



**Statement of Accounts for the
Chief Constable for Essex Police
2019/20 FINANCIAL YEAR**

**Produced 1 July 2020
(May be subject to change)**

Contents

Narrative Report to the Accounts for the Chief Constable of Essex Police	2
• Chief Constable's Report	2
• Police and Crime Plan	4
• Performance Framework	23
• Organisational Overview	25
• Our Leadership and Workforce	25
• Financial Overview	26
• Principle Risks and Uncertainties	27
• 2019/20 Financial Performance	28
• Explanation of Accounting Statements	29
Statement of Responsibilities for the Statement of Accounts for the Chief Constable of Essex Police	32
Annual Governance Statement 2019/20 for the Chief Constable of Essex Police	33
Independent Auditor's Report to the Chief Constable of Essex Police	54
<u>Core Financial Statements</u>	
Comprehensive Income and Expenditure Statement for the Chief Constable of Essex Police	58
Balance Sheet for the Chief Constable of Essex Police	59
Cash Flow Statement for the Chief Constable of Essex Police	60
Movement in Reserves Statements for the Chief Constable of Essex Police	60
Index of Notes	62
Notes to the Accounts	63
Police Officer Pension Fund Account	87
Glossary of Terms	89
Further Information	91

Narrative Report

The purpose of the Narrative Report is to provide information on the Chief Constable of Essex Police Force, its main objectives and strategies and the principal risks it faces.

Chief Constable's Report

Essex Police has continued building on the successes of the previous year and, in the full 2019/20 financial year, more than 460 officers joined our force.

I have been really proud to see outstanding work from officers and staff alike to strive to help people, keep them safe and catch criminals whilst supporting each other and maintaining the trust of the public. These key objectives in our Force Plan are clearly understood by the workforce as evidenced by our staff survey results. Along with the supporting behaviours has resulted in a further reduction of offences including robbery, burglary, theft of and theft from vehicles, theft offences and anti-social behaviour.

A dedicated team of our detectives from the Serious Crime Directorate have undertaken the UK's largest ever homicide investigation, Operation Melrose. On October 23 2019 the bodies of 39 Vietnamese people were found in the back of a lorry in Grays. The complex investigation spans across a number of countries and involves close working with key partners including the National Crime Agency, Crown Prosecution Service, Thurrock Council, the Home Office and law enforcement and government agencies in Vietnam, Ireland, Belgium and France. It is only through this holistic partnership approach that we will effectively prosecute those responsible, disrupt the organised crime networks involved in these types of offences and protect existing and future victims. To date six individuals have been arrested and charged and one individual has pleaded guilty to 39 counts of manslaughter.

Essex Police continues to effectively and efficiently manage our response to the COVID-19 pandemic, working with partners across the county, both in local government, blue-light services and the health sector, to operate a co-ordinated approach to ensuring people stay home, protect the NHS and save lives. Our response includes a dedicated command structure which ensures our entire workforce, from officers to support staff, are working to protect and serve during these challenging times, are effectively resourced and are carrying out their policing duties in a way that protects their health and wellbeing, as well as that of the local community. Our force has successfully adopted the nationally recommended approach of explaining and engaging with our residents around the new legislation and guidelines and officers use enforcement as a very last resort. As a result our relations and interactions with the people of Essex remain positive.

The work of our Operation Raptor teams in leading the activity to tackle gangs and county line drug activity continues to see success. In the last year our teams have seized nearly £780,000 of drugs and arrested 428 people involved in drug supply.

We have also seen success with Operation Sceptre, our drive to tackle serious violence and knife-related crime. In the last year we have seized nearly 500 knives, carried out nearly 700 arrests and over 2,000 hours of targeted patrols.

Narrative Report

We are progressing with our recruitment activity to attract new officers, staff and volunteers from all of the communities in Essex. The more than 460 new officers that have joined in the last year include new constables and officers recruited directly into our detective programme (Investigate First), transferees, rejoiners and Police Now graduates. In 2019/20 Essex Police had 3,218 officers and this has increased to 3,369 for 2020/21 in line with government plans to uplift officer numbers nationally. In June 2019, 73 officers, our largest intake in the modern history of Essex Police, formally passed out after swearing their oaths to protect and serve the county. We continue to build on the success of our recruitment campaigns and, since December 2019, every week we continue to receive in excess of 50 applications from those wanting to be part of the Essex Police family.

Building on the success of 'The 5,500 conversations tour' in 2018/19, I and the Chief Officer team started 'The Next Conversation Tour' in February 2020 to continue the force's engagement strategy for officers, staff and Specials. We held six events (out of the original 13 planned), travelling to various locations across the county, and reaching more than 500 officers, staff and Specials. The purpose of the tour was to provide an opportunity for our people to discuss key strategic objectives, as outlined in our Force Plan, with each other and the Chief Officer Group, and to embed the force's values and behaviours. We also held a dedicated session at each event about being an advocate for Essex Police to support our recruitment programme. The feedback across the six events was overwhelmingly positive, with nearly 90% of participants responding to say that they were motivated to become an ambassador for the force, as a result of the tour.

Part of that leadership includes ensuring the organisation looks after its people and I am extremely proud of the services we provide to officers and staff who are affected by the nature of the work they do, especially where there continues to be an increase in the numbers of officers assaulted while on duty. Our Occupational Health referral waiting list has been dramatically reduced and our managers are better equipped to support their staff back to work after ill-health or injury.

Our collaboration activity with both Kent Police and Essex County Fire and Rescue Service is in a good place and we are seeing on going benefits from efficiencies including agreed joint working processes and co-location. The work by our estates professionals to consolidate the buildings we own so we can invest more money back in to policing and make sure we are fit for the future has seen us progressing with plans to maximise the use of those buildings. Work is already well underway on the £5.7m refurbishment of Chelmsford police station which will create an open plan modern environment fit for the needs of policing both now and in the future.

Our collaborative work has also seen us go live with a new approach to procurement across the Seven Forces (Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Kent, Norfolk and Suffolk). Procurement services have been collaborated to a single 7F Procurement function, which is the first full Seven Force function to go live across the eastern region. As a partnership of seven forces, we have created the second largest contracting body in police procurement nationally. This provides greater economies of scale and better presence and 'buying power' for value for money contracts in the marketplace. The 7F Procurement vision is to enable the delivery of an effective police service and provide support for victims of crime in the eastern region by procuring and managing a high quality, value for money supply chain.

Narrative Report

We continue to use technology to improve our effectiveness and efficiency and our service level offer to the public. We have now successfully moved over to the new national Single Online Home website (SOH) which has enabled us to increase the online services we offer to the public. SOH is taking us further along our journey to manage our demand and prioritise those crimes which cause the most threat, harm and risk. Some of the new functionality the website now offers includes: the ability to increase the type of transactions the public can carry out online, providing nationally consistent advice to the public around general themes, such as staying safe and online services, which recognise the location of the member of the public using them. As part of the modernisation of the IT infrastructure we are in the early stages of rolling out the Office 365 digital platform across the force, which will transform the way we work. We have already seen improved email performance. This new platform will put us on the front foot when it comes to collaborative working with a modern and secure system and enhance our agile working capability.

Police and Crime Plan

Local, Visible and Accessible Policing

Our public want to see more officers in their communities, they want a closer relationship between themselves and officers and they want reassurance that when they need the police they will be there. We also know that public confidence and local, visible policing has a powerful preventative impact on crime. This is especially true where officers can work proactively with local communities to resolve issues caused by persistent offenders and stop those on the edge of criminality stepping into a criminal lifestyle.

Within the 2016-2020 Police and Crime Plan we set out to improve the Local, Visible and Accessible nature of policing in Essex at a time when local policing numbers had seen a significant reduction across the country.

More officers in our communities

Working hard with central government and partners locally we were able to recruit over 368 additional officers over the last two years bringing the total number of officers to over 3,200. These officers were largely paid for through increases in the policing precept. While increasing tax is always a difficult choice to make, the support shown by the public and illustrated both through our regular public engagements, public surveys and the support of the Police, Fire and Crime Panel shows that in Essex this was the right choice.

The officers recruited over the last two years have already started making an impact and over the last year Essex Police has strengthened its local policing teams across the county, bolstered its community policing teams and introduced new Town Centre Teams. These extra officers are providing a more local and visible presence in our communities and are linking in well with their Community Safety Partnerships to identify and proactively deal with issues important to the local communities.

Twenty two Town Centre Teams were introduced to towns across Essex in July 2019 and include 12 Sergeants and 58 constables. These highly visible officers are targeted at Town Centres where we know that proactive, visible activity can have a big positive impact on crime

Narrative Report

and anti-social behaviour as well as increasing public confidence. Town Centres are also key priorities for partners and communities as well as being a focus for street-based violence and vulnerability, so these extra officers are able to make a big difference, working with partners in a highly visible way.

