrutiny Board (Policing & Crime) for March 2019. This will remain as a quarterly rolling report on crime prevention.**

JG. There is a disconnection between the Communications Plan and the OPFCC communications activity. It would be more efficient to have these two strands of effort connected.

PBI. It was raised with her by partners that they did not recall being consulted on the Crime Prevention Strategy. This could be due to the fact that there was a time gap before delivery. This was not mentioned as a complaint but as a missed opportunity. MH believed it would be helpful to follow up on this.

51/18 - Collaboration.

There was a task for AH and the Office of the PFCC to contact and engage with Clinical Commissioning Groups (CCGs) regarding future collaboration opportunities. An expression of interest email was sent from the Chief Executive’s Office the previous week. There is a desire to link this with the OPFCC work with the Health and Wellbeing Board on drug and alcohol misuse.

PBI intends to contact Mike Gogarty, Director for Public Health for Essex to update him on this initiative with CCGs and invited Essex Police to be represented at this meeting. AP finds this initiative very positive and offered his support. He views this as linked to the conversation about Safer Essex and how synergies can be achieved between all different strategic partnership boards. PBI and AP will discuss with Mike Gogarty, Director for Public Health for Essex the initiative to engage CCGs and seek synergies.

The action can now close.

65/18 - Special Constabulary.

Supt Alland updated that a presentation on Specials was provided to the Essex Association of Local Councils on 20 November. MH confirmed that this topic is on the Forward plan for the P&R Board (Policing & Crime) due to be discussed in March 2019.

This action can now close.

66/18 - Special Constabulary.

DM will update on the funding lines around Specials later at the meeting.

DM had received a draft report from Richard Jones, and David Stovell (Finance Business Partner who covers Specials) and whilst the report was accurate, DM felt some further work is needed in order to depict the funds that have been actually allocated and the corresponding under- and over-spends.

**DM will send the following week the updated financial analysis to AH who will make sure this is circulated appropriately.**

This action can close upon evaluation of the updated paper.

68/18 - Finance – monthly report.

AG updated that the decision sheet for virements has been received but has not been signed yet. The action will remain open.

71/18 - Operational Support Group (OSG).

An update paper on OSG is included in the papers.

PBI observed that the capacity has been increased by 50% but the metrics have not gone up proportionately. MH explained that metrics will be provided once the recruitment cycles are completed. They will be in the position to anticipate the indirect impact of the increased capacity and draw a picture of how this can be deployed and what the outcomes will be, but this will not necessarily be linked to the wider operational activity. PBI pointed out that it would be helpful to assess the expected impact focusing on particular areas of activity, for example burglaries or hotspots. It would be useful to link actual benefits, e.g. reductions in burglary, with the updated resources in these areas, cross-referencing with the work of VH. MH and VH agreed with this approach.

**Action 90: An analysis of anticipated impact from the agreed investment,** **per priority area of EP operational activity to be provided to the P&R Board in March 2019. This should link performance metrics of expected benefits with increased EP capacity.**

The original action can now close.

72/18 – Part B – Essex Juno (related to Domestic Abuse)

JG and AP attended a strategic away day and have been appointed respectively, Chair and Vice-Chair of the Board.

This action can now close.

73/18 – Part B – Essex Juno (related to Domestic Abuse)

PBI. There was a facilitated session with the Chief Executives about shared priorities across the county and how to work together. Domestic Abuse (DA) did not come up as a specific priority in its own right, however the wider priority on violence and vulnerability did. PBI, the Chief Constable and Alison Griffin, Chief Executive, Southend Borough Council, picked up the lead on DA so they will make sure this is reflected in the wider priorities. The Chief Executives group will now take one of each of the top three identified priorities to its next meetings. A more detailed work will be presented at the February meeting in Essex.

This original action can now close.

74/18 – Mobile Policing.

