

MINUTES

OFFICE OF THE POLICE, FIRE AND CRIME COMMISSIONER FOR ESSEX

ESSEX POLICE PERFORMANCE AND RESOURCES BOARD

21 May 2020, 10.00am to 1.00pm, Video Conference & Telephone Conference

Present:

Roger Hirst (RH)	Police, Fire and Crime Commissioner
Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner
DCC Pippa Mills (PM)	Deputy Chief Constable, Essex Police
Dr Vicki Harrington (VH)	Director of Strategic Change and Performance, Essex Police
ACC Andy Prophet (AP)	Assistant Chief Constable, Essex Police
ACC Rachel Nolan (RN)	Assistant Chief Constable, Essex Police
T/Supt Matt Cornish (MC)	Head of Specialist Operations, Essex Police
Debbie Martin (DM)	Chief Finance Officer, Essex Police
Anna Hook (AH)	Head of Performance and Scrutiny, PFCC's office
Claire Putnam (CP)	Minutes, PFCC's office

Apologies:

Pippa Brent-Isherwood (PBI)	Chief Executive, PFCC's Office
Liz Helm (LH)	PFCC Interim Head of Finance

1 Introduction and welcome

RH welcomed all to the meeting and apologies were received from PBI and LH

2.i Minutes of last meeting

VH requested under 4.1.6 that the last sentence 'Confidence is shifting positively' be removed.

VH requested that 4.1.9 read VH stated the crime tree table is much more positive particularly for year on year 3 and 1 month percentage differences

PM stated that the end of page 8 Darren Horsman's name is spelt incorrectly.

There were no matters arising and subject to the amendments above, the minutes of the last meeting held on the 23 April 2020 were approved.

2ii Action Log

06/20 Monthly Performance Report – TS to check the severity score in regard to Homicide on the Crime Tree Data. Update 21 May 2020: RH to pick up with the Force if any further work is required so action can close.

07/20 Collaboration – RH will follow up RAG rating through the 7Forces Collaboration Oversight Meeting and Tim Passmore. Update: 23 April PBI will be following up with the 7Forces Oversight Board to understand the RAG Rating Reporting which will allow the PFCC to align it with the papers received at the P&R Board Meeting in a more constructive way. Due in June so remain open

08/20 Rape Prevention Strategy – On Agenda so action can close

09/20 Finance Efficiency & Investment Plans – RH to send over details of the British Association of Shooting and Conversation letter and concerns over to PM to look into further. Update 21 May 2020: This has been received so Action can close

10/20 Finance Efficiency & Investments Plan - PM to include this update in the Firearms paper coming to the May P&RS meeting. Update 21 May 2020: Last paragraph of the Firearms Paper has requested information and it's on the Agenda so Action can close

11/20 Monthly Performance Report - VH will look into the Violence Without Injury data to see if there's a reason for the deteriorating trend. Update 21 May 2020 The PAU have carried out an initial review of Violence without Injury data. Violence without Injury increased by 24.8% in the 12 months to March 2020 compared to the 12 months to March 2019; this equates to 5,373 additional offences. The increase does not appear to be driven by changes to Home Office Counting Rules (HOCR) in relation to Stalking & Harassment, as these came into effect in April 2018, and the Violence with Injury and Stalking & Harassment categories have not experienced such a year-on-year increase. Neither is DA (the % DA is almost the same each year) nor Online/Cyber driving this increase. 64% of this rise was caused by an increase in assault without injury, with common assault accounting for 84% of offences in this category. The rise is seen across all Districts. The PAU are currently carrying out further analysis to pinpoint the drivers of this increase and will report back to COG in June. Action to remain open

12/20 CDA Report - PM to send RH information and guidance on Outcome 22 and will ask Ron Scott to provide a briefing. Update 21 May 2020: Verbal briefing delivered to PFCC by Ron Scott on the 05/05/2020 with regards to the use of Outcome 22 in accordance with the HOCRs. Update 21 May 2020: RH stated it clarified things for him and Ron Scott was going to report back to the Force on the discussions. PM agreed that it's a broader area for discussion initially with CC Harrington in his 1:1 with RH. Update 21 May 2020: Action can close

13/20 CDA Report - AH will amend the Forward Plan to show CDA reports every 6 months (October and April). Update 21 May 2020: AH has moved this to the Forward Plan so Action can close.