The uplift in officers has also allowed us to establish a new Business Crime Team, which will work closely with the Town Centre Teams, to work with business to create greater resilience within the business community in Essex, prevent crime and protect and safeguard the vulnerable. The development of this team has gone hand in hand with the development of a Crime Against Business Strategy, the first in the country to be developed in partnership with businesses. The strategy has been built together with the Business Crime Strategic Board, chaired by the Essex Chamber of Commerce.

The additional officers has also resulted in the continued growth of the Rural Engagement Team, an increase in officers to tackle gangs and serious violence, roads policing and the introduction of Children and Young People Officers.

In September the government also announced an uplift of 20,000 extra officers, so over the 2020/21 financial year this means we will be recruiting a further 151 officers. These extra officers are only the 1st wave of new officers coming to Essex as part of the 20,000 national uplift. Once all of the 20,000 have been recruited we are anticipating that Essex Police will be well over 3,600 officers making it bigger and stronger than it has ever been before.

It is anticipated that these extra officers will lead to a reduction in overall crime, which has increased by 5.4%, and result in improved level of public confidence. While the increase in overall crime in Essex is lower than in many other areas of the country we know we need to do more and will be keeping a close eye on these metrics as we see the full impact of increased officer numbers start to be reflected.

Supporting Officers to be more visible in communities

Local officers are better equipped than ever before, helping them to be out in their communities for longer per shift and more effective in how they work. All front-line officers now have a smart phone or tablet. In 2019/2020 this has saved over 125,158 hours of front line officer time. This has a financial value of over £3.2 million and is the equivalent of over 13,000 nine hours shifts. During the year increased functionality has also been developed allowing officers to take interviews, undertake vehicle checks and record Stop and Search activity. This programme will continue to deliver value as officers are supported to do more while out in the communities and are freed from having to spend time in stations undertaking paperwork.

Strengthening community relations

As set out in the Public Engagement Strategy, local District Commanders have continued to develop and refine the public engagement in their areas as they have found what works for their specific communities. This has resulted in a wide range of creative activities ranging from online engagement, youth advisory boards, coffee with cops and innovative partnerships with local media.

Narrative Report

The impact of this engagement programme has been shown through the Public Perception and User Experience Survey. This independent assessment of public perception indicates that the public have a growing perception that the police understand community issues. The year-on-year increase indicates an improved ability for the police to be able to listen and understand the public's concerns. While a huge amount of work is currently underway, the survey results shows that further work is required to translate this improved level of understanding into action and demonstrate to the public that their views matter. Ultimately this will be shown through increased levels of confidence in Essex Police which continues to remain stubbornly low. Further work is being planned for 2020/21 including the implantation of a new communications strategy and a clearer engagement focus across the force with a view to further enhancing the understanding of the work of Essex Police and the successes that they have, in turn positively increasing public perception of their work.

The community are the police and the police are the community

The growth in the Essex Police Special Constabulary has been a huge achievement over the last few years, especially when so many of our Specials have taken the opportunity presented by our substantial regular officer recruitment programme to switch from being a Special to being a Regular Officer.

Essex Police now have the joint fastest growing alongside West Midlands Police Force and the second largest Special Constabulary in the country, second only to the London Metropolitan Police Force. There are over 500 Specials with a growth rate of 9% per year. This is against a national reduction in Specials of 9% during the 2018/19 year.

The growth in the Specials has been supported by the Employer Supported Policing Scheme which encourages employers to release staff to undertake Special duties and the Community Specials Scheme which partners with Parish and Town Councils to identify and secure Specials to work in villages and towns across the county. These have proved to be very popular and have significant potential for further growth in the future. During 2019/20, Specials contributed a total of 195,813 hours which is an increase of 37,707 hours (increase of 23.8%) from the previous year. The hours worked by the Special Constabulary across this period is equivalent to having an additional 110 full time officers, who would attract an annual salary cost of £5.7m.

Volunteering has also been boosted across the Force with increased participation in Active Citizens, Police Support Volunteers and Police Cadets. There are now over 150 Active Citizens/Police Support Volunteers and 400 cadets, 80 cadet leaders and 13 Units across the Country. There has also been a continued growth in number of organisations signed up to our Community Safety Accreditation Scheme with 545 people from 46 accredited organisations having delegated police powers to tackle lower level incidents such as anti-social behaviour (ASB). This is by far the biggest scheme of its kind in the country.

Working in partnership

At a community level, Community Safety Partnerships (CSP) have a vital role in developing multi-agency responses to issues such as anti-social behaviour, drug or alcohol misuse and re-offending. As a result of the increased investment in Community Policing more policing

Narrative Report

resources have been made available to CSPs. Each CSP continues to engage with their local community to develop and prioritise their areas of focus and develop creative solutions to improving community safety in their locality.

Over the last few years we have found that effective multi-agency working improves the services provided and the impact these teams can have within their communities. Community Safety Hubs have been rolled out across the county since 2016, though often with important local variations to ensure they work in the specific community. Co-located Community Safety Hubs are now up and working in Tendring, Colchester, Chelmsford & Maldon, Braintree & Uttlesford, Southend, Castle Point & Rochford, Basildon, Epping Forest & Brentwood. Even where partners aren't physically co-located closer working relationships have been embedded and prioritised within each Policing District with distinct benefits, and as a result include joint tasking and close operational coordination.

Making it easier to contact the police

101 continues to be a challenge nationally and while significant progress is being made in Essex there is still more to do. At the beginning of the year we improved our call handling systems which has allowed us to better manage the way we actively monitor 101 services. We can now pinpoint areas of stress on the system including those points where people are choosing to leave the queue.

In the period 2019/20 the Force Control Room received over 292,000 101 calls and over 350,000 999 calls. Whilst this is a slight reduction on the previous year for 101 (4%), emergency / 999 calls rose by more than 10%. From this, 39% of 101 calls were answered on time (3% less than last year) and nearly 23% were abandoned (3% increase). In contrast, for 999 calls, there was an increase of nearly 10% (up to nearly 83%) answered within the time limit and a reduction to less than 2% being abandoned.

An important element of improving the public's access to policing is continuing to encourage members of the public to report crime online. In June 2019 13,488 crimes were recorded by the Force and 2,130 of these were recorded online (15.8%). This shows an increase both in absolute numbers and as a percentage of the total number of calls, but much more is possible. A key element of the continued growth of online reporting is the launch of Single Online Home which brings together several Forces around the country and provides increased functionality and a common public facing platform. As with any large-scale technology programme it will take time for the change to be have an effect, for new functionality to become available and for the full benefits of the system to be realised, however, it is an important step towards a significantly improved service.

Anti-social behaviour

Anti-social behaviour (ASB) is falling in Essex and has been since 2016. During 2019/20 there were 41,262 incidents compared to 46,441 in 2018/19 and 49,329 in 2017/18. Since 2016/17 there has been a 20.9% (10,908 fewer incidents) reduction in anti-social behaviour across the country. These numbers are significant. In October 2019 Her Majesty's' Inspectorate of Constabularies and Fire and Rescue Services undertook an independent review of Essex Police and found their crime data reporting to be outstanding, showing that the public can have

Narrative Report

confidence in the reported crime data. This improvement in crime data reporting may have impacted overall ASB numbers, as crimes previously categorised as ASB are now correctly being categorised as a crime but it also provides reassurance that the data reported is accurate

Anti-social behaviour is defined as “any behaviour where the victim is suffering harassment, alarm, distress, nuisance or annoyance.” Responsibility for tackling anti-social behaviour sits with local councils and Essex Police. Between 40% and 50% of ASB incidents are attended by police with 8% being assessed as high risk.

ASB is split into three categories; environmental, nuisance and personal. While Essex has a very low amount of personal ASB issues compared with the national average (8.9% compared with 21.1%) it has a much higher proportion of environmental ASB (18.9% compared to 6.5%). This is in line with other largely rural counties which have a large geographic area.

In Essex Police, Community Policing Teams lead on managing and tackling ASB and in rural areas this is also supported by the Rural Engagement Team.

HMICFRS assessed Essex Police as Good at dealing with ASB in 2016, 2017 and 2019. Over the last two years significant investment has been made into Community Policing Teams as extra officers recruited as a result of the increase in the Police Precept have largely been focused on building capacity in these teams. As set out in the Local, Visible and Accessible section earlier in this document, these teams have been further supported by the introduction of Town Centre Teams.

Expert advice is provided to Community Policing Teams by three ASB Officers who advise on proactive tactics and guidance as well as training and briefings on changes to legislation and the assisting with Criminal Behaviour Orders (CBOs) and ASB Injunctions.

The expansion of the Police Support Volunteers, Active Citizen Scheme and Volunteer Police Cadets across Essex has also enabled the local Community Policing Teams to increase their visible patrols, build stronger links with the community and provide reassurance where required.