AH updated that a paper has been prepared to answer queries around the cashable and non-cashable savings against the original business case. The mobile first strategic board is on the 10th December, **so this item will be added to the agenda of the EP P&R Board meeting on the 3rd January 2019.** MG. There has been an independent assessment of the forces mobile capability undertaken by a group of consultants on behalf of the Home Office. There is a report for Kent and Essex on the agenda for the meeting of the 10th December. The discussion will feed back in the meeting of the EP P&R Board on the 3rd January 2019.

This action will remain open.

75/18 – Mobile Policing.

This action is completed and can now close.

76/18 – Strategy and Outcomes for CSAS Organisations.

This is complete and can now close.

77/18 – Strategy and Outcomes for CSAS Organisations.

This was perceived as a good news story. There was an update from Gareth Nicholson. MH clarified that this is not a stand-alone item but it could be embedded in the communication of the Crime Prevention Strategy. AP will be following this up.

This action can now close.

78/18 – 19/20 Investment supporting the Police and Crime Plan.

VH and AH discussed this and decided that timelines will look similar to those produced to this year, quarterly, but formal dates need to be identified.

This action can now close.

79/18 - Operational transformation reserve.

AH met with VH and this topic is now on the Forward Plan for the Strategic Board. Originally it was on the agenda for March and September 2019 but it was moved from March as this may coincide with a number of business cases.

This action can now close.

80/18 – Operational transformation reserve.

AH updated that a decision sheet for the Fusion bid has arrived. It was verbally approved in the meeting by RH.

This action can now close.

81/18 – Medical Contract / Big Word.

AH. There is some confusion as to the Health and Justice Commissioning group, Governance Board and Partnership Board, how they work together, what the landscape looks like and who is accountable for what. There was an update from John Halworth which was quite useful but not clear enough.

JG. Clarifications are needed especially as a lot of money was invested in this.

MG recalled an occasion in the past when the force was in a difficult situation with health care contractors who would not fulfil their commitments, so remedial action against them was instigated and the contract was terminated. At that time the question was whether there could be a seven-force solution to resolve similar problems. Perhaps at that time the priority was to resolve issues around the contract and the governance contract management arrangements were left for later. PBI suggested discussing this with Mike Gogarty, at Essex County Council.

**AP and PBI are invited to bring an update for the next meeting regarding the clarification of arrangements between the Health and Justice Commissioning group, the Governance Board, and the Partnership Board.**

It was agreed that the OPFCC will share with EP its expectations about this issue but EP will carry out any actions outside the meeting.

PBI mentioned that since the previous meeting, there was a procurement on the contract with Big Word which seemed to suggest that everything was fine but the feedback coming into the OPFCC by ICVs (Independent Custody Visitors) is very different and should be feeding into the contract.

MH feels that this contract provides much better services than what existed before which are improving further, such as the vetting issue.

**PBI and PM will come back to the next P&R meeting to provide information about the updating of the contract with Big Word based on the feedback from the ICVs. MH to identify a contact in the Force to meet with PBI to discuss Big Word contract and feedback from ICVs.**

This original action will remain open.

82/18 – Medical Contract / Big Word.

PBI and Pippa Mills, Assistant Chief Constable, will have a discussion on the action plan. PBI stressed that they need to instigate a mechanism that will allow feeding ICV feedback into the contract. MH suggested for this action to come to one of the regular attendees of the P&R Board meetings in order to be able to provide regular updates.

This action can now close.

83/18 – HR Sickness and Attendance Management.

AH and Richard Leicester will discuss with RH to establish the remaining graphs he would like re-introduced to the HR paper.

This action can now close.

84/1 – EP proposed response to Home Office Serious Violence Strategy.

This action is completed and can now close.

85/18 – Finance: Quarterly report

This has been completed. This action can now close.

87/18 – PEQF.

This issue will be brought to the Kent & Essex Collaboration Board on the 7th December 2018.

This action can now close.

