

MINUTES

OFFICE OF THE POLICE, FIRE AND CRIME COMMISSIONER FOR ESSEX

ESSEX POLICE PERFORMANCE AND RESOURCES BOARD

20 December 2019, 10.00am to 1.00pm, GF01, Kelvedon Park

Present:

Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner (Chair)
Roger Hirst (RH)	Police, Fire and Crime Commissioner
Pippa Brent-Isherwood (PBI)	CEO, PFCC's office
Abbey Gough (AG)	Interim Head of Finance and Section 151 Officer, PFCC's office
Anna Hook (AH)	Head of Performance & Scrutiny (Policing & Crime), PFCC's office
Pippa Mills (PM)	Deputy Chief Constable
Andy Prophet (AP)	Assistant Chief Constable
Richard Leicester (RL)	Director of HR
Vicki Harrington (VH)	Director of Strategic Change
Richard Jones (RJ)	Head of Business Partnering and Management Accounting
Camilla Brandal	Minutes, PFCC's office

Apologies:

Mark Gilmartin (MG)	Director of Shared Services
Debbie Martin (DM)	Chief Finance Officer
Claire Putnam	Board Support Officer

1 Introduction and welcome

JG welcomed all to the meeting and introductions around the table were made. Apologies were received from DM, MG and Claire Putnam.

2.i Minutes of last meeting

- 2.i.1 VH asked for a correction to paragraph 4.12 on the last sentence so that this read 'VH confirmed that the Chief is writing to AMB to formally request an automated fix for this manual process as other crime types are affected.'
- 2.i.2 VH asked that paragraph 8.1 first sentence read 'and 51% response rate was achieved and improvements have been seen in all but one area identified in the first survey.'
- 2.i.3 VH asked that paragraph 8.7 first sentence read 'and Claire Heath has been instrumental in building a constructive working relationship with'
- 2.i.4 VH asked that paragraph 9.2 read '... Force streamlined the initial scorecard which now has even closer links to the Police and Crime Plan priorities. Redline comparative measures have been put in which show where the Force is in line with its most similar group of Forces. KPIs are used to identify the drivers and levers which will positively influence the redline measures.'
- 2.i.5 VH asked that paragraph 9.4 second sentence read 'For the area of focus and service user there has been no change in grade however, Process has downgraded'

2.i.6 VH asked that paragraph 11.2 read 'Volumes of solved crimes continues to rise...'

There were no matters arising and subject to the amendments above, the minutes of the last meeting held on 28 November 2019 were approved.

2ii Action Log

43/19 Police & Crime Plan Deep Dive - Breaking the Cycle of Domestic Abuse
AH to discuss graph received on BWV usage with ACC Prophet.

48/19 Monthly Finance Report
To form part of Special Reserves year end accounts process. Propose close.

49/19 Monthly Performance Report
Update: VH confirmed that a summary narrative page is being trialled for the PFCC monthly report using performance against the Police and Crime Plan measures. To be tabled for update in February 2020.

2.iii Forward Plan

There were no major changes to the Forward Plan other than an update on Victims Commissioning. PM asked whether purdah affected the schedule of meetings that were in place, RH confirmed that it did not as purdah restricts a political candidate from using public assets for political gain and internal meetings did not fall into this category.

3 Finance

3.i Efficiency & Investments Plan (Transformation Savings)

3.i.1 VH presented the paper on progress against current and future efficiency and savings plans as set out in the budget and the Force Medium Term Financial Strategy, and that the report is for the Board to note.

3.i.2 VH confirmed that there were few changes to the report but one notable change is on the 2019/20 non-cashable savings projection in operational hours delivery by Special Constables has been reviewed against assumptions and increased from £0.722m to £1.293m.

3.i.3 VH confirmed that work was continuing on the 2020/21 savings options, looking at detailed business cases, most of which have gone through SCCB and COG.

3.i.4 VH went through the table on page 6 of the report which now set out the Efficiencies and Productivity Plans for 2020/21. These are currently reporting non-cashable savings of £2.18m for the year. The figures for Op Hexagon are to be removed from the 19/20 programme and will be revisited in 2020/21.

3.ii Monthly Finance Report

3.ii.1 RJ went through the Executive Summary which identifies the 2019/20 month 8 position for the Force, and shows the latest forecast revenue overspend is £0.519m.

3.ii.2 The report shows that the police officer strength forecast at the end of November is 3,133 FTE and at year end is 3,325 FTE. The Capital Reserve is forecast to be £2.801m surplus at year end with the forecast capital expenditure at £13.323m.