Community Safety Partnerships

All 14 districts or unitary councils in Essex have a Community Safety Partnership (CSP), either on their own or shared with a neighbouring council. All CSPs in Essex have identified ASB as a local priority.

Within these partnerships, agencies including the council, Social Housing providers and Fire and Rescue Service work together to proactively identify persistent cases and resolve them through a range of measures. The most successful response to ASB currently being used is the use of Community Protection Warning / Notices. These are used throughout Essex and can lead to a full Criminal Behaviour Order being gained through the courts.

While the number of ASB incidents has reduced and our public perception survey shows that the public believe that police better understand the issues that affect the community, the

Narrative Report

public's perception that the policing respond effectively to ASB has not improved. This indicating that there is still more to do for the public to feel the difference the reduction of ASB incidents is having in their communities.

Restorative Justice

A successful and growing approach to tackling anti-social behaviour and reducing reoffending, is through restorative justice. This is a voluntary process where parties come together to discuss the incident and have the opportunity to ask questions. For victims, this is a chance to explain the impact the crime has had on them, for the offenders, it provides an opportunity to make amends (such as a potential apology) and to find a mutually agreed, positive way forward for both parties.

This type of activity has proven to be very effective in resolving often prolonged and difficult problems for individuals and communities.

In Essex we recruited a fulltime coordinator in 2016 and a fulltime admin assistant in 2020 to help build capacity within the team. Utilising a pool of around 40 volunteers, our Restorative Justice Team now manage over 300 referrals per year, a reduction of just under 150 since 2018/19, but an increase from 2016/17. The cases they manage range from neighbour disputes, community concerns around street drinking or prostitution to some of the most serious cases that happen in our community such as murder or sexual assault.

Satisfaction levels from those people who have participated in the programme is 93% with 78% of participants stating the programme had a positive impact on them and 100% of people would choose to use the programme again.

2016/17 – 298 referrals

2017/18 – 426 referrals

2018/19 – 449 referrals

2019/20 – 301 referrals

Sharing best practice and promoting what works

While the response to local anti-social behaviour is managed at a local level, sharing what works across the county is an effective way of tackling these incidents.

Early Intervention – The Essex Police Youth Justice Team is focused on diverting those who participate in minor criminal behaviour towards agencies that can provide an early intervention for behaviour that is causing harm. The interventions being used across Essex can range from Acceptable Behaviour Contracts, referral to Restorative Justice, verbal or written warnings and encouraging young people into diversionary activity.

Coercive and Developmental Interventions – This method of intervention is a way of prohibiting or modifying certain behaviours by using tactics such as Community Protection Notices, Community Protection Warnings and Criminal Behaviour Orders. These are actively used in Essex with a high degree of success. For wider community issues Community Safety

Narrative Report

Partnerships are actively using Dispersal Powers, Gang Injunctions, Closure Orders and License Conditions.

While these interventions direct certain behaviours, using them in conjunction or alongside developmental interventions, such as referrals to Restorative Justice or the Youth Offending Service, or referring to parenting support has proven to be popular across the county.

Situational Interventions – These types of interventions focus on reducing the opportunity for offending to take place and have been shown to be effective at a community level where patterns of behaviour are causing a problem. The specific nature of the intervention will depend on the individual circumstances but examples of what this can involve includes:

- The Licensing Team working with pubs and clubs to remove glasses or bottles, closing problematic premises and ensuring taxis are available when venues close.
- The Designing Out Crime Team working with Councils and developers to create safer environments via the national Secured By Design Accreditation Scheme.
- Working in partnership with charities such as Street Pastors to provide pastoral care in high risk anti-social behaviour hot spots.
- High visibility patrols in certain hot spots and the use of Dispersal Powers.
- Working in partnership to put in place Public Spaces Protection Orders and taking positive action where these are breached.
- The development of Neighbourhood Watch, Farm Watch and Watch Schemes countywide.

Narrative Report

Breaking the cycle of domestic abuse

The number of Domestic Abuse incidents recorded in Essex and nationally has grown consistently over the last decade. Over the last year we have seen a 2.2% increase. This longer-term trend is the result of more victims being willing to come forward and report incidents, greater confidence that reported incidents will be dealt with sensitively and appropriately and the introduction of new legislation.

Domestic abuse is defined as “Any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to: psychological, physical, sexual, financial and emotional.”

Work carried out between August 2018 and August 2019 showed that during this period there was a 36.7% increase in reported Domestic Abuse cases. When analysed 27.1% of this increase was driven by improvements in accuracy of our crime data and changes to the way stalking and harassment are counted while 9.6% were seen as a genuine rise in reported incidents.

The increased visibility and accuracy of how we record Domestic Abuse is an important step in understanding and then tackling these offences. If we don't know the true volume and nature of incidents, we can't prevent it.

While the number of recorded cases of domestic abuse increased, the number of cases solved decreased by 3.6% over the same period. This indicates that while significant progress is being made in making these incidents visible, much more needs to be done to find ways to prevent these crimes happening in the first place, and improving our response once they are reported.

The Operation ENCOMPASS pilot in Thurrock was launched in January 2020. This is a referral pathway enabling Essex Police to directly inform schools that a child has been present, or ordinarily resides at an address, where a medium risk domestic abuse incident has occurred. The aim is to reduce the harmful adverse impact of Domestic Abuse on children, and protect their emotional wellbeing. The benefits of the pilot are already being corroborated by schools engaged in the pilot. Essex Police has agreed, with the Southend, Essex, Thurrock (SET) children's boards, social services and education partners, to launch Operation ENCOMPASS with schools around the county across the 2020/21 school year.

Tackling Domestic Abuse is a complex task and one that requires a strong multi agency approach. In Essex this multi-agency approach is led by the Southend, Essex and Thurrock Domestic Abuse Board (SETDAB). This is chaired by the Deputy Police, Fire and Crime Commissioner, Jane Gardner. The SETDAB is currently consulting on a refresh of its strategy but during the 2019/20 financial year its priorities included:

- Young people enjoy healthy relationships
- Victims (Adults and Children) and those at risk of experiencing domestic abuse feel and are safe
- Victims (Adults and Children) are able to recover and move on to live independently

Narrative Report

- Perpetrators are prevented from causing physical and emotional harm
- Communities have a greater awareness of what an abusive relationship is and how to report it and as a consequence feel safer

Early consultation suggests that partners and stakeholders feel these priorities still reflect the required outcomes for the partnership and are likely to be retained for the updated strategy.

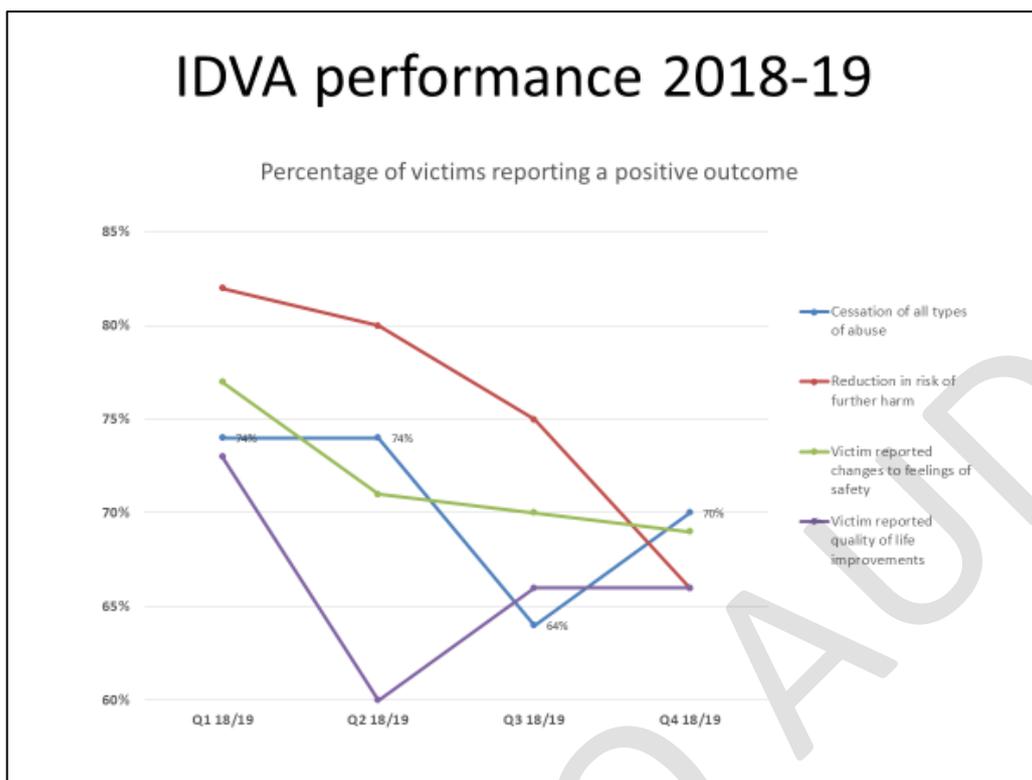
In September 2019, to coincide with the new legislation and guidance around stalking SETDAB launched a Stalking Awareness Media Campaign which has helped to drive awareness and build public understanding of the support available for victims or those in fear of becoming victims.