89/18 – Part B AOB Clacton.

This action can now close.

**2.iii Forward Plan**

Additions for the Forward Plan:

* + Update on Mobile Policing, for the 3rd January 2019.
	+ Crime Prevention Strategy Action Plan as a rolling quarterly updating starting from March 2019.
	+ OSG - An analysis of the expected impact from the agreed investment per priority area of EP operational activity to be provided to the P&R Board in March 2019, linking measurable benefits with increased EP capacity.

DM. Suggested removing the Finance report from April 2019.

PBI mentioned that in December 2016 there was a discussion about commissioning an academic study around domestic violence protection orders (DVPO) and domestic violence protection notices (DVPN) which needed to come back at some point. AH advised that the study has been commissioned but has not been delivered yet. Once a date for delivery is identified this will be added to the Forward Plan. VH mentioned that this study was commissioned through Anglia Ruskin.

MH inquired who is responsible for the delivery of this study. VH advised that Diane Tate at the College was involved in managing this project.

**Action 91: A timeline needs to be identified, to indicate when the study is to be delivered and presented to the Board. Owners: AH and VH.**

**3 ICCS Capita D3000 lite (Official Sensitive)**

MG stated there are some delays in theimplementation of theIntegrated Communications Control System (ICCS) project which is part of the transition to ESMCP. ICCS is integral to the operational service and the management of the traffic of radio communications by the Force Control Room (FCR). Given its significance, the continuation of the operation of ICCS has to be ensured. Nevertheless, the level of required integration of ICCS with the existing IT systems was underplayed and understated to a great extent. The technology landscape in control rooms in general is quite complex. There is no single end-to-end piece of technology that covers everything that is needed in the control room. In Essex there is a unique working practice that significantly alleviates airwave traffic and saves the need for about 30 staff with the control room. This presents an added technical challenge if this working practice is to be maintained.

Programme Manager, Simon Morris, and David Edwards from the procurement team agreed an extension of support from Capita until the end of 2018 on current terms. However, Capita will not underwrite the ageing legacy DS2000 ICCS beyond update partly because this is old and partly because of commercial interest and the chance to profit from this deal. Hence a proposal for a DS3000lite which will give a backup capability and a fully functioning control room in case anything goes wrong during the transition. The expenditure of this system will be £200K, which could partly be regarded as an offset against the procurement cost avoidance.

JG thought as positive the fact that there have been lessons learnt from this project and stressed the importance of working together to resolve any issues identified. JG acknowledged the need to make this investment. JG inquired if this would be the last set of investment to make, and whether it can be assured that it can be delivered.

MG answered yes, and stated that this is almost certainly an interim measure because by 20/21, all forces in the Eastern Region will be aligned, locked to the whole command and control system. Forces now have to decide whether they go with multiple systems that all be bolted together or take an end-to-end system which is now becoming prevalent in the emergency services market. Essex will have the latest release of the software on the 26th December. This needs to be tested but it will put the service in a better place. This bridge will help reach the next stage of a fully functioning APD ICCS.

PBI inquired whether there is the governance Board around it and if this Board needs to maintain a more regular role. A point raised by RH was around the need to understand fully the total investment. This started very positively and now it seems that further investment is required, through bringing in a project manager, specialists, and now the integration cost. PBI would like to know if any other costs should be anticipated and whether going ahead with this interim solution ties the force with Capita in the long term. PBI would like to fully understand the potential risks around this project, for example whether there is a risk of mitigation with LPD or legal disputes around what has changed in the contract and the obligations to deliver.

MG advised that the ICCS implementation is discussed at the joint Emergency Services Mobile Communications Program (ESMCP) Board and also at a separate ESMCP sub-group dedicated to the ICCS project. MG has assumed the chairmanship of both the Board and the sub-group. Essex currently participates as interested party / observer. There is no Commissioner presence at the moment but there is no reason for this. There are Home Office representatives who sit in the boards in order to feed information out and collect feedback.