14/20 Operational Transformation Reserve Monitoring - VH to put together a Decision Sheet in regard to funding requirements from the OTR in readiness for the Strategic Board Meeting in June. Update 21 May 2020: Decision sheet in preparation included on the agenda for the Strategic Board meeting on 19th June 2020. Update 21 May 2020: Action can close.

2.iii Forward Plan

2.iii.1 AH stated that the only addition is the Extraordinary Board Meeting in June.

3 Finance

3.i Efficiency & Investments Plan (Transformation Savings)

3.i.1 VH stated that the change since last month's report is a difference in the forecast, there was a £97,000 cashable savings shortfall in 2019/20 and now that has closed it's been carried over. Confirmed non cashable savings for this month include Telematics £238,000 which brings a forecast excess from £1.3million to £1.6million. Cashable savings plan has increased to £5.908million which includes the £97,000 from 2019/20 and the efficiency savings now includes the £238,000 from Telematics.

- 3.i.2 VH confirmed in addition, some business cases have paused (the staff consultation, LPSU and CJPNC) and are being reviewed regularly with the next review on the 23 June 2020.
- 3.i.3 RH stated that the plan is working extremely well and the commitment to finding the continued savings, efficiencies and productivity is impressive and the approach to the programme continues. There was a brief discussion in regard to the settlement for 2020/21 and whilst there hasn't been a ministerial decision it is hoped it will be another one year rollover. The APCC and NPCC have commissioned a piece of work around the one year rollover (in full knowledge of the Home Office) which is looking at what the base line needs are, looking at what the incremental grant needs to be to cover the next tranche of the 20,000 recruits, also looking at the impact of Covid-19. There's an understanding that there will be a comprehensive spending review in the foreseeable future.
- 3.i.4 PM would like it noted that it is a huge co-ordinated effort with VH and her team and DM and her team and Chief Officers to look at savings, however, it's getting harder to make the savings on the back of several years of efficiency savings already.
- 3.i.5 RH asked that the OPC review indicates due to be removed at budget setting but it's showing amber, DM stated that the Force are awaiting confirmation from HR for posts to be removed from SAP.
- 3.i.6 RH asked in regard to future work and development dates, will an update be brought to the June P&R, VH confirmed that this will be updated in the July P&R and will include a high level paper.
- 3.i.7 AH asked if there were any timings around Office 365, PM confirmed that the Board meets quarterly.

MT joined the meeting at 10.36am

3.ii Treasury Management Report

- 3.ii.1 DM confirmed that this report is to show how the money was invested in 2019/20 and the borrowing forecast. DM invited MT to take the Board through the report.
- 3.ii.2 MT stated the last 12 months nationally have been a turbulent time due to Brexit and the impact of Covid-19, however the Force hasn't been impacted as bad as it may have been due to measures already in place. Going forward there are some concerns due to the base rate dropping.
- 3.ii.3 MT confirmed that for main investments held it is a static picture year on year, decreasing slightly from £19.8million to £16.7million at the end of the 2020 financial year.
- 3.ii.4 Investment income for lending increased in the year by £24,000 to £191,000.
- 3.ii.5 There continued to be no external borrowing at year end, however there was one case of external short term borrowing which was prior to receiving the pensions top up grant.
- 3.ii.6 MT confirmed there had been some internal borrowing which is historic capital expenditure and this is slowly reducing.
- 3.ii.7 The paper indicated that the Interim Head of Finance for the PFCC was pleased to report that all treasury management activities undertaken during 2019/20 complied

fully with the CIPFA Code of Practice and the PFCC's approved Treasury Management Strategy. It should be noted that since the operational boundary is a management tool for in-year monitoring it is not significant if the operational boundary is breached on occasions to variations in cash flow, and this is not counted as a compliance failure. However, for 2019/20 there were no instances when total debt was in excess of the operational boundary value.

