

**MINUTES**

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

**ESSEX POLICE PERFORMANCE AND RESOURCES BOARD**

31 January 2019, 10.00 to 13.00, GF01, Kelvedon Park

**Present:**

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| Roger Hirst (RH) | Police, Fire and Crime Commissioner for Essex, Chair |
| Jane Gardner (JG) | Deputy Police, Fire and Crime Commissioner for Essex |
| Matthew Horne (MH) | Deputy Chief Constable, Essex Police |
| Abbey Gough (AG) | Financial Scrutiny Officer and S151 Officer, OPFCC |
| Anna Hook (AH) | Head of Performance & Scrutiny, OPFCC |
| Victoria Harrington (VH) | Director of Strategic Change & Performance, Essex Police |
| Dawn Walters (DW) | Management Accountant, Corporate Finance, Essex Police |
| Denise Breckon (DB) | Chief Accountant, Corporate Finance, Essex Police |
| Jon Burgess (JB) | Head of Performance Improvement Unit, HR, Essex Police |
| Alison Brett (AB) | Head of Operational HR, Essex Police |
| Adam Pipe (dial in) (AP) | Head of Roads Policing, Essex Police |
| Chris Bradford (CB) | Strategic Change and Performance, Essex Police |
| Mark Johnson (MJ) | Head of Analysis, Essex Police |
| Glykeria Anyfanti (GA) | Boards Support Officer, OPFCC, Minute-taker |

**Apologies:**

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| Pippa Brent-Isherwood (PBI) | CEO, OPFCC |
| Charles Garbett (CG) | Treasurer, OPFCC |
| Debbie Martin (DM) | Chief Finance Officer, Corporate Finance, Essex Police |
| Richard Leicester (RL) | Director of HR, Essex Police |
| Richard Jones (RJ) | Corporate Finance, Essex Police |
| Mark Gilmartin (MG) | Director of Shared Support Services, Kent & Essex Police |

**1. Welcome and apologies**

RH welcomed all attendees to the meeting. Apologies were received and accepted from PBI, CG, DM, RL, RJ, and MG.

**2. Minutes, Action Log, Forward Plan**

1. **Minutes of last meeting**

The minutes from the meeting of the 03rd January 2019 were approved by the Board as an accurate reflection of the discussions. VH’s minor amendments which do not affect the content of the minutes, have been addressed.

1. **Action Log**

81/18. AH updated that PBI and Andy Prophet met with Mike Gogarty from Essex County Council as the action required. PBI was happy for this action to close. An update regarding the Big Word Contract will be added to the Forward Plan within three to six months. PBI will let AH know when the appropriate time is. This action will close.

91/18. VH updated that the first draft of the report from ARU will be submitted before the beginning of March 2019. VH’s opinion is that a strong piece of research is needed to cover the part of the research that is related to DVPN / DVPO and impact for victims. ARU would agree to carry out a separate project for next financial year focusing on DVPOs and DVPNs. It was agreed that this piece of additional research will be useful to help identify rising trends and new areas of interest, shed light to the relation with different types of crime, and contribute to the effort of supporting officers. The commissioning process is about to start and her team will be involved in this. Interim reviews and monitoring will be in place.

**ACTION 01/2019. The review of the statistical element of the academic study on DA to be added to the Forward Plan for March 2019, as well as a review of the new DVPN / DVPO work (time to be agreed with AH / VH). Interim updates to follow as needed.**

The original action will close.

93/18. This action is completed and can now close.

94/18. This item has been added to the Forward Plan for September 2019. AH commented on the update from MG that the main reason for the delay is the geo-fencing functionality which needs to be launched and tested. RH inquired if a presentation could come to the Board earlier than September. MH advised that the technology is in place and they could start using data without the geo-fencing element, which helps locate the position of officers, assess the time they are not in the station, and allows reporting on efficiencies. Without this element, the picture would not be as rich but it would still be reasonably informative. A formal update could be possible before September 2019.

**ACTION 02/2019. A formal evaluation paper on Mobile Policing Programme to be presented in September 2019 but a bridge version with some data and working assumptions to be submitted before then (time TBC). The Forward Plan will be updated accordingly.**

The original action can now be closed.

95/18. This action will be left open until the next quarterly report is presented.