**Action 92. Abbey Gough will be invited to join the ESMCP ICCS sub-group.**

MG mentioned that in terms of cost it is difficult to disentangle the total costs related to current ICCS work, from the delays in the implementation of ESMCP. The Home Office plans for replacement of Airwave have been postponed for September 2019 and costs were incurred to keep Airwave alive. The last costs the Commissioner signed-up for were around the extension of the ESCMP programme not ICCS related per se.

MG and his team had been able to foresee these delays and manage the implementation of ICCS around realistic timelines. During the summer, the programme encountered real difficulties and a delivery partner had to be brought in to support the project. This cost was within budget. In terms of being tied to Capita, MG stated that the answer is no.

In terms of legal implications: both the Essex-Kent team and the LPD to a degree have reasons to be disappointed in the other. It has been decided that once a week there will be a teleconference between MG and LPD, every Friday at 15:00, in order to resolve any potential issues.

MG the following day will speak to everyone involved in the ICCS implementation: the in-house team, Essex and Kent resources, the delivery partner helping with the project management, some specialist contractors on the periphery of this, and some of the operational users as well. He intends to say that the mission has to be delivered without any additional budget for a full installation and start from scratch again. The relationship is not perfect but there is no indication on either side that the case will go towards some form of arbitration prior to litigation.

MH referred to the history of planning, installing and further developing the current FCR infrastructure. The original decisions about this investment were taken in 2004 when affordability was as important a criterion as quality. Today the focus is mostly on quality elements.

JG advised that this project will be supported and the necessary funds will be signed-off on Monday. There is already a decision sheet for this.

**4. Essex Police Rural Crime Strategy – performance update on GTRET and Rural Crime Strategy – 12 month progress update since launch of the strategy**

AP updated that there had been some real successes in this area of work especially considering the limited resources, and offered some highlights:

* Rural crime is up as part of the general increase of crime in Essex and nationally.
* Essex is improving its national position for theft of rural farm equipment.
* Regarding engagement, all the executive meetings at the county, district and parish levels, as well as the Safer Essex meetings, are regularly updated on the strategy and the activity. The gipsy traveller team work alongside the Essex Watch team, so all the parishes and the smaller communities get a sense of what EP are doing and what they prioritise. There are specific flags, and training built in the control now, so incidents where there are rural issues are flagged for the team to respond. There are also rural action days.
* Hare coursing: there has been an increase in reports with over 500 incidents since November 2017. More and more incidents are being reported.
* Fly tipping: the team will screen notable prosecutions involving major organised crime groups with serious crime direction.
* Unauthorised encampments: this is a real success. The number of authorised encampment has gone down and this is considered a success. From last year’s precept decision there are 50 more officers to be joining the team from next week, to support the work of visibility. Part of the planning for next year’s precept subject to ongoing conversations will focus on town centres such as Saffron Walden, and Braintree.
* There has been some work with VH and Claire Heath around producing a firmer data base.

JG. Talks to the rural community show that the team is very well received, and highly respected. A measure of success is the change of attitude from farmers who become more confident and willing to work with the police to resolve issues. JG finds this work outstanding.

PBI inquired whether these efforts find sufficient support from the environment agency. AP replied that this was not happening. The environment agency have two people nationally to respond, to give support and assessment.

MH. Thurrock and the West area have their own dedicated people and investigation capability, probably because of the scale of the problem. The fixed penalty is the normal response for improper waste disposal.

JG. The Essex Rural Partnership had a subgroup about fly-tipping. This seems to be going relatively well. RH would like to re-invigorate this group, have a new focus on that issue, and engage the environment agency as well as other local authorities. There was some disappointment by the arrests and convictions in the south of the county which was not appropriate in comparison to the offence.