Essex Police also work closely with other agencies through the County's MARAC (Multi Agency Risk Assessment Conference) meetings where individual, high-risk cases are considered and managed. Through these arrangements all the agencies involved produce a coordinated action plan to improve timely risk identification and safety planning for victims and their families. The MARACs across the county will also focus on perpetrator actions and Southend and Essex MARACs have recruited dedicated perpetrator caseworkers to progress referrals and contact suitable candidates for behaviour change support.

Due to the success of these arrangements there is a conscious effort by all the partners involved to increase the number of cases referred. This has resulted in a significant increase in referrals, rising from 115 between Jan 2018 and June 2018 to 186 during the same period in 2019.

The Police, Fire and Crime Commissioner also commissions the Essex Independent Domestic Violence Advisor (IDVA) Service which offers specialist support for those assessed to be at high-risk from Domestic Abuse.

Narrative Report



While significant work is undertaken at a multi-agency level, when an incident happens it is the Local Policing Teams who respond, make an initial risk assessment and undertake to safeguard the victim. The Local Policing Team are also responsible for targeting the most prolific domestic abuse offenders. Given the vital role these team have in breaking the cycle of domestic abuse there has been a significant investment in them over the last two years. As part of the additional officers recruited as a result of the increase in the policing precept there has been a significant uplift of officers (over 53 Officers) in Local Policing Teams and it is anticipated that these additional resources will make a positive impact both on investigations and safeguarding.

In each of the three Local Policing Areas there is also a dedicated specialist team. These Domestic Abuse Investigation Teams are responsible for the management and investigation of all high and medium risk Domestic Abuse crimes and undertake safeguarding of the medium risk victims. The recent uplift also added 21 specialist investigators to these teams, further boosting our capacity to successfully investigate and safeguard victims of Domestic Abuse and their families.

Using a risk-based approach to Domestic Abuse allows the right level of resources to be focused on the right cases and helps the victims at the most risk get the right level of support. The Central Referral Unit based within Public Protection Command is responsible for safeguarding high risk victims of domestic abuse with the most acute victims being allocated a dedicated Safeguarding Officer. These officers review individual cases and where appropriate help bring agencies together to provide a specific response. These plans are then fed to Local Policing Teams to ensure cases are well managed.

These multi-agency safeguarding hubs or multi-agency risk assessment teams look at a case in

Narrative Report

its entirety, including family breakdown and any safeguarding issues with children or adults within the family.

Due to a significant investment over recent years all frontline officers now have access to Body Worn Video. While this technology was introduced to help bring offenders to justice across all crime types, early data indicates that it might have a positive impact when officers are investigating cases of domestic abuse. BWV are now used for all Domestic Abuse cases and officers must view the full Domestic Abuse footage prior to interviewing the suspect and consider showing the suspect the actual footage captured of the incident. A review of all Domestic Abuse cases interviewed in custody in August 2019 showed that where BWV was used there was a 20% increase in the number of cases resulting in a charge or caution.

The review of BMV has also led to the identification of how cases could be handled differently to improve outcomes for victims. One example of this is ensuring that the victim has enough time to consider their position before accepting a decision not to proceed with a case. Evidence shows that given enough time to consider their situation victims are more likely to support an investigation.

Recent legislation, changes to Home Office Counting Rules and a package of changes introduced by the Crown Prosecution Service and National Police Chiefs' Council have had a significant impact on how forces deal with Domestic Abuse and stalking and harassment. This increased focus is having a positive impact on those affected by these crimes and to ensure that officers adapt to these changes, force-wide training has been undertaken by all police staff and officers who may encounter members of the public at risk of stalking and harassment.

Once the government's current Domestic Abuse Bill is passed the significant changes to legislation will continue and new powers and a greater emphasis will be put on tackling domestic abuse. In particular, the introduction of a statutory definition of domestic abuse and a Domestic Abuse Commissioner, is likely to change the national response to Domestic Abuse for the better.

Reversing the trend in serious violence

Violent crime, and serious violent crime is an area of national focus and something that we all see reported by media across the country, and it is rising nationally and in Essex. A number of factors are driving the rising crime levels, most notably perhaps the increase in gang activity, the criminal drugs market and associated violence. Homicide is the most serious form of violence and in October 2019 there was the tragic incident where 39 Vietnamese nationals were discovered in a lorry trailer in Grays. It soon became apparent that this crime had international links and Essex Police have worked tirelessly, across multiple agencies and nations to both identify these victims and to bring the offenders to justice and disrupt the associated human trafficking.

Whilst violent crime is widely reported to concern knife crime, robbery and night time economy (NTE) violence, it also comes from gang, organised crime groups (OCG) and domestic abuse (DA) related violence. Whilst gangs and organised crime, and Domestic

Narrative Report

Abuse have their own focussed chapters in this report, it should be noted that approximately one third of serious violence is driven through domestic abuse related incidents – showing just what an impact domestic abuse has on police resources and on victims of crime in Essex.

To combat the growing use of knives and violence Essex Police, along with partners from across the county, have used a coordinated range of measures to tackle the root causes of this increase. Together they have increased their work with schools and colleges, used targeted stop and search more frequently, and taken an innovative approach to the long-term causes of violence and vulnerability. The work of the Violence and Vulnerability Unit is detailed in the section on 'Targeting Gangs and Organised Crime' but has a strong relationship to how we look to reverse the trend in serious violence.

Knife Crime

Figures from the Office for National Statistics show that Knife crime in England and Wales increased by 7% to 45,627 offences in the year to December 2019. Home Office figures show that regionally the levels of knife crime offences vary considerably, with London and the major conurbations being the centres of activity. The National Statistics include selected offences in which a knife or sharp instrument has been used. In Essex there were 998 of the selected offences recorded in 2019, 2.2% of the national total. This figure represents a 44.4% increase for Essex on the previous year. These selected offences include the most serious offences involving a knife or sharp instrument including violence with injury and robbery. These are rare events, with just 54 offences per 100,000 population in the year to December 2019.

A key approach to knife crime in Essex is Operation SCEPTRE. This is a national operation, endorsed by the National Police Chiefs Council (NPCC) focused on the increase in knife crime in the Country. Essex Police participate in the national Op SCEPTRE weeks of action. Op SCEPTRE (Essex) is the Essex Police operation, focused on those who carry & use bladed weapons in Essex. The overarching intention of the operation is the protection of and preservation of life by targeting the criminal supply, possession & use of Knives within Essex. Op SCEPTRE has had notable successes in Essex including during the National Op Sceptre Week of Action – 73 weapons sweeps, 243 knives recovered, 89 engagement events, 22 test purchase operations.

Robbery

While robbery offences have increased in recent years, some Local Policing Areas have actually seen a decrease including Braintree, Maldon and Rochford. In the 12 months to February 2020 this saw an actual decrease overall of 31.8% in robbery of business property and a 4% reduction in robbery of personal property.

Night Time Economy (NTE)

Overall, Essex is showing a modest reduction in NTE related offending, largely driven by a significant reduction in the South Local Policing Area (LPA), however, looking in more detail at Violence with Injury investigations (considering offences which occurred within designated NTE areas and between relevant times), a general downward trend across Essex (-12.8%) can be seen. However, against this backdrop of a decline in overall NTE violence the level of

Narrative Report

serious violent crimes committed in NTE is rising across the county. There have been disproportionate rises in Rape and Robbery of personal property in the NTE areas and is something that has become a focus for the force to address.

Sexual Violence

The PFCC continues to address key issues around sexual abuse; making support accessible, and creating innovative new ways to make support available for those that need it; developing a first-of-its-kind partnership strategy to address sexual violence and abuse; attracting additional government investment in local specialist support services; and investing more to ensure those support agencies have the resources they need to deliver help to those that need it.

The PFCC re-commissioned the local Synergy Rape Crisis Partnership to continue to provide specialist support services to all victims of sexual abuse. This support is provided regardless of when the abuse occurred, their age, gender, or whether they have reported to the Police. This support includes practical help, therapy, advocacy and counselling. The PFCC for Essex was also successful in bidding to become one of only 5 areas across the country to receive devolved Rape Support Funding allowing the investment of an additional £275k Home Office funding into the local support service.

The PFCC's office has led the development and publication of the Essex Sexual Abuse Strategy which identifies 5 priority areas for partners to respond to; prevent abuse, support victims, bring perpetrators to justice, improve the criminal justice response, and raise awareness of abuse. Through this strategy, the Essex Sexual Abuse Strategic Partnership will focus activity around these key themes ensuring there is progress on the overarching aim to reduce the volume and impact of sexual violence and abuse in Essex.