96/18. The Recruitment of Specials is on the Forward Plan. The action can now close.

97/18. The action is completed and can now close.

98/18. VH’s team is working on this action. RH thought it would be useful to present the data in the form of graphs to help understand better the pattern.

**Update to the action:** The data table depicting crime since 2015 to be presented to the Board in February. The analysis on emerging crime trends to be discussed at a future meeting. The date will be confirmed with VH.

1. **Forward plan**

No outstanding issues to add to the Forward Plan.

To add items as arise from this meeting.

**3. Crime Data Accuracy**

MH advised that there is an improvement plan in place to help the Force apply the right recording practices of crimes. This is monitored every six weeks. Crime data accuracy is particularly important for high risk areas, such as rape. For the moment, the volume of rape allegations is manageable so the police are in the position to audit these cases and make sure that the allegations are correctly recorded. In the past, a rape allegation which came from a third party or a professional and could not be confirmed with the victim, was recorded as an incident, whereas today this is recorded as a crime. This is a significant change considering the number of vulnerable people disproportionately affected by this crime type.

Another change is that some types of crime, such as stalking and harassment, are now reported separately as secondary offenses, as opposed to add-ons to the original crime as the practice was in the past. This may partly explain the increase in crime numbers.

CB referred to the gradual change in the process of crime recording which has become more victim-focused. It was recognised that victims vulnerable to different types of crime would often be reluctant to share information with the police but would be more open with professionals, such as social workers.

CB mentioned that officers are often called to interpret and take decisions around a case without sufficient information. MH clarified that officers have no direct access to the actual allegation information as phone calls are received by people who log the report on STORM in real time and are tasked with capturing the key elements of the issue during the incident call. In 2016, from the incidents received, only the 52% of the allegations were actual crimes; this has now improved to over 62%. At the moment it is not clear what could be considered as “good” percentage. CB thought that the HMICFRS inspection could help in this aspect as 10 experienced auditors will be looking through 800 incidents. This will give benchmarks and consistency to measure themselves.

RH stated that it would be useful to monitor any changes to the graph per category and compare with the present situation. CB advised that since February 2018 sexual offences have reached a plateau but all the other categories, such as VA, are increasing.

RH stated that it would be very interesting to understand the impact of the work on crime data accuracy on VH’s work exploring trends of the rising police activity since 2015. VH advised that that the increase of the incidents-to-crimes ratio account for about 9,500 additional crimes. The work CB is doing with MJ has enabled this quantification and is helping to identify what part of the crime rise is due to a more accurate recording of crime as opposed to an actual increase of criminal activity.

RH inquired whether the ongoing public engagement survey could throw some light on the extent of the unreported crime by category, especially around sexual offences, DA, and anti-social behaviour.

**ACTION 03/2019. To include in the ongoing public engagement survey questions that establish: that someone is a victim of crime, the crime type, and whether the crime was reported to the police.** Owner: VH

There was discussion around what the increase of recorded crime data means for the level of demand on resources. MH’s view was that there is no major impact on officers’ activity at a first stage. CB commented that for DA cases in particular, recording a crime enables family courts to trace the history of a crime and this may strengthen a later reporting from the victim.

**ACTION 04/2019. To bring an update to the Board on the outcomes of the HMICFRS** **inspection at an appropriate time after this takes place** (time TBC).Owner: MH.

**4. 18/19 Investment Supporting the Police and Crime Plan**

VH presented some key points:

* For 2018/2019 new investments were £9.611 million in total. Out of these, £8.507 million are green risk.
* Two IT-related investments around £1.1 million from the Capital Programme - Revenue Consequences are amber risk.
* An investment of £55K for Additional Rents is no longer required for 2018/2019. This allocation was made on the assumption that Wethersfield store would be closed and a temporary replacement would be required until a permanent replacement was identified.
* An amount of £0.313 million of investment which was agreed but not utilised in the 2017/2018 budget, was carried over to the 2018/2019 budget.
* An investment of £118K for Director of Finance, which is now showing as amber, is no longer required as there are no plans to recruit to this role.

RH inquired about the plans for the amounts of £118K and £55K. DB advised that £118K will be monitored on a monthly basis as an underspend but it has been taken out from the 2019/2020 budget. The £55K is likely to be needed for storage so it has been carried forward. At this stage, it remains on a holding code.