**5. i) Balanced Scorecard (Quarterly)**

**ii) Balanced scorecard – Police and crime plan**

VH. This report is based on self-assessment but there is a strong governance mechanism in place for quality assurance. The scope of the balanced scorecard is becoming broader as well as the red line measures in order to apply in different areas. These are being fed into the Chief Officers Group meetings so the red line measures and performance will be scrutinised. The team is looking to bring in different commands and include every aspect of the force into this balanced scorecard. It is positive that the breadth of the scoring is used and grading is not always in the middle. There are areas that scored as “Good” and outstanding elements are recognised as well. There is nothing scored as “Inadequate”.

There is one area which is outstanding, that is innovation.

Main changes since last time

Keeping people safe. This is the first time that the grade changes from “Requires improvement” to “Good”. The decision considered the HMICFRS assessment, comparisons with other areas, and looked at the red line measures. Although overall Essex were just under on the red line measure, for important crime categories Essex was better than the Most Similar Groups (MSG) average.

Gangs. This improved to “good” reflecting the work that is going on in LPAs but also within SCD.

CSE. This went from “Good” to “Requires Improvement” and this was mostly due to the crime and public protection grading change, and the difficulty in recruiting people into these specialist roles.

Community focus. This went from “Good” to “Requires Improvement” and this was on the basis of comparative performance, the red line measure around confidence and the fact that this is a strategic risk for the force.

JG inquired about the category Modern Day Slavery and Human Trafficking which have been graded as “Requires Improvement”. VH explained that this is part of the SCD review. More work is required but it will be possible to expand in this area once there are additional resources and a team in place. MH commented that they have been very critical with themselves in these markings. There is a lot more to do about improvement but MT believes they are in reasonable place in comparison with the national level.

Looking at priorities in Police and Crime Plan

Local visible and accessible policing. This was scored as “Requires improvement”. The assessment is very much based on confidence in the local police as measured by the Crime Survey in England and Wales so Essex can compare with other areas. Essex is below the MSG average for Local visible and accessible policing, and also above the MSG average for crime per 1000 population. Essex was assessed as “Requiring improvement” for this measure.

Crack down anti-social behaviour. This scored as “Good”. The number of incidents has decreased for the last 12 months.

Breaking the cycle of DA. This scored as “Requires improvement”. On repeat incidents, DA has increased in the last 12 months, and the number of solved cases fell hence the score.

Serious violence. This scored as “Requires improvement”. Violence with Injury offenses per 1000 population are below the MSG average, but the homicide rate remains above the MSG.

Tackling gangs and organised crime. This scored as “Good”. The number of organised crime group disruptions cannot be used; more efficient definitions and comparative measures are explored in order to achieve more consistent reporting.

Protecting children and vulnerable people. This scored as “Requires improvement” on the basis of the number of child abuse outcomes, which has declined.

Improving safety on our roads. This scored as “Good”. There is a continuing decrease of Killed or Seriously Injured incidents (KSIs) for the rolling 12 months.

On Appendix 1, one can notice stability in Visible Policing, DA, Serious Violence, and Children and Vulnerable People. Road Safety and Gangs and Organised Crime are moving in the right direction.

JG felt that something should be done for the categories requiring improvement. VH stated that some of these areas are being explored in more detail, for example Visible Policing is being looked at through the EP perception survey. AP advised that a report on vulnerable people was published and also two meetings on antisocial behaviour took place. MH commented that on this report there is nothing that would make him overly concerned.

**6. i) Use of Force & ii) Stop and Search**

MH. There is a reasonably good story around “stop and search” in terms of productivity and proactivity, and the element of legitimacy in that area. This is down to the previous and the current Chiefs who are very vocal in this tactic, and some really good champions in the force at the senior level.

In total, 1.6% of Stop Searches (25 searches) did not have reasonable grounds stated but part of this could be due to a recording error. The searches where reasonable grounds are stated, do not get scrutinised at the same level as the rest.