Protecting children and vulnerable people from harm

Protecting some of the most vulnerable in our society will always be a priority to policing and to partners, and this is an area where we come together to both protect and prevent harm to vulnerable people in Essex. This is also a broad area covering everything from victim support across the county, to multi-agency safeguarding and prevention.

Indeed, as this report is being drafted, we are in a situation socially where we have never been, isolating as a means to protect ourselves from a Coronavirus that targets all. In this isolation we are trying to ensure – across all agencies – that the most vulnerable in our society are protected. This is a daunting task in a period of social upheaval, but one that we are determined to succeed in, and ranges across the board, from ensuring children in families on low incomes who would have received school meals are being adequately fed, to using the experiences of nations that have already been in a 'lockdown' state regarding the impact of domestic abuse and what interventions are likely to be most effective at this time.

Over the last 3 years recorded crime in areas of abuse against vulnerable people in Essex, and nationally, has increased significantly. In the 12 months to February 2020 the force achieved nearly 100 more Child Abuse outcomes than in the previous 12 months, but also saw an increase in demand, recording an increase of over 50% in offences during the same period.

Narrative Report

This puts significant strain on the resources in place to address this and has an impact across policing, as the responsibility for responding to, investigating and safeguarding these offences rests with a number of teams within Crime and Public Protection (C&PP), Local Policing Areas (LPAs), Operational Policing Command (OPC) and the Serious Crime Directorate (SCD).

Sadly, we have seen significant increases in rape offences recorded over the past 5 years, from under 100 in March 2015 to over 150 in March 2019. To address this, and add focus on working with the CPS to progress prosecutions, an independent multi-agency Rape Scrutiny Panel has been convened, which will meet quarterly and is chaired by ACC Rachel Nolan from Essex Police. Panels are themed with partner agencies invited to identify cases within the theme they believe should be scrutinised, and the learning and improvement shared. Essex Police have also developed and implemented a Rape Prevention Strategy. The Force's 5-year plan formalises activity to prevent rape and serious sexual offending. Preventing crime is not a single agency endeavour and this strategy highlights the partnership approach required to tackle repeat victimisation, repeat offending and builds on the current partnership frameworks to encourage accurate sharing of data, pooling of resources and expertise to deliver a coordinated evidence-based approach in tackling and preventing rape.

As mentioned in the section focussing on reversing the trend in serious violence, Essex has also launched the Synergy Essex First Responder project, starting as a pilot in January 2019. The project ensures that every victim of rape in Essex will speak to an Independent Sexual Violence Advocate (ISVA) within 24 hours of reporting. Essex was the first force in the UK to offer this level of service with the ambition that this will decrease the number of victims that disengage and provide enhanced support for victims through the Criminal Justice System. Between January and June 2019 there were 425 referrals altogether, and the force are continuing to monitor the impact of this through to court proceedings. Further work has also been undertaken to support the voluntary sector's role in this area, with a joint training package being developed and rolled out between Essex Police and CARA (Centre for Action on Rape and Abuse in Essex) focusing on what to do if a person has been the victim of a sexual offence. Welcomed by the voluntary sector, some of the first to take this up were volunteers on the SOS bus in Colchester and Chelmsford, with nearly 40 going through the training programme. Since the successful launch of the pilot, the PFCC has made the required funding available to Synergy Essex to ensure this service is available as part of our standard offer to victims.

Leading the way in innovative ways to support and protect young people the Dot.com project was launched in Essex in June 2019, and received a national launch in January 2020. Essex Police worked with teachers and pupils at a primary school in South Ockenden in Essex, to identify the biggest risks facing young people and develop an online programme that helps them:

- Spot dangerous situations
- Tell their teacher if something is worrying them
- Feel confident about exploring the internet, in safety

The result, the creation of 'Dot Com', is an acknowledgement by the Police in Essex and by local teachers that we must all work together to protect young people and to tackle

Narrative Report

exploitation in all its forms before it takes place. The digital resource is available to all schools and over 1,000 schools from all over the UK have come forward in the space of just one month to find out how they can do more to protect children from online exploitation by county lines drugs gangs. Working with IT company 2Simple work is ongoing to create a mobile App version of the platform.

A project to support older children has also been developed between the force and the University of Essex. The Catalyst project looks at police data around child sexual exploitation and the University are in the process of mapping where patterns and trends occur relating to teenage rape offences. The anonymised data is fed into a secure online platform to allow mapping, charts, graphs and key findings to be explored and has the ability to overlay other external data to inform and manage interventions most effectively where trends are identified.

Mental Health

Mental health incidents are an area where policing is often required to provide support. In Essex this is mostly provided by the Local Policing Teams (LPTs) who respond to them as part of their core business. Across the force there are seven Mental Health Single Points of Contact (SPOCs), who are aligned geographically with their LPAs. There are 14 Mental Health in-patient establishments, which are a mixture of public and private units.

In addition there is a Mental Health Street Triage Team, which provides an immediate joint screening assessment and support to those who may be experiencing a major mental health crisis. This team consists of a police staff supervisor, six PCs, 25 Special Constables, one clinical lead nurse, three and a half clinical nurses and ten clinical bank nurses. They provide an improved response to people in crisis and help reduce demand on resources by avoiding S.136 (where possible) by providing an alternative framework of treatment and care. The force continue to develop initiatives in this area, for example, the SIM (Serenity Integrated Mentoring) project, in which a police officer is embedded in an NHS mental health team, continues in the North and Mid CCG area of the county. By the end of the first year the eight service users on the project have saved £111,000 on mental health in-patient stays and £43,700 on missing person searches.

Southend High Intensity Focus Team (SHIFT Project) is a 12 month collaborative pilot funded by Public Health England to address demand created by high intensity users (HIU) across policing and health services and is based on focused early intervention to tackle key strategic demand drivers of mental health and vulnerability. This complex demand is projected to continue to increase over the next 4 years with mental health incidents in particular accounting for 40% overall Force demand. The SHIFT Project launched on 1st August 2019 with two mental health nurses recruited and co-located within the Community Safety Hub. An evidence based approach aligned to the principles of Serenity Integrated Management (SIM) which has been credited with achieving a 40% reduction in demand created by HIU with bespoke training delivered by the National SIM lead. The approach focused on identifying high intensity users then working with those individuals to address their complex patterns of behaviour, formulating bespoke clinical crisis care plans to encourage service users to better self-manage their behaviour, de-escalate situations and utilise coping mechanisms. While service users' testimonies on how the project has positively impacted on their lives will be

Narrative Report

captured as well as the demand reductions and cost savings, quarter 1 results were described by the National SIM lead as some of the best he had ever seen. Significant savings and reductions in demand will see this project expanded to the Castle Point and Rochford districts with an ambition to implement the model across Essex.

POLIT

The Police Online Investigation Team (POLIT) continue to see an increase in cases where indecent images of children (IIOC) are being created and/or shared on line. The United Nations reports that approximately 750,000 people are looking at IIOC at any one time, with 1,000,000 children featured in online child abuse material. In Essex demand for POLIT continues to grow. In 2016 POLIT investigated 151 crimes, this number grew to 294 in 2019, an increase of 44%. In response to this in 2019/20 five additional posts were created to form a Proactive Team. This team investigate IIOC crimes reported to Essex Police from non-traditional sources. Since its inception the team have investigated 83 crimes, executing 78 search warrants and safeguarding 73 children. In 2020/21 a further five officers will join the proactive Team to continue to respond to this ever-increasing crime.

Tackling gangs and organised crime

Gangs and organised crime can cause significant harm to our communities, exploit the vulnerable and increase levels of violence within society. In Essex the fight to tackle organised crime happens at a national, regional and county level with strong proactive enforcement activity. At the same time a countywide multi agency programme has been established with government and partner funding to reduce the risk of young and vulnerable people being exploited by gangs.

This two-pronged approach of enforcement and complimentary support for the vulnerable groups at risk of exploitation is bringing the county together to address this growing problem.

While the National Crime Agency leads on the enforcement at a national level, Essex Police works hard with its regional partners to identify, manage and disrupt organised crime groups across the county and within Essex.

In response to this growing national problem the Essex Violence and Vulnerability Unit has been established with members seconded from Essex Police, the Youth Service, Prison Service and County Council. Working closely with strategic partners, £3.584m Home Office funding has been brought into Essex, in 2018/19 and 2019/20.

The Essex Violence and Vulnerability (V&V) partnership and the V&V Unit work to reduce serious violence and safeguard those being exploited and at risk of exploitation through gangs and 'county lines'. Following the development in 2018 of the Essex Violence and Vulnerability (V&V) Framework, work continues at pace to develop the approach to violence and vulnerability across the county.