- 3.ii.3 Following on from the report, JG asked about the overspend on transport due to the impact of the motor premium levels which have not decreased as expected and asked whether this reason was known? PM confirmed that this related to the historic 'catastrophic incidents' and the disproportionate share of the premium and the Force have written to the insurers for their assurance that the premium will be reviewed and reallocated over the next few months. A 10% assumption on the reduction in the premiums has been budgeted for, for next year.
- 3.ii.4 RJ went through the overspends; the main item of which is spending on Op Melrose and the other being the contribution for the 7Forces team which had not been budgeted for previously.
- 3.ii.5 RJ confirmed that he had prepared a decision sheet for the 3 virements which would be sent through to the PFCC's office for processing. The virements relate to the funding of the 45 FTE officers, the costs associated with the 7Forces team and the POCA income.
- 3.ii.6 RJ confirmed that there will be some adjustments to the Operational Transformation Reserve and the Transformation Reserve in month 9. The table on Page 17 (which was provided quarterly but will now be provided monthly) sets out the reserves position up to 2024/25.
- 3.ii.7 RH commented that in respect of the table on Page 17 that the guidance on general reserves is 3% of the net revenue expenditure and the Force is forecasting that it sits around 2.7% which needs to be taken into account when revising the Medium Term Financial Plan.

4 Monthly Performance Report

- 4.1 From the Executive Summary, VH confirmed that 3 of the 7 PFCC priorities have been given a grade of Good, and the remaining 4 priorities have been graded at Requires Improvement (none of these grades have changed since the July 2019 report). On going through the Executive Summary, items to note included an all crime rise of 13.6% for the 12 months to November 2019 compared with the 12 months to November 2018. It is estimated that around 12.5% of this rise is attributable to changes in the Home Office Counting Rules relating to Stalking and Harassment as well as a more rigorous approach to Crime Data Accuracy. VH confirmed that there had been a 5.8% increase in crimes solved, however, the All Crime solved rate continued to decline due to the increase in the number of crimes reported.
- 4.2 JG asked what was needed to improve the gradings and VH is of the opinion that actual performance and comparative performance from the balance scorecard need addressing in order for the gradings to improve. VH confirmed that the benchmarking exercise against the Most Similar Group ('MSG') is providing the comparisons for performance at present. VH is of the opinion that the situation will improve as the solved rate volume is increasing which will have an impact on the performance levels. VH referred to the Crime Tree Data for the last 12 months which shows increased levels of improvement (green figures) versus worsening areas (red figures) particularly over the last 3 months. RH asked whether VH thought this was sustainable and was there a timeframe for the gradings rise? PM is of the opinion that Gangs and Organised Crime will be the first priority to change as the category will be measured 'like for like' now that consistent reporting has been in place for a year.

AP joined the meeting at 10.25am

- 4.3 A brief discussion took place around Police Scotland and Home Office Counting Rules and it was confirmed that Police Scotland have a different inspection regime and their figures were not able to be used as a comparison.
- 4.4 From the Executive Summary it was also reported that confidence in local policing from the internal survey had deteriorated for the 12 months to June 2019. The Crime Survey of England and Wales placed the Force in 8th position in the Most Similar Group which was 9.4% points below the MSG average.
- 4.5 The increase in homicide numbers reported on in this paper reflects the deaths of 39 Vietnamese nationals in October 2019. RH asked how the homicide figures are being reported and the performance assessed against a consistent figure that acknowledges the 39 deaths as an exception. RH also asked how other forces would record this. PM confirmed that an analysis piece on the increase in homicide figures (without the 39 above) is being prepared and will be presented at COG at the end of January and brought to this Board in February.

Action: 50/19

Analysis paper on homicide figures being provided for COG, to be tabled for agenda in February 2020.

- 4.6 VH went through each of the priorities and a discussion took place around delays in deployment and public perception, MSG not having a comparison for domestic abuse, the reducing violence rates, Gangs reporting, vulnerable groups with the abuse solved rates requiring improvement with a quarterly vulnerable persons report to be presented at this meeting in February 2020 including the new measures taken in regard to prevention work, the roads priority has now been aligned with Essex County Fire & Rescue, VH would provide a split between the drink and drug figures under Priority 7.

Action: 51/19

Quarterly vulnerable persons report to be present at February's P&R and to include the new measures taken with regard to prevention work.

Action: 52/19

VH to look at splitting out the drink and drug figures under Priority 7 into two separate items. VH to also supply missing KSI figures into Crime Data Tree table.

- 4.7 A brief discussion took place around metric setting for the future Police and Crime Plan.

5 Recruitment of Specials

- 5.1 AP went through the quarterly update report on the Special Constabulary Development Programme where there were no specific recommendations to note but that the Force have concerns around reaching the 600 mark.
- 5.2 As at 1 December 2019, there were a total 516 Special Constables which means that Essex Police is still the second largest Special Constabulary in England and Wales after the Metropolitan Police Service. From the report, the gender breakdown shows the female ratio is improving due to targeted media campaigns. Over the period 1 September 2019 to 30 November 2019 a total of 48,659 hours were contributed meaning a 9% increase on the same period in 2018/19. Essex Police had received 229 new applications between September and November but the threat to the

continued growth remains the regular recruitment programme. Over the last 2 years an average of 3 Specials resigned to become a regular each month with this increasing to 9 Specials a month over the last 6 months.

- 5.3 AP went through the current work and performance for recruitment which included media attraction, recruitment outreach, recruitment data, the Community Special Constables, risk to the continued growth of the Special Constabulary, links to the Police and Crime Plan priorities, and future work and financial overview.
- 5.4 A discussion took place around the PEQF and the benefit of prior learning being taken into account for future recruitment.