- 3.ii.8 RH stated given the additional expenditure the Force are experiencing for Covid-19 and the pensions grant has not been received as yet, even though the Force will be receiving the additional pensions grant earlier and the conditional element of the uplift grant on a monthly basis, is this enough to mitigate the normal stretch plus the Covid-19 stretch. MT confirmed as it currently stands there is no external debt but this position will change into a shortfall position at the end of May which will be anywhere between £5million to £10million and the boundary limit has been increased for 2020/21.
- 3.ii.9 RH asked what level of borrowing is anticipated by the end of this year. MT confirmed that based on the current MTFP £13million of external borrowing is expected by the end of this financial year. PM stated that the oversight of risk sits with the Covid-19 Strategic risk document currently graded as amber and is monitored and escalated should anything change.
- 3.ii.10 RH asked for clarity around the statement of 'The PFCC has adopted a voluntary measure of its exposure to credit risk by monitoring the average credit rating criteria for the portfolio of counterparties it invests money with' as he understood it was a minimum not an average. RH also asked for assurance that the Force hasn't gone below the minimum. MT confirmed that RH is correct and it should say that every counter party is assessed in terms of the Force's minimum criteria and reassured RH that the Force hasn't gone below A-. MT also confirmed the 2021 limit for external debt borrowing operational boundary is £20million and authorise limit for borrowing is £25million.
- 3.ii.11 MT confirmed that the use of money market funds is going well and will be looking to bring in an extra money market fund. Currently use Aberdeen, Black Rock and Insight.

MT & DM left the meeting at 10.52am

4. Monthly Performance Report

- 4.1 Four of the seven PFCC Priorities for Essex Police have been given a recommended grade of Good. Three of the seven PFCC priorities 1. More local, visible and accessible policing, 3. Breaking the cycle of domestic abuse and 4. Reverse the trend in serious violence have been given a recommended grade of Requires Improvement. The recommended grade for PFCC Priority 6 Protecting children & vulnerable people has been upgraded to Good due to the continued increase in the number of solved Child Abuse outcomes.
- 4.2 All Crime rose by 2.3% for the 12 months to April 2020 compared to the 12 months to April 2019. This equates to 3,635 additional offences. However, Essex Police recorded 3,107 fewer offences in the month of April 2020 compared to April 2019; this equates to a 22.7% reduction. Reduction has been showing since February 2020.
- 4.3 The number of crimes recorded daily by Essex Police reduced by around 23.9% (110 fewer offences) after the introduction of the Government's restrictions on gathering and movement in relation to Covid-19, compared to the period of no intervention.

Prior to any government intervention, 01 May 2019 to 12 March 2020, an average of 460 crimes per day were recorded. In the period of recommended social distancing, 13 March 2020 to 23 March 2020, an average of 430 crimes per day were recorded. In the period of compulsory lockdown, 24 Mar 2020 to 30 April 2020, an average of 350 crimes per day were recorded.

- 4.4 Essex Police solved 88 fewer crimes in the 12 months to April 2020 compared to the 12 months to April 2019; this equates to a 0.4% decrease. However, Essex Police solved 481 more offences in the month of April 2020 compared to April 2019; this equates to a 27.9% increase.
- 4.5 Confidence (Essex Police internal survey) is at 64.7% (results to the 12 months to December 2019). Compared to year ending December 2018, confidence in the local police significantly decreased (deterioration of 3.0% points). Confidence in the local police from the Crime Survey of England and Wales (CSEW) places Essex eighth in its MSG, and 8.7% points below the MSG average.
- 4.6 Due to the Government's social distancing restrictions that were implemented on 23 March 2020, statistically significant decreases were experienced for a high number of offence types in the month of April 2020
- 4.7 RH stated that it's good to see positive improvement, but there's still a long way to go. VH stated that the Force will always look at ways to improve and focus is on volume of outcomes and 55% increase in solved outcomes is a significant improvement. PM confirmed what VH said and there is focus on the balance scorecard for high harm solved outcomes. There is new leadership in this area of the Force with DCS Kevin Baldwin which brings fresh focus and also working with the CPS to iron out issues with the system. PM also stated that the Force are classed as outstanding in the recording of crime in CDA and is confident this will continue.
- 4.8 VH stated there had been no changes in May in the Police Crime Plan priorities which means the positive changes achieved in April have been sustained. Actual solved rate has increased from 5.3% to 5.9% for child abuse. RH stated it's a really good picture especially in comparison to 3 years ago when everything was deteriorating.
- 4.9 Violence without Injury year on year 1 month percentage difference is -1.5% which is starting to shift. RH stated the challenge will be when lockdown starts to lift.
- 4.10 RH shared feedback he'd received from the Rape and Sexual Abuse Board in that Rape Crisis had seen an increase in Stranger 2 rape. PM stated that the rolling 12 month data shows there's been no increase in Stranger 1 or 2 rape. PM will share data spreadsheet with RH

Action: 15/20

PM to share Stranger 1 and 2 rape rolling data with RH.