Work includes activities to address 'county lines'; gang related crime including serious youth crime and drug related crime; child criminal exploitation through gangs; child sexual exploitation through gangs; the cuckooing of vulnerable adults; and the extent of school

Narrative Report

exclusions and their link to violence and vulnerability.

As well as causing violence within our communities, gangs exploit vulnerable people. County Line Gangs in particular use an operating model where young and vulnerable people are used to transport and sell drugs. This often starts by gang members grooming vulnerable people, buying them gifts, becoming their friends and then trapping them with debt, violence and fear.

This exploitation is used by County Line gangs as they move into new areas. Often moving out from a large city such as Liverpool or Manchester to smaller rural areas, where they can move in on local drug gangs. The resulting conflict fuels violence within those communities.

The use of exploited young or vulnerable people means that a lot of the visible gang members in County Line gangs are children and young people. The people are often themselves exploited and on the receiving end of some of the most serious violence or threats of violence, either from drug users and rival networks robbing them of cash, or from within their own network as punishment for failing to collect debts. This also creates a cycle where those people being exploited are drawn into a situation where they commit acts of violence themselves. It is these local drug dealers who are themselves the most common cohort to be involved in serious violence either during the course of trying to rob a drug line or as retribution after the fact, or as a consequence of an unpaid drugs debt.

A notable success over the last year has been the disruption of the C17 Gang in Thurrock where injunctions were used to limit their behaviour and activities. The gang had been operating in the Grays and Lakeside area and caused violent and drug related activity to reach unprecedented levels. The gang was known to be exploiting young people and the vulnerable getting them to run drugs and carry cash. Using the injunctions Essex Police were able to secure orders banning them from wearing hoodies and face coverings, making violent drill rap music and associating together online.

Other successful enforcement operations targeted other organised crime gangs across the county with a range of tactics. These have resulted in several successful prosecutions and the recovery of significant amounts of the proceeds of crime.

To help prevent gang activity there is also a strong and concerted effort to work together at a district level to coordinate prevention activity. In Harlow, significant work has been undertaken with schools, partners and the council to prevent and pursue gang activity in the district, to protect the community from gang activity, to provide and share specialist expertise and raise awareness and understanding of gangs within the community.

Other areas of focus and success have included developing a co-ordinated and consistent training offer – supporting the development of the workforce across Essex. This training has included supporting frontline workers to ‘spot the signs’ through to practitioner development relating to stronger approaches to safeguarding. This work is closely aligned with children and adult safeguarding colleagues across Southend, Essex and Thurrock. The approach includes online learning, face-to-face delivery and conference style events.

We have also worked directly with over 600 children and young people to develop our understanding of the issues – working with and being informed by the voice of communities,

Narrative Report

discussing their feelings of safety and vulnerability. This forms part of a wider piece of work, to understand the experiences and perspectives of young people, including young people in prison who are or have been gang members; youth assemblies and groups; and engaging with groups with particular needs, including learning disabilities. These insights have and continue to help us to develop and deliver programmes which respond to the needs identified.

Building on this we are looking at delivering programmes of work at 'reachable' moments – in hospital and prison settings. The work in HMP Chelmsford, with young men, looking to address their offending behaviour through the written word and music is now being nominated for a Koestler award. The ability to have the time, in the 'right' place, with a vulnerable cohort, has proved to be successful. This includes the Youth Service project in Basildon hospital, where two skilled youth workers have been embedded in a hospital setting, and where over the last eight months, they have reached out to nearly 200 children and young people (and their families) at a moment of crisis.

We were able to bring all of this together at our 'Perspective on Violence' conference held in March 2020, which was attended by over 300 people, ranging from local partners and providers to national sector leaders and key note speakers. It is important that we all share our learning and allow an agile response to this threat if we are going to challenge the spread of violence and gang activity, and to protect some of the most vulnerable in our society.

Improve safety on our roads

Working within the Safer Essex Roads Partnership (SERP), Essex Police have made a huge difference to the number of people killed or seriously injured on our roads. The Roads Policing Team leads this work within the Force and is regarded both regionally and nationally as the police force with best practice in this area. The team now conduct training approved by the College of Policing to Senior Investigating Officers from across the country.

The Essex roads network includes some of the most strategically important roads in the country linking London with some of our major ports and provides a vital role for communities, businesses and the economic wellbeing of the country. As well as promoting improved safety on our roads the Roads Policing Team provide a strong level of support in tackling the other priorities in the Police and Crime Plan. It is now understood that those committing minor road offences are often the same people using the roads network to commit crime across the county, whether that is burglary, human trafficking and exploitation or drug-based county line activity. This is especially true around some of our strategic routes such as the M11, A13, A12, M25 and A127.

A proactive integrated approach to roads policing is proving useful in tackling crime across the county, protecting communities and bringing offenders to justice.

As part of the 2019/20 police precept uplift investment 21 additional officers will be added to the current Roads Policing Team. These extra officers will improve visibility, enhance proactive enforcement activity and provide additional capacity to reduce those killed or seriously harmed on our roads.

Narrative Report

In Essex, the team is also supported by 16 dedicated roads policing Specials Constables. Each of these officers is highly trained and provides a significant amount of hours to the team. These officers are fully integrated into the Roads Policing Team and are provided with additional driving skills including Response, Initial Phase Pursuit and Advanced Driving. Two members of the team are also trained to ride police motorcycles. Together this team of Specials contribute over 12,000 operational hours per year, deliver over 1500 duties and arrest over 150 people.

Through SERP annual activities are planned and resourced which focus on those at most risk on our roads. While the number of deaths and serious injuries are reducing as a proportion of the number of people using the roads, those using motorbikes and road users between the ages of 16-25 remain the greatest risk groups.

Targeting these groups is a key element of the work undertaken by SERP with significant activity being undertaken in Schools and with those using motorbikes. Essex Fire and Rescue Service and Essex Police both run advance biking courses, over 1,700 riders have been involved in moped/ scooter rider education days and 25,100 riders are involved in pre-driving events held within schools.

Essex continues to attract car cruise enthusiasts from across the region, attracted by the connections between London and the South East. These events are often unplanned and can be mobilised through social media within hours. Working with partners across Essex, a proactive approach is taken with officers engaging with participants and taking robust action where necessary. Essex County, Fire and Rescue team also attend numerous events on behalf of the partnership, engaging with young drivers and offering road safety advice.

While many participants are simply enthusiasts and don't commit crime, there are elements at these meets who are intent on using the event to cause risk to themselves and spectators. Incidents of poor and dangerous driving also put other road users at risk. Significant work is undertaken with Local Policing Teams to tackle this offending and reduce the impact on the public.

Community Speed Watch

The Community Speed Watch programme continues to offer a valuable and sizable contribution to roads policing across Essex. At present 94 Community Speed Watch Groups are active which includes 650 volunteers. Together these teams generate 14,000 warning letters each year and together provide a tough, community-based deterrent against poor driving.

In July 2019 the Harwich Community Speed Watch Group went live, following a successful pilot, with their TruCAM speed enforcement activity. This allows this group to enforce speed limits across the Tendring District using the TruCAM detection equipment. The team have all received training, accreditation and vetting and results have proved very positive.

Extra Eyes Campaign

Essex Police was one of the first forces in the country to utilise the growth in dashcam devices to gather evidence against poor drivers. The Extra Eyes Campaign encourages those using the

Narrative Report

roads to submit their dashcam footage where they spot an example of poor driving. This could be the use of mobile phones whilst driving, careless driving, dangerous driving or not following traffic rules. Members of the public upload and submit this evidence via the Safer Essex Roads website, and a member of the Roads Policing Team reviews each piece of evidence submitted.

During 2019 positive action has been taken on over 500 incidents, including over 100 cases of using a mobile while driving and 120 cases of passing too closely to a cyclist.

Drug driving

Since the introduction, in March 2015, of driving whilst under the influence of drugs, the number of people caught for this offence has steadily increased. In part, this is due to the improved use of testing and the growing focus from forces on the impact that this offending can have. During 2018 a research project undertaken by SERP showed that 56% of those arrested for this offence had been arrested on one or more occasions, with the most significant group linked to previous offences of violence. This highlights the link between road offences and more general forms of criminality and the positive contribution effective roads policing can have on other forms of crime.

Towards the end of the calendar year the number of people caught and prosecuted for drug driving overtook drink driving for the first time and this is a trend that we expect to see continue.

Performance Framework

The PFCC chairs a Performance and Resources Board that holds the Chief Constable and the force to account for the performance of the force officers and staff against the delivery of the Police and Crime Plan. On a monthly basis, the current performance data of the papers and minutes of the Performance and Resources Board are published on the OPFCC website at:

www.essex.pfcc.police.uk/scrutiny/essex-police-performance/

The Police, Fire and Crime Panel receive a quarterly report on the progress against the seven priorities in the Police and Crime Plan.