Regarding the proportionality in policing MH is aware that the percentage of searches among black and ethnic minority members of the public is higher than their representation in the 2011 census. In Essex there is no public outcry for stop and search in the city areas, however complacency should be avoided.

MH and VH had a discussion about the possibility to involve academia and especially people who would like to undertake related work for their thesis. It would be interesting to explore themes that have not been explored for a long time, for example street populations. The census includes everyone that is over 65 years of age. The groups of people that are eligible to be searched are the street population because it is a public place. The street population is not representative of the overall population. MH feels that disproportionality in “stop and search” is probably not an issue but this has to be evidenced. What is now measured is the outcomes of “stop and search”, out of which there are about 30-35% positive outcomes from cannabis related arrests. What is difficult to measure is the overall crime prevention impact from using the “stop and search” powers which could be used as a method of not arresting people. There could be a good news story hidden in this broader issue which is not focused on regions like Essex but more on London and Birmingham.

PBI inquired about public satisfaction around some of these topics. It was surprising that confidence among Black and Asian Minority Ethnic (BAME) communities was reported as very high, and this could be used as a proxy measure. VH commented that this is a consistent finding.

Discussion followed regarding the use of special equipment by Community Safety Partnerships (CSPs), such as knife wands, which are based on scanning technology. MH mentioned that the force was asked to support the College in a survey for the use of new scanning technology. JG found interesting the possibility to do some triangulation around the use of this technology as part of a thesis, which would add legitimacy to the use of this type of equipment.

PBI thought it would be interesting to understand more the complaints about the “stop search” and the proportion upheld. MH commented that the figures around complaints are really low; this is not unique to Essex and it is observed on the national level. PBI wondered whether the lack of complaints could indicate a lack of confidence that the complaint would be taken into consideration. MH clarified that it is not a particular group that makes the complaints but third parties reflecting various experiences.

**7. Vulnerable Groups**

Highlights from AP’s presentation:

* This report is heavily focused on rape investigation. The next quarterly report will focus on a broader range of Crime and Public Protection issues.
* In November 162 rape offences were reported; last month it was 145. These were the two highest levels of rape ever recorded by the force. Five years ago it was 50 offences a month, which indicates an exponential escalation. As a consequence, the investigation team are significantly being drawn into the initial management of those offences.
* Currently there are 625 live rape investigations in Essex. Probably there are 40-60 of those that have a realistic chance of making the threshold of criminal prosecution. Many investigations involve very vulnerable victims with range of complex needs. There are numerous examples of cases where victims do not want to give statements, there is no forensic evidence, there are no witnesses, and there is no forensic recovery.
* In 12 months 3% of the cases have been solved.
* AP has refreshed a ‘proportionate investigation policy’ to support early supervisory decision making, based on the evidence, as to whether a case will be criminally pursued or whether a safeguarding route will be prioritised.
* It is expected that in the next two to three months, the number of live investigations will be significantly reduced allowing officers more time to support those case most likely to culminate in a court process.
* In the short term the force has funded additional agency support, 12 staff, will be provided until the end of March 2019.
* It has also been agreed to restructure the staff in the regular investigation teams. Currently about three quarters of the existing police staff investigators are Investigative Support Officers (ISOs) who can do basic investigation but cannot take statements or interview suspects. This restructuring will create more Investigative Officers (IOs) allowing a more even spread of work.
* The final element of development is how to work most effectively in partnership with CPS. The RASSO unit, the specialist unit dealing with sexual offences, also have workload and resourcing pressures. A joint action plan is being developed. The appointment of a new District Crown Prosecutor, Chris Long, provides the opportunity to review shared progress.
* These strategic priorities will help support the victims, focus on achieving the right outcome and hopefully secure more convictions.
* AP argued another important measure of success should be what the victims say about how they feel looked after by the force at the end of the interaction.
* The force is currently looking at the initiative Hampshire, called the C5 programme. In cases where there is no evidential threshold, a constructive conversation with the suspect takes place around the allegation and the potential impact if this was proven, and about appropriate relationships. This is not part of the national outcome, but it helps with crime prevention.