6 Body Worn Video Post Implementation Review

- 6.1 AP presented the update paper on the Post Implementation Review where the 3 recommendations made to Chief Officers were now progressing and were set out in the paper for noting.
- 6.2 After a discussion around the review, AH asked about the BWV benefits showing on the efficiency report as amber and the note that there would be benefits identified after the PIR - is anything expected to go into this year on the efficiency table? VH confirmed that non-cashable savings for 20/21 were included but she would look at whether there was anything for 19/20.

Action: 53/19

VH to confirm whether there are any non-cashable savings for Body Worn Video for 19/20.

- 6.3 AG asked about the funding for data storage and the possibility of introducing triage officers to manage the storage, and whether these officers were on new duties or whether they were new staff? AP confirmed that they were not new staff and other funding had been sourced to deal with the data storage issue. AG then asked about the delay to the Kent DAMS implementation and whether this would have an effect on the storage. PM confirmed that the Kent DAMS project is a 7Force project and would not be an issue for Essex.

7 Crime Prevention Strategy update

- 7.1 AP presented the quarterly update paper on the delivery of the Essex Crime Prevention Strategy (2018-2021). There were no specific recommendations for the Board. From the Executive Summary, the paper included the recent change/ impact of the delivery plans for each of the priority strands within the strategy and included the latest version of core performance data against each strand and an update on the Digital Crime and Fraud strand.
- 7.2 AH asked about the 3rd bullet point on Page 5 around demand impact of visibility in Colchester on the response piece and whether some more background could be provided on this? AP confirmed that he would need to investigate what the net benefits costs were from the use of multi agency operations leading to a huge reduction in calls for service. A general discussion took place around the Town Centre Teams in Colchester and Chelmsford, Harlow and Thurrock.
- 7.3 RH asked about point 5.1 in the paper under Domestic Abuse and the accompanying Delivery Plan (which is showing a lot of green status boxes) - did AP feel that the Domestic Abuse prevention plan is in this 'green' state? AP confirmed that the action plan shows the activity that is beginning and the RAG rating has been put in place at that point rather than at the end of the work. RH would like to see the split in

implementation and benefits where the implantation status may be green but the outcomes/ benefits may be red. AP would look at this reporting activity and confirm whether it has been used as a programme of work rather than a reporting mechanism on outcomes.

8 Public Perception Survey

- 8.1 VH presented the Public Perception Survey report for Quarter 2 (2019/20 results) and from the Executive Summary, items to note were the lowest figure recorded for confidence since the SMSR survey was commissioned in 2017, perceptions of fairness are a key factor in how confident people feel about the police with a general decline, perceptions of fairness have declined as use of stop and search has increased, victims less likely to agree that police understand community issues, less than 4 in 10 victims believe that the police are dealing with crime and ASB in their area, confidence in receiving a good service has decreased significantly since Q1 2018/19, 4 in 10 respondents were satisfied with the level of local policing and a reduction of the number of residents who feel that BWV makes them feel safer.
- 8.2 A general discussion took place around the survey results which included whether the figures for Uttlesford (in particular) could be provided on a year end by year end comparison, changing the question on the legitimacy/ fairness section (slide 13) as it was felt that this does not represent a true picture of confidence, Stop and Search, use of force, BAME, BWV footage on social media and Safer Basildon Board trialling methods which PBI will share once the outcomes are known. VH confirmed that she would be able to provide the district year on year information in future papers.

AP left the meeting at 11.50am

9 Collaboration

- 9.1 VH presented the quarterly update paper on the future and current collaboration activity and expected benefits. From the Executive Summary updates were provided on Joint Serious Crime Directorate, Joint Support Services Directorate and Essex/ Kent Police Forces - Op Hexagon, 7Force Strategic Collaboration Programme, Home Office Digital Policing Portfolio, Digital Public Contract Single Online Home, ECFRS, Local crime reduction collaborations, ECDA, BT Hothouse, Anglia Ruskin University, Cyber Specials and Volunteers, and Durham University.
- 9.2 RH asked about the milestones on the 7Force Programme which do not appear to be in this report. PM confirmed that she would arrange for the update from the 7Force DCC Programme Board to be included in the collaboration updates in future to complete the overall picture.

Action: 54/19

PM would arrange for the update from the 7Force DCC Programme Board to be included in the collaboration updates in future to complete the overall picture.

- 9.3 A discussion took place around the motor insurance premiums and the budget implications and it was agreed that PM would clarify the position on the decrease in the motor insurance premiums.

Action: 55/19

PM to clarify the position on the decrease in the motor insurance premiums.

10 Update for Single Online Home communications plan

- 10.1 PM presented the report on the progress of the Single Online Home website Communications Plan and how to raise awareness with colleagues, partner organisations and the public to make the most of the new website platform. PM confirmed that the go live date was 20 April 2020 but would go back to the Force to see if the date could be changed and PM noted challenges around the date.
- 10.2 RH asked whether baseline figures could be included on Page 6 to show the benefits. PM confirmed that the figures showed a data snapshot on a couple of months' work but that the benefits realisation figures would be contained within the original business case.

11 Any Other Business

There being no other business, the meeting closed at 12.26pm.