Crime, including violent crime, has risen. This is in line with the national trend for crime increase. While some of this increase is due to the means by which Stalking & Harassment is now counted (following changes to Home Office Counting Rules in April 2018), and internal improvements that Essex Police has employed to ensure better Crime Data Accuracy (CDA), the trend is now stabilising.

Narrative Report

Police and Crime Plan Priorities	Police Priority Indicators	12 months to March 2019	12 months to March 2020	Number Difference	% Difference	Direction of Travel
Priority 1 - More local, visible and accessible policing	Percentage of people who have confidence in policing in Essex (internal survey Q13b) ¹	68.0	65.2	-2.8	-	Deteriorating
	<i>Confidence Interval</i> ²	1.0	1.1			
	Confidence in the local police (CSEW) ³	50.4	45.0	-5.4	-	Deteriorating
	<i>Confidence Interval</i> ²	4.3	3.5			
	Number of all crime offences	158,689	167,266	8,577	5.4	Deteriorating
Priority 2 - Crack down on anti-social behaviour	Number of anti-social behaviour incidents	46,441	41,262	-5,179	-11.2	Improving
	Percentage of people who have confidence that the policing response to ASB is improving (internal survey Q8a) ⁴	66.1	64.0	-2.1	-	Stable
	<i>Confidence Interval</i> ²	1.1	1.1			
Priority 3 - Breaking the cycle of domestic abuse	Number of incidents of domestic abuse	41,840	42,767	927	2.2	Deteriorating
	Number of repeat incidents of domestic abuse	19,133	20,776	1,643	8.6	Deteriorating
	Percentage of domestic abuse offences solved	12.9	9.8	-3.1	-	Deteriorating
Priority 4 - Reverse the trend in serious violence	Number of homicides ⁵	14	63	49	350.0	Deteriorating
	Number of violence with injury offences (new definition from Nov 2017)	14,731	15,262	531	3.6	Deteriorating
Priority 5 - Tackle gangs and organised crime	Number of Organised Criminal Group disruptions ⁵	17	37	20	117.6	Improving
	Trafficking of drugs arrests	1,498	1,877	379	25.3	Improving
Priority 6 - Protecting children & vulnerable people	Number of child abuse outcomes ⁶	205	306	101	49.3	Improving
	Child abuse solved rate	5.4	5.5	0.1	-	Improving
Priority 7 - Improve safety on our roads	Number of driving related mobile phone crime on Essex roads	2,620	1,493	-1,127	-43.0	Improving
	Number of driving under the influence of drink and/or drugs on Essex roads	3,024	3,694	670	22.2	Deteriorating
	All people killed or seriously injured (KSI) in road collisions ⁷	835	827	-8	-1.0	Improving

Note 1 - Question from Essex Police's own confidence and perception survey (Question 13b). Results are for the period 12 months September 2019 versus the 12 months to September 2018.

Note 2 - The confidence interval is the range +/- between where the survey result may lie. This is mainly influenced by the number of people answering the survey. The more people that answer the survey, the smaller the interval range.

Note 3 - Crime Survey for England and Wales (CSEW): 12 months to September 2019 vs. 12 months to September 2018.

Note 4 - Question from Essex Police's own confidence and perception survey (Question 8a). Results are for the period 12 months to September 2019 versus the 12 months to September 2018.

Note 5 - The number of Organised Crime Group disruptions are a comparison of January to March 2019 and January to March 2020 only due to a change in counting rules that occurred in January 2019. From January 2019, activity has been recorded rather than the number of people arrested. If there was a day of action, for example, and five people were arrested, this would formerly have counted as five disruptions, but now will count as one. The change stems from confusion over the previous guidelines, with police forces counting disruptions in different ways.

Note 6 - Solved outcomes are crimes that result in: charge or summons, caution, crimes taken into consideration, fixed penalty notice, cannabis warning or community resolution.

Note 7 - 'Killed or Seriously Injured' (KSI) refers to all people killed or seriously injured on Essex's roads, regardless of whether any criminal offences were committed. 'Causing Death/Serious injury by Dangerous/Inconsiderate Driving' offences (detailed on p.10) refers to the number of crimes of this type.

Note 8 - On Wednesday 23 October 2019 the bodies of 39 Vietnamese nationals were discovered in a lorry trailer in Grays. This tragic incident is reflected in the Homicide numbers.

Narrative Report

Organisational Overview

The Police & Crime Commissioner (PCC) was established by the Police Reform and Social Responsibility Act 2011 (PRSRA) as a corporation sole with a separate body of Chief Constable, also as a corporation sole. Mr Roger Hirst was elected Police and Crime Commissioner on 5th May 2016 and appointed Jane Gardner as Deputy Police and Crime Commissioner.

From 1st October 2017, the PCC also took on the governance of Essex County Fire and Rescue Service, becoming the country's first Police, Fire and Crime Commissioner (PFCC). The governance arrangements of the PFCC and Chief Constable are included in the joint Annual Governance Statement.

Our Leadership and Workforce

The Role of the PFCC

The PFCC is responsible for the totality of policing in Essex. The public accountability for the delivery and performance of the police service is placed into the hands of the PFCC on behalf of the electorate of Essex. He must therefore secure the maintenance of the police force in Essex and ensure that the police force is efficient and effective.

The PFCC is responsible for setting strategic direction and objectives of the force through the Police and Crime Plan and setting an annual budget, monitor financial outcomes, approve a medium-term financial plan and capital programme in consultation with the Chief Constable.

The PFCC is also responsible for the scrutiny, support and challenge of overall performance of the force including against the policing priorities to protect Essex and holds the Chief Constable to account for the performance of the force's officers and staff.

The Role of the Chief Constable

The Chief Constable has day to day responsibility for financial management of the force within the framework of the agreed budget allocation and levels of authorisation issued by the PFCC. He is accountable to the PFCC for the delivery of efficient and effective policing, management of resources and expenditure by the police force. The Chief Constable is responsible to the public and accountable to the PFCC for leading the force in a way that is consistent with the attestation made by all constables on appointment and ensuring that it acts with impartiality.

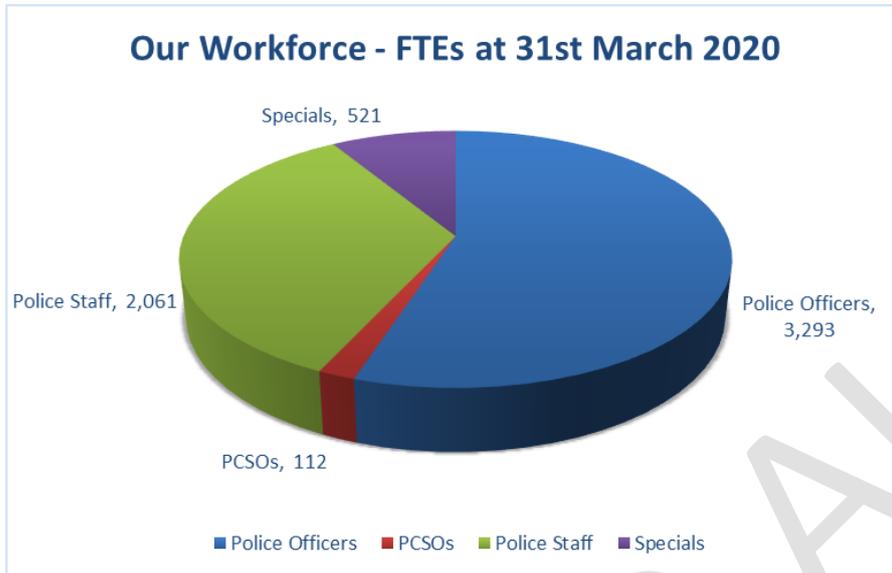
The Chief Constable supports the PFCC in the delivery of the strategy and objectives set out in the Plan, and in planning the force's budget. In agreement with the PFCC the Chief Constable enters collaboration agreements with other Chief Constables, other policing bodies and partners that improve the efficiency or effectiveness of policing.

The respective responsibilities of the PFCC and Chief Constable as corporations sole are brought together in legal and accounting terms to form the 'PFCC Group'. The Chief Constable Statement of Accounts are part of the PFCC's for Essex Group Statement of Accounts.

Narrative Report

Our Workforce

During 2019/20 our police officer strength numbers increased by 229 FTEs to 3,293 FTEs. The chart below shows the make-up of the workforce as at 31st March 2020.



Essex Police is growing and during the 2020/21 year the Police Officer establishment will grow by 151 additional officers, 135 of which are as a result of the governments ambition to recruit an additional 20,000 Police Officers nationally. At the end of 2019/20 the force had recruited 75 additional officers above the established budget to assist in meeting the 2020/21 target bringing the total number of officers to 3,369 FTE by March 2021.