5 Public Perception Survey Q3

- 5.1 VH stated that additional questions had gone into the SMSR survey regarding the approach to Covid-19 and now received 3 weeks of data, however, the data isn't representative as yet but it does give the Force and idea on how the public are feeling.
- 5.2 How Good or Excellent a Job does Essex Police do? 76% of people surveyed are confident in the approach the police are taking during the pandemic. Did they support Essex Polices approach to Policing during the pandemic? 72% surveyed agreed with the approach (16% said EP should be taking a tougher stance). The public were

asked about Essex Polices Communications Strategy and 2/3's were satisfied with the communication they were receiving during the pandemic, however, only a 5th had seen information about this in their local area.

- 5.3 VH stated that the early analysis is positive and encouraging and she is awaiting confirmation from SMSR in regard to supplying this data on a weekly basis.
- 5.4 RH stated that the Force has gotten the approach and communications right and PM confirmed that the key part around the comms is that we're all in this together and also thanking the public. Also it's important to show the public that Essex Police are also self isolating with their families and not doing things that the public aren't allowed to do. RH asked for his thanks to the Comms team to be noted.
- 5.5 Q3 results show standard policing is broadly stable and 2/3's of the public think the Police are doing an excellent job, an increase from 9% to 13% over 12 months which is a significant increase even though the overall figure has dropped to its lowest point. In regard to Victims only around half of recent victims of crime (53%) think the police in their area are doing a good or excellent job, this is a focus area for the Force. VH also stated that for a lot of the districts the annual trend shows a stable one, however, Uttlesford is showing an 11% increase in confidence which is significant.
- 5.6 Confidence in receiving a good service is again broadly stable, although the annual trend is showing a decrease from 73% down to 67%. Again victims of crime are less confident in receiving a good service from Essex police. RH stated that more needs to be done to support victims of crime.
- 5.7 The annual trend in perceptions of fairness is showing a decrease from 79% down to 71% and only 6 out of 10 BAME residents think they would be treated fairly. PM wanted to clarify that under this area you get a larger proportion of people who answer don't know when asked, so there's an opportunity to drive legitimacy in this area through stop and search and understanding how the Police operate. Police Station Open Days will help with this when the current situation eases.
- 5.8 Less than 4 out of 10 recent victims of crime agree that Essex Police are dealing with crime and Anti Social Behaviour in their area and PM thinks that this is an area that may see an upturn as a result of the Covid effect and some of the Comms have been about how the Force are responding to the importance of ASB and this will be a focus area at the next Synergy Meeting. Single Online home going live in terms of ASB reporting online in June and there's a publicity plan around this, so PM thinks the Force will start to see a significant shift.
- 5.9 VH stated that SMSR produce the levels and PAU's factor analysis identified the key factors that will impact confidence levels. Reassurance is key in messaging, Listen, Act and Tell. The Listening part, the survey show the Force is doing well. The Act part, the action the Force is taking, and the Tell part, the outcome of what the Force has done and is doing, needs more focus. Customer Service needs be consistent and need to keep promises and manage expectations.
- 5.10 RH stated it was his understanding that this report had already been fed back through Synergy which PM confirmed and that there is also a Public Engagement Star Chamber coming up and in terms of public engagement plans it won't just be the District Commanders who will be providing an overview of their plans, there will also be Crime and Public Protection, Operational Policing Command and SCD. SCD will be focusing on how good the Force are, at not only dealing with local crime but serious crime in Essex too. PM is confident on building on where the Force are and what they know works and understanding what the impacts are.

- 5.11 RH stated that Prevention is definitely where the Force needs to focus on. Also looking at where the Force use Stop and Search power fairly and respectfully, there is a big change from 77% down to 69%, at what point is this seen as critical? PM stated that comparing Essex Police to other Forces the figures are relatively healthy and it's recognised that there is a drop, however, the levels of confidence in Stop and Search is healthy.