AG. There was a plan for a £7-10 million procurement for storage, for Kent and Essex, but this was not approved. MH commented that the current storage facility in Wethersfield is not suitable for the exhibits and other items stored there, but also for the staff that is currently working at this location. An alternative solution should be found sooner rather than later.

AH requested some clarification around the amount of £195K which had been agreed in 2017/2018 but appears to remain unused. VH clarified that this was outstanding in 2017/2018 but it has now been used. The wording should change to reflect this.

**5. Finance**

1. Efficiency & Investments Plan (Transformation Savings)

* VH updated that for 2018/2019 there are no changes. There is one SCD area that is not going to deliver this year. All other areas are green.
* For 2019/2020, the savings and efficiency target is over £6.4 million. Cashable savings over £4.7 million have been identified, which makes a shortfall of £1.7 million. However, if the £3.6 million for non-cashable savings are added to the cashable savings, there is overachieving.

VH met with Jo Turton, Chief Fire Officer, earlier this week to discuss the approach to savings and efficiencies; the meeting was useful.

1. Monthly finance report

* DB updated that there is very little movement between Month 8 and Month 9. There was £14K from Month 8.
* At end of December 2018, the police officer strength was 3,018 FTE. The forecasting until the end of year is to lose 20 officers a month but also recruit 60 during that period.
* In terms of capital, they are still looking at a surplus capital resources balance at year end.
* On the Table 2.1 Revenue Summary, the main area to review is related to an overspend for the renewal of the Force motor insurance contract from 1 October 2018. The recommendation is for a transfer of £700K to take place from the general reserve into the revenue budget to offset that.

**There was agreement for the recommendation to go ahead.**

* At the total for Employees, there is an overspend of £429K. An underspend of £3 million is noted for Police Staff Pay and Allowances. MH mentioned that the overspend in overtime is largely related to public protection and this was allowed in order to compensate for vacancies. MH is not worried about this overspend and stated there has not been an impact from this.

RH observed that the original budget for overtime, pensions, training and expenses (although the emphasis feels on overtime given the wording)  was £12 million; it was revised to £14.76 million and the actual spend now is £16.4 million. This is a considerable move and he would like to understand more what this additional amount of £4.5 million is related to.

**ACTION 05/2019. To complete a break-down of the category Overtime, Pensions, Training, Expenses of the Revenue Summary 2018/2019 and update the Board at the February meeting.** Owner: DB.

1. Budget update (verbal)

DB updated that the team is currently focusing on early closure as an audit inspection is due for the end of the month. The budget work will be resumed in March. They will be issuing the internal budget book that gives all budget holders the individual budgets for the new year. This will be completed by the end of March. The outcome of the report on devolved pay for the budget holders will be going to the Chief Officers soon; it is now with DM as a draft report including recommendations.

MH mentioned that early indications show that this will be welcomed; the recommendations call for stronger guidance, and clearer expectations. There will be space for flexibility but in a context of stronger principles. There should be more clarity around how vacancies are perceived and justification will be sought around expenditure to offset vacancies especially around posts requiring high-skilled staff.

**6. Action 52/18 - Benefits realisation analysis on** **BWV**

MH updated that over 2000 BWV devices have been rolled out since November 2018. This new technology finds application predominantly in DA related incidents. The first evaluation from staff and it is very positive. What needs to be ensured now is that data are fed into VH’s team to enable a proper evaluation and assessment of efficiencies.

RH pointed out that it would be helpful to understand how BWV improves the outcomes in terms of solved cases rate, whether it has an impact on people’s or the officers’ behaviour in public or in a DA context, and how it improves police case files. MH stated it is difficult to quantify in cashable terms.

AH stated that it would be useful to understand what is planned around the 300 cameras that have not been used yet and wondered whether using them would be preferable to having them re-distributed. AH acknowledged that ACC Prophet is aware and has indicated to the project board that this is being addressed. MH accepted this was an issue and needs to be resolved.

AH found a little worrying the fact that any additional devices would come at a higher price than originally negotiated. MH was not aware of that. RH stated that AXON do not have good grounds on increasing the price per unit.