JG mentioned that the discussion with Chris Long is indeed very important and RH should be involved in this from the Criminal Justice Board perspective.

**8. Finance (Official Sensitive)**

1. Efficiency & Investments Plan (Transformation Savings)

Highlights from VH’s presentation:

* For 2018/2019 the target is under £3.5 million. This has been achieved and also there is a surplus. There is not a non-cashable surplus but there is a cashable surplus of £359 K.
* In terms of the rag ratings, there is just under £2.2 million that is green, so this is 63% of a total savings requirement and 37% or £1.3 million which is currently in amber. The two amber areas are Overtime, because an overspend on overtime is forecasted, and the other is Hexagon, which is probably less of an amber because vacant posts were found within OPC command. There is one change (grey area) for SCD and major crime; that £20K is not going to be achieved, however the forecast is looking very positive for 18/19.
* Regarding 19/20, the savings target is higher, at £6.4 million.
* Just over £4.5 million have been identified in terms of cashable savings for 19/20. The non-cashable savings in total are £3.6 million. Non-cashable savings is the area continuing to expand. If cashable are added to non-cashable savings there is a surplus but if only cashable savings are considered, there is a shortfall of just over £1.8 mil. Everything is currently amber. There is a large amount that comes from Support Services Directorate, just over £1.2 million, nearly £1.2 million as well from SCD. Increase in police staff vacancy factor is down for £1 million.
* All the items are ragged as amber. They will all be subject to a full business case.

JG inquired whether the vacant posts identified by the OPC Command have to be filled. MH clarified that this is not the case for this year.

1. Monthly finance report

Some highlights from DM’s presentation:

* There is just under £800K forecast overspend which is a reduction from last month nearly £200K. They are still looking at an outturn, which will have a strength of over and above the 3,000 officers.
* Revenue table. There is a forecast overspend of £1.5m on overtime, pensions, training and expenses. Work continues to manage the overtime overspend.
* Regarding the movement month on month. There was much discussion about the transport vehicle insurance and the method of allocation of costs to individual forces in the new contract which has led to a further adjustment on £200K. In 2019/20 there is an expectation that a new Section 22 will reduce the costs to Essex Police.
* £300K underspend was identified from the revenue consequences budget. Work continues holding budget holders to account. Premises forecasts may change to reflect revised business rates for Southend Police Station.
* Regarding virements, there is none for the PCC to sign off.

AG referred to the revenue consequences for £300K mentioned on Table 2.2, and inquired if this is based on the assumption that the data library business case being approved by the Strategic Board in December.

DM. That assumption would be based on programmes that would be approved on Stage 2. It might be a reflection of a Stage 2 proposal but DM would not expect any of that to be reversed as a result of the Strategic Board decision. MG believes there is still funding for the data library going forward as a six-force solution. The IT solution may be different from the originally approved but the concept is still the same.

1. Budget update

There was a meeting on the 9th November and a meeting in COG the previous week where they reviewed the bids again. They are now scrutinising all the information, looking at the assumptions made and going through some changes to the allowances and the way the different rates are calculated. Another thing to consider is the infrastructure if additional officers are recruited. DM reported that the infrastructure costs were quite high however these have been reviewed and some assumptions updated which have resulted in a reduced cost.

DM will send some budget projections ahead of the next Strategic Board which will be taking place on the 13th December.

There will be a follow up discussion on the budget in the P&R January meeting.

**9. Monthly Performance Report**

VH presented the update for October 2018.