Sharn Taylor joined the meeting at 11.48am in replacement of Matt Cornish

6 Balanced Scorecard (Quarterly)

- 6.1 There were no changes in the final Force grades in this cycle (4th) compared to the previous cycle (3rd). Our People was graded as Good. The remaining three areas (Keeping People Safe, Community Focus, and Efficiency & Effectiveness) were graded at Requires Improvement, however, Efficiency and Effectiveness is really close to a Good grade.
- 6.2 Keeping People Safe, the primary red line measure is the volume of Violence with Injury solved outcomes. Essex Police solved 475 fewer VWI offences for the 12 months to December 2019 compared to the 12 months to December 2018. Although there has been an upward trend since October (the beginning of the review period), the year-on-year decline was experienced in all LPAs. It was noted that there has been an improvement in High Harm Offences per 1,000 population, and in the Emergency Response Grade of Service (G.O.S.) since the last Force Performance Board. However, both remain below the Redline.
- 6.3 Community Focus, the primary red line measure is Confidence in Local Policing (from the Crime Survey of England and Wales). Confidence is now at 45.0%, a decline from the 46.9% reported at the previous Force Performance Board. Essex is eighth in its MSG and 10.7% points below the MSG average. It was noted that the KPIs relating to Contact Management in the review period had deteriorated. However, Contact Management metrics between May (when the changes in the Resolution Centre for South LPA came into effect) and December 2019 had improved in every area (other than Abandoned FCR 101 calls) compared to the same period in 2018.
- 6.4 Efficiency and Effectiveness the primary red line measure is File Quality and Forecast Outturn. Although the Forecast Outturn for the Force is an underspend, Athena File Quality is not only below the 95% target but has deteriorated to 79.8% from 86.2% at the last Force Performance Board. Despite the file quality work that is being conducted, the Force is still not seeing an increase in VWI solved volumes. RH asked if the Force know why it's decreased so much, VH stated that there is a Board in place looking at file quality and it's being closely monitored. PM stated it's a specific red line measure in file quality and the Force are seeing improvements.
- 6.5 Our People the primary red line measure is Staff and Officer Sickness. Although the current Most Similar Group of forces (MSG) officer and staff sickness position is unknown (national data is released annually, and the last update was to March 2019), improvements have been seen in officer sickness and in the majority of the KPIs in this area. RH asked for clarity around having two red line measures, both of them not met, however the Force has graded itself as good. VH confirmed that the red line measures are comparative measures so need to look at the MSG data and this data goes back so far it's not deemed as useful data, so in terms of the most recent data and the detailed tracking that takes place, Officer Sickness is improving.

AP joined the meeting at 11.54am

- 6.6 RH asked what the red line measures are around Prevention. VH stated it's hard to measure against what hasn't happened, however the proxy for that would be looking at levels of recorded crime and crime increases and crime rates and how Essex Police compares with other Forces and patterns over time and the level of solved crime. PM confirmed that there is a comprehensive overall prevention strategy in place and thematic prevention strategies which are scrutinised every quarter and progress against those plans is how the Force measures the impact in terms of prevention.
- 6.7 RH stated the Home Office did a piece of work on the basis of Mosaic data about projected levels of crime by type compared with actuals, and in advance of next years Police and Crime Plan look at predictive data. VH confirmed that the Force works with the London School of Economics to look at what the expected level would be based on previous data.

7.i Force Growth Programme 2019/20 Close

- 7.i.1 2019/20 53 posts need to be filled, officers have been identified to move into those posts but at the March Force Growth Board the decision was taken to delay those posts to enable frontline availability during Covid-19. Out of the 31 operational staff posts 10 are outstanding and 1 hasn't been recruited to, but that will be undertaken in May. Children and Young Person Officer post has been prioritised and will be posted in May. PM is confident that by June there will be a closure report for 2019/20 Force Growth.

7.ii Force Growth Programme 2020/21

- 7.ii.1 PM stated scheduling is looking at the learning from the previous two years growth, initial sequencing was agreed in March and there will be minor adjustments to that timeline through Force growth. New Officer post implementation was scheduled for July onwards to coincide with college ending to maximise the frontline, but short term adjustments have been made, with O intake going into FCR and Custody as a critical operational function during Covid-19 then they will be back filled by P intake and Q intake.
- 7.ii.2 Some elements of the plan have been brought forward, Firearms growth by 6 months, Briefing and Tasking Officer is already in place and the implementation of the first tranche of High Harm Investigators has been deferred for 3 months.
- 7.ii.3 The Sergeants Exam has been postponed for March and awaiting to hear from the college about reinstating these. Same impact on the National Investigators exam which was cancelled in May. RH asked if there had been any updates from the college in regard to virtual assessments and PM confirmed they are awaiting a response which should be imminent and the candidates will be given 6 weeks' notice to sit the exam.
- 7.ii.4 Working with HR and Media and Comms to ensure what roles will be available and when, so candidates can understand the process and apply for the ones they think are appropriate.