**If AXON is looking to increase the price per unit for additional BWV devices, RH would be willing to escalate the matter and meet with the responsible AXON director.**

**7. Action 50/18 Hate Crime**

MH stated that there is a national increase of hate crime. A special task force has been mandated to assure the quality of investigations in this area. MH referred to the fact that most distressing content can be found in social media, as people often lose their inhibitions when communicating via social media. Even professionals that support people vulnerable to hate crime, become themselves targets of hate-fuelled bullying via social platforms. Some members of the public do not hesitate to leave aggressive comments on EP electronic platform in relation to the recruitment of BAME officers.

RH invited suggestions around ways to reduce or stop this kind of crime. He proposed reaching out to faith organisations and invite Essex County Council to work together to try to achieve a positive influence in people’s behaviour.

MH advised that there are relevant actions planned in view of the exit of the UK from the European Union but something could be done as early as February. Pre-emptive messages could be disseminated to reassure the population that hate speech and acts are not acceptable, and to clarify the boundaries about what behaviour is accepted and what is not.

**It was agreed that courses of action will be explored in order to tackle hate crime proactively and in partnership with ECC, and faith groups. RH indicated that this was an activity for the police to consider and did not need to be brought back to the Board at this time.**

**8. Roads Policing**

Some key points from AP’s presentation:

Road Traffic Collisions Casualty Data. An increase over 62% in comparison with 2017 is expected in the number of fatal or life changing road traffic collision investigations which identify a prosecution. The total number of accidents for 2018 is expected to be 927, which is under the number for 2017.

Drug Driving. There are serious concerns following a 38% increase of drug driving in comparison with 2017. In November 2018 more people were arrested for drug driving than drink driving. There is a significant link between drug driving and a criminal lifestyle. There are relatively few officers (280) who have the training and skills to enable road side testing for drug driving.

Street Spirit. A large campaign was launched by the SERP around young people riding motorcycles. Motorcyclists account for 0.8% of traffic but account for 26% of the overall number of people killed or seriously injured on the roads of Essex; 37% of these people belong to the 17-25 age group. There are various activities aiming to raise awareness around risks when riding a scooter or moped, and offer useful information for example around wearing appropriate protective clothing. This information is available at the relevant website ([www.street-spirit.co.uk](http://www.street-spirit.co.uk)).

Speed enforcement and Trucam Project. This project aims to help control excessive vehicle speed, trying to maximise the use of speed detection technology and available powers. A trial scheme was developed by Essex Police and launched in December 2017 by Maldon District Council Community Protection Officers. The project progressed well and there is interest from more district councils to replicate it, including training of PCOS. **AP is preparing a report for the PFCC which will include comparative data quantifying actual benefits from the Trucam Project.**

Community Speed Watch Development 2019. With the support and management of ECFRS, this scheme now has 87 active groups and 870 volunteers. The Harwich group made contacts with a number parish councils in the district offering voluntary assistance to monitor vehicle speeds outside their own community. **AP is having a meeting with AH on the 25th February to brief her on the project.**

Safe Pass. This scheme was initiated two years ago by West Midlands Police and has now been adopted by a number of police forces in England and Wales. The objective is to raise awareness around a safe pass of a vehicle where a cyclist or a horse rider is riding along, affording the protection of 1.5 meter gap. Road user groups provide digital footage of incidents which potentially could be used for prosecution.

Extra Eyes. This project was launched last year by EP in partnership with the SERP, and allows road users to forward footage to EP of incidents highlighting dangerous or poor road user behaviour. They have received 2,718 reports since March 2018. It has generated 44 intelligence reports which have been put into a system as a result.

Road Safety - Crime Operations. This project has been really successful having achieved 452 arrests so far since 1st April 2018, seeking to maximise the use of officers to tackle criminality.

RH inquired about outcomes and whether these arrests resulted to conviction, or restorative justice, or caution etc. **AP would work on this and provide these numbers.**

Older drivers. This is a relatively small user group. There are potential risks around eye sight issues, early signs of dementia or mobility issues. During 2019, SERP will introduce a free practical course to drivers aged 70+ utilising existing instructors currently delivering the National Driving Advisory Course.