* There is 12,5% increase year ending in October in all crime. Year end in September, it was 11.9%. If compared with national increase, Essex was higher.
* Rankings. In terms of the crime per 1000 population, Essex stayed the same but in terms of increase, it is above now the national increase, and moved from 27th to 31st.
* The number of crimes solved has reduced. There is no change in the ratings. In terms of prediction, for October went up slightly.
* Violence with injury. The percentage increase had been stable at 3% for a few months. It was now gone up to 3.9% increase. This is still way below the national increase but our percentage is shifting slightly while the national increase is reducing. The vast proportion of violence with injury incidents is actual bodily harm. The proportion of DA related violence with injury is stable. It was forecasted that DA would increase but it did not.
* DA. Public order and Violence against the person are increasing in their proportion of the crime mix. DA accounted for 15% of all crime year ending September, and now is 15.3%. DA makes up a larger proportion of total crime and this is a trend. DA had a 42% increase. Last month it was 39% indicating an upward trend. A decrease had been forecasted but this did not happen.
* Stalking and harassment. Some work has been commissioned to have a deep dive. There is a 77-78% increase. Last month the increase was over 73%.
* 36% of stalking and harassment was DA-related this month. Last month, it was 35.2%. Stalking and harassment went up and this had a knock-on effect on different forecasts including DA.
* Personal robbery. There was an increase in October just under 9% year end October. Essex is just above the MSG average but 11th nationally for crime increase, in the bottom quartile. The increase in personal robbery is a national pattern. For Essex, it has been forecasted that this is going to decrease in the next months. Personal robbery is an area that the Deputy has commissioned additional work on.
* Other burglary. There was a spike in October although there was a decrease year end October compared to the previous year.
* Theft of vehicles. There is a 14% increase which is noted as an exception. Essex is 8th in its MSG, nearly bottom nationally for the crime rate in this area.
* Possession of drugs. There is a spike in October, 8% increase but this is considered a positive due to proactive policing. 28 out of the 42 forces have seen an increase.
* Solved rates. There is a really high increase in the area of stalking and harassment. This is increasing as now additional crimes are recorded. Essex increases are higher than other forces. The actual number of crimes solved for stalking and harassment has increased by just over a quarter.
* Other burglary. This is increasing and this is an exception in terms of the actual rates. In terms of solved rates, this is below 10% and a number of crimes solved has decreased by 20%.
* Theft of vehicles. This is an exception in terms of the actual crime increase and rate. The solved rate is below 10%. Volume of crime solved has decreased. This is forecast to decrease over the next few months. PBI mentioned it would be interesting to know how vehicle ownership in Essex compares with other MSG and see whether this correlates with the theft of vehicles. MH commented that better vehicles have increasingly more sophisticated electronic devices built in that can help counter theft.
* A new form of predictive modelling started being used in September 2018. VH compared predictions with what actually happened. In October there were some changes regarding stalking and harassment which skewed the whole picture. VH is happy with this methodology as it is more robust. The aim is each month to bring back a comparison between the forecast and what actually happened.

JG mentioned that in previous occasions when Community Safety Partnerships were commissioned, there were targets set about decreasing crime in their area by 5%. This may be something that needs to be looked at further by the OPFCC.

Police and crime plan priorities

VH updated that:

* the main change since last time is around Priority 5. There were discussions about OCGs in relation to the tube map for the police and crime priorities. This has gone from 14 to 18.
* there is a national definition for OCG that will be used in future, and which will provide comparative data. There may be changes following the application of new definitions.

Table with metrics for the month.

VH updated that:

* Regarding burglary, there has been 4.9% decrease in residential burglary year end October; this is over 630 less homes being burgled. This is a positive picture.
* There are some other areas worthy of note such as theft of pedal cycles. For the areas of Other, Sexual Offenses, and Death or Serious Injury by Dangerous Driving, there has been a small decrease.
* Public order is another area that the Deputy Chief Constable has commissioned some additional analysis on. This like DA represents an increasing proportion of total crime. The prediction is that this figure will increase for November.

**15 Any Other Business - Close**

There being no other business, the meeting closed at 12:55.