8 Firearms Licensing

- 8.1 AP took the Board through the 12 months summary in regard to Firearms Licensing and a large amount of how these licenses are managed are through the Single Online Home system. Introduction of 'medical verification' for all new applications went live November 2019 for new grants and February 2020 for renewals which puts the onus back on the applicants to gain medical verification from their GP.

- 8.2 A risk based approach for low risk shotgun renewals applications was adopted in February 2020. In relation to firearms licensing decisions the delegated authority is reduced from ACC to Superintendent. This is similar to Kent and a number of other forces.
- 8.3 The Home Office has a draft policy on Firearms Licensing which is believed to shift from the current position which isn't clear (applicants need to seek their own medical certification) to a position where it will be extremely clear. However, this has been delayed due to Covid-19.
- 8.4 Prior to the pandemic, there was work involved with the regional BASC (British Association of Shooting and Conservation) to ensure that this was the correct way forward to allow efficient management of the system. The Force negotiated that they would work with GP providers to try and ease the system through and maintain a partner position, however a letter was received from BASC saying that Essex Police and a number of other Forces are going against the Home Office Policy which wasn't consistent with conversations had at regional level. AP has spoken to the National Policing Lead and their position isn't shifting.
- 8.5 RH stated that the government position endorses what Essex Police are doing but BASC are not accepting that as they want the burden to be on GP's to sign off on an applicant's mental state. AP confirmed that the Force continue to maintain strong relationships regionally with BASC and will hold the position. AP confirmed that Matt (Cornish) has made good progress with a particular surgery who has agreed to coordinate in the south of the country. He's also had initial discussions with a surgery in the north and this is progressing.
- 8.6 In regard to automation RH stated that the Force need to keep ahead of the potential surge in renewals. AP confirmed that is a priority, whether it's using Single Online Home or other means and will bring back a more detailed report. AP will liaise with AH to get this report on the Forward Plan.

Action: 16/20

AP to liaise with AH in regard to bringing a detailed report on Firearms Licensing Automation to a future P&R meeting and ensuring it's on the Forward Plan.

PM stated that automation is back on the IT Programme of work for 2021. Sharn Taylor confirmed that Essex Police are using Cyclops and Single Online Home.

- 8.7 The decision was taken in October 2019 to look at risk based renewals and ST confirmed that the majority are law abiding citizens. Many Forces across the country took the view that they would look at any medical reasons or conditions as to why you wouldn't renew their certification, if the answer was there wasn't any after looking at all systems available then the certificate would be renewed without the need for a home visit and this is proving to be successful. Due to the current pandemic new applications aren't being processed.
- 8.8 FSEL will be issuing Temporary Permits during the COVID-19 situation. Temporary Permits remain in the NFLMS system with a 'received but incomplete status'. This will significantly distort the data when viewed against current waiting times as we are allowing applicants up to 1 year to obtain a GP report.

9 Use of Stop and Search (Quarterly)

- 9.1 AP highlighted that there was nearly a 20% increase in the use of stop and search quarter on quarter. 60% is handcuffing tactics which 2/3's were non-compliant. Taser usage was a small proportion. The proportion of BAME subjects continues to be higher than the proportion of BAME within the population of Essex as a whole. 10% of subjects were Black (or Black British) compared to 2% of the population (as measured at the last census). The vast majority of the use of stop and search is focused upon effecting an arrest or dealing with other impact factors around alcohol and drugs.
- 9.2 RH stated that for the next report he would like to see the racial disproportionality in depth.

Action: 17/20

AP to include an in-depth racial disproportionality in the next report.

RH left the meeting at 12.29pm

PM stated that there is resident population overlaid in the report and it is important to note that there is a proportion of stop and search that aren't Essex residents. JG confirmed that she had picked up that point too and thanked PM for the clarity.