Mobile First: All traffic offense tickets will go live on the mobile apps 22nd February, and it is expected to bring back some efficiencies.

RH commented that a lot of work seems to be taking place on speeding, drug and drink driving and safety belts, but there is not so much around use of mobile while driving. The original 4000 offences were reduced to 2700 and now seem stagnated. RH wondered if new ideas are now needed. AP agreed that they need to be more robust and consider for example high penalties rather than courses. RH would like to explore more the different technologies with which mobile manufacturers can have phones blocked when in motion. AP will be attentive to the subject and report back if anything arises.

**9. HR, Sickness and Attendance management, Staff Performance Reports (Quarterly**)

AB reported that the officer strength, as at 31st December, was 20.20 FTE above the establishment of 3000. The projected year strength FTE will be 3043.27. What looks as an anomaly, is the number of support services (307.71). That allows for the probationers sitting within this tab. At the moment there are 253 FTE for probationers, 63 on LPAs and 190 in the College. This will be presented on a separate line in future. With regards to PCSOs, there were 13 starters. With Specials the picture is really positive. BAME is also on a positive trend.

AB referred to the Wellbeing Award which was granted to Essex and Kent Police at the end of 2018, and this was a good story.

JB updated that they have achieved reaching the national average days off for police staff. In relation to officers, they are on track to move up the scales. The police officers are looking at seven days on average lost per year, police staff is 6.86, and PCSOs is 9.16. There is a small increase by 0.41 for police staff. On the dashboard all other areas are below last year’s absence.

RH would like to know more around the fact that LPE North is worse than the other two. JB could not back this by statistics but he thinks that this is due to the geographical difference between the North and the South, the latter being a very tiny corridor along the Thames with high visibility from leaders. JB believes that in the North culture is changing and there will be an improvement.

MH commented that in the North there are longer services, people are more and longer term sickness absences, and there is less interchange from the North to other areas. So a combination of subtle factors should be considered.

AH asked if there had been impact from the flu jab. AB have seen a reduced amount of short term absence compared to last year. This year they have put on extra flu jab appointments which were all used.

**10. Monthly Performance Report**

MJ updated that the picture continues being largely unchanged.

* All crime has risen by 15.3% and it is above the national increase for three months. The comparable national figure is 10.3%. In the most similar group Essex is in the middle. Domestic Abuse (DA) has risen by 46.4%.
* The increase can be partly attributed to the change in the way Stalking and Harassment is being recorded, which almost doubled the amount for this type of crime since the previous year. Better Crime Data Accuracy (CDA) is thought to contribute to this increase by 70% and actual increase in crime by 30%.
* Violence without Injury has increased, and most of it is related to Stalking and Harassment. Essex is in the top of the MSG with 15%.
* Burglary continues to decrease. There is good performance across the Force for some time.
* The solved rate continues to decline. Nationally Essex is in the middle of the MSG.
* Knife crime is not an issues for Essex as it is for large urban areas.
* Essex is not negative outlier, and all forces see increase.

**On seven priorities**

* There has been improvements on local, visible and accessible policing.
* There has been an improvement around the number of homicides.
* There is a deterioration in Violence with Injury but the increases is below the national average.
* In terms of tackling gangs, there has been an improvement.
* In general, there are no surprises. Essex is following national trends.
* A large proportion of crime is becoming more complex requiring more officers’ time.

JG intends to have a closer look at the repeat incidents of DA and have a discussion with Andy Prophet.

It was agreed that MJ will amend the statistical data presentation to include a whole calendar year for 2017, to enable comparability with data from 2018.

RH remarked that there is considerable increase of crime in comparison with last year but there is considerable investment in new technologies through the Mobile Policing, and BWV which are expected to start bringing about benefits and make a difference.

RH would be interested in having access to international crime data for comparison in the context of VH’s work on crime trends since 2015.

**ACTION 07/2019. Provide comparative international crime data (e.g. other European countries and the USA) which will be considered in the context of VH’s work on domestic crime trends since 2015.** Owner: MJ.

**11. AOB & Close**

RH stated that this was the last P&R Board meeting for DCC Matt Horne as he is leaving the Force to join Metropolitan Police. RH thanked MH for his contribution and wished him well in his future role.

There being no other business, the meeting closed at 13:22.