RN joined the meeting at 12.32pm

AP left the meeting at 12.32pm

10 Vulnerable Groups (Quarterly)

- 10.1 RN took the Board through the report and highlighted the following; Q4 2019/20 saw an increase in ASAIT and a slight deterioration in the CAIT caseload. There's been an increase in reporting of rape in both areas. Overall there's been an increase in solved rates across both teams.
- 10.2 The Drink Aware initiative, jointly funded by the Police, Fire and Crime Commissioner, the NHS, and the Chelmsford Business Improvement Districts (BID), went live in December 2019. This project enables 'Nightlife Crews', teams of two people, located inside a select few venues in Essex to support the welfare and wellbeing of people on a night out. This initiative is currently on hold due to the current pandemic.
- 10.3 The first two multi-agency Rape Scrutiny Panels were held in November 2019 and February 2020. A number of key partners were in attendance, including mental health. The purpose is to work with partners to identify barriers and improve performance across agencies. The inaugural rape scrutiny panel focussed on Police Domestic Abuse Rape No Further Action (NFA) cases, with the board highlighting the impact on victims and issues regarding victim / survivor trauma. As a result, the Force arranged for panel members to attend a Force training day in March 2020
- 10.4 The first Op Ratify Working Group Meeting was held in March 2020. Op Ratify seeks to address repeat offenders of sexual violence, identified based on a set criteria, to prevent them from committing further offences. Already, one offender, who was discussed at local tasking with LPT, has subsequently been stopped and searched and arrested for possession of a knife, removing that offender from circulation and being able to commit sexual offending.
- 10.5 RN highlighted the Active Citizens initiative which is linking teams and effectively using volunteers. Looking to replicate this model elsewhere.

- 10.6 In Q4, POLIT received 55 referrals from the NCA and executed 45 warrants, this is decrease in 36 referrals and 24 warrants executed compared to Q3 2019/20. The decrease in referrals is as a result of the National Crime Agency (NCA) triage response due to COVID-19. POLIT also currently have 26 low and medium warrants on hold due to COVID-19, high and very highs continue to be executed.
- 10.7 HMICFRS recommendations have been received for the National Child Protection Inspection and the Force are systematically working through these.
- 10.8 Current issues relate to the effect of COVID-19 on the C&PP Command. The Command formed a Local Response Team (LRT) in response to COVID-19 in order to review the Command's Business Continuity Plan and coordinate requests for and guidance in relation to PPE, local and national guidance and sharing necessary comms with C&PP staff. Kevin Baldwin provides weekly updates to partners on current operating situation which has been received very positively.
- 10.9 Posts have been established to form the CSE Proactive Team. The centrally based headquarters team will provide a proactive capability to enhance investigative quality, target offenders, protect victims and prevent offences in cases of complex and organised CSEA where the victim resides within Essex or is classified as a looked after child by Essex, Southend or Thurrock local authorities. The CSE Proactive Team will respond jointly with multi-agency partners to reports and will gain training and experience dealing with CSE investigations and thus will be able to offer support and advice to other staff dealing with CSE investigations across the Force. Recruitment into this team was paused at the start of the pandemic but has now re-opened.
- 10.10 RN highlighted the Rape Prevention Strategy and out of 2,367 victims in 2019/20 90% had a positive perception of EP and were satisfied with the service they had received. Just 257 had negative feedback ranging from delays in referrals to support agencies, inadequate explanation of the CJ system, lack of updates or understanding.
- 10.11 JG thanked RN for a very comprehensive paper and the amazing amount of work progressing. It's positive that solved rates are going up and 90% of victims having a positive perception of EP is encouraging. JG also sits on the Rape Scrutiny Panel and thinks it's good to be able to challenge.
- 10.12 JG commented that caseloads are growing and asked if resources are in place to deal with this. RN confirmed that resource has been released to fill the gaps and that this Command was subject to the Investigations Review led by VH and team and some uplifts have been proposed to either take more specialised work into the Command or to deal with the growing caseloads. PM mentioned that Probationers are being diverted to key areas of activity and the next lot include 19 Investigate First Officers who are on the detective pathway recruitment and will be going into Crime and Public Protection. The Force Growth Plan for 2020/21 will see an additional 11 Officers going into this area.

11. AOB

- 11.1 None to report.

There being no other business, the meeting closed at 12.50pm