The growth in officer numbers is expected to continue with an additional 180 officers in 2021/22 and 135 officers in 2022/23 funded by the government's national uplift programme.

In 2020/21 there will also be investment of an additional 71 police staff to enable the recruitment and growth in police numbers and sustain a larger operational police force. This will grow the police staff establishment from 2,248 FTE to 2,319 FTE by March 2021.

Financial Overview

In recognising the respective responsibilities of the PFCC and Chief Constable all assets, liabilities and contracts are in the name and ownership of the PFCC whereas most police staff along with police officers and PCSO's are employed by the Chief Constable.

An ambitious programme of transformation is underway to help prepare Essex Police to meet the demands of today and the future involving, police estates, technology and an enhanced police operating model.

Following the increase in the government's limit for precept increases to £24 for 2019/20, the PFCC increased the precept by £23.94 from £169.02 to £192.96, an increase of 14.16% in order to invest an additional £8.5m into front line policing services.

Narrative Report

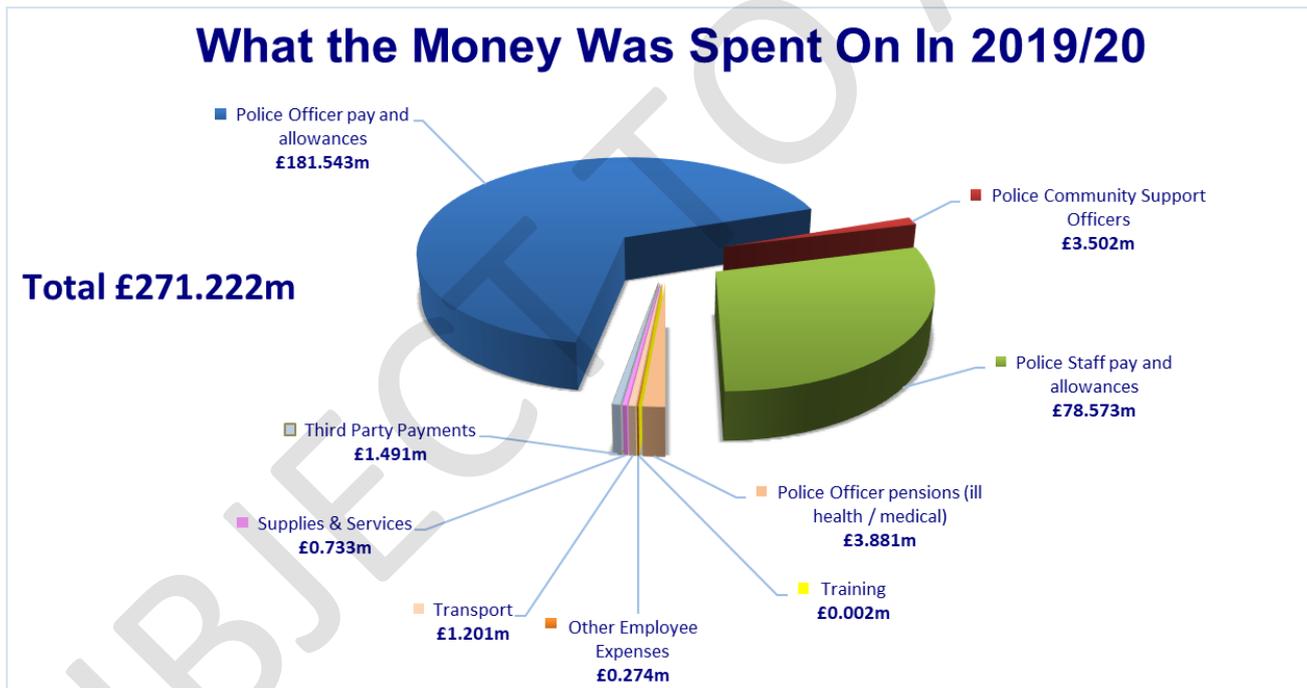
The police grant settlement announced by the government for 2020-21 included additional funding with 76% of £750m less a £50m top-slice being allocated across forces through the Home Office Core Grant. This funding is for the first year of a three year programme to increase police officer numbers by 20,000 nationally. The remaining 24% is to be released in arrears as additional officers are recruited.

The Police, Fire and Crime Commissioner has increased the police precept element of council tax by 2.94% for 2020-21 which is an additional £5.97 a year for a band D property. The government permitted increases of up to £10.

In addition to investment Essex Police has a proven track record in making cash and efficiency savings to maximise the benefit out of every penny the force spends. In 2019/20 £4.7m of savings were delivered.

What the Money is Spent on

The graph below shows an analysis of the Chief Constable's net revenue expenditure totalling £271.222m



Principal Risks and Uncertainties

A risk management strategy is in place to identify and evaluate risk. Below are the main strategic risks from the Chief Constable's Risk Register:

- **Emergency Services Mobile Communications Programme** - Cost will continue to escalate due to the continuing delays of the national ESMCP and the Emergency Services Network in delivering a credible, comprehensive and fit for purpose communications solution.

Narrative Report

- **Outstanding Vetting & Re-Vetting Clearance** - Outstanding vetting and re-vetting clearance delays impact on the forces ability to recruit to vacancies in a timely manner and ensure officers and staff already in posts receive at least the lowest level of vetting clearance for their role.
- **Reduced External Forensic Capacity** – One of our main providers of forensic analysis went into administration early 2018 and the increase at short notice was challenging in the forensic marketplace. This led to a cap on forensic submissions which in turn reduced the number of crimes where forensic support could be utilised.
- **Data Quality** - Inadequate data capture and recording and the creation of duplicate records may inhibit the force's ability to identify the risk factors that precede a critical incident.

The Chief Constable's risks are mitigated by additional resources in place to manage demand within Corporate Vetting, working with regional and national groups to optimise access to external forensic services, and having a data quality improvement plan.

The strategic risks are reviewed and challenged by the Joint Audit Committee on a regular basis.

2019/20 Financial Performance

The Chief Constable has operational control of Police Officers, PCSOs and Police Staff (excluding OPFCC staff). The PFCC has strategic control of all assets, income, OPFCC staff and liabilities and is responsible for establishing most reserves and controlling all cashflow.

The table overleaf shows budgeted and actual net revenue expenditure in a form representing the management accounting balance for the Chief Constable. The management accounting balance is the form recognised in setting the PFCC budget and council tax precept for 2019/20. The Net Revenue Expenditure (NRE) excludes depreciation, pension liabilities, accumulated absences and other items which do not have an impact on the transfer to or from the General Reserve. These charges are included and accounted for in the Comprehensive Income and Expenditure Statement (CIES) within the Core Financial Statements in accordance with proper practice.

The management accounting balance overleaf contains the transactions specific to the Chief Constable. All other transactions are included in the PFCC's accounts. The transactions in the PFCC for Essex Group include the combined transactions for the Chief Constable and PFCC's accounts.

The Expenditure and Funding Analysis reconciles the difference between the management accounting balance and the accounting balance in the CIES.

Narrative Report

	Chief Constable		
	Current Budget	Actual	Variance over / (under)
	£000	£000	£000
Employees			
Police Officer pay and allowances	177,381	181,543	4,162
PCSO pay and allowances	3,451	3,502	51
Police staff pay and allowances	82,455	78,573	(3,882)
Ill-health/medical pensions	4,520	3,881	(639)
Training	25	24	(1)
Other employee expenses	277	274	(3)
	268,109	267,797	(312)
Other Service Expenditure			
Transport	1,078	1,201	123
Supplies & services	1,266	733	(533)
Third party payments	0	1,491	1,491
	2,344	3,425	1,081
Gross Operating Expenditure	270,453	271,222	769
Income	0	0	0
Net Cost of Services	270,453	271,222	769

The transactions in the above table reflect the Chief Constables transactions and are included within the Statement of Accounts for the PFCC for Essex Group table within the Narrative Report. The Group table also includes the PFCC transactions.

The transactions in the table above relate to:

- Pay, allowances & expenses for:
 - Police Officers
 - PCSO's
 - Police Staff (excluding those employed by the Office of the PFCC for Essex Police)
- Police officer medical pensions
- The Chief Constables external audit costs

All other income and expenditure is included in the PFCC's accounts.

Explanation of Accounting Statements

The Statement of Accounts consists of the following sections:

i) Annual Governance Statement

This sets out the PFCC's and Chief Constable's combined governance arrangements and a review of the effectiveness of those arrangements

ii) Statement of Responsibilities for the Statement of Accounts

Narrative Report

This states the PFCC's and the Treasurer to the PFCC's responsibilities in the administration of the financial affairs and in the preparation of the Statement of Accounts for the PFCC and the PFCC Group.

iii) Independent Auditor's Report

This states the auditor's opinion on whether the Statement of Accounts gives a true and fair view of the financial position and operations of the PFCC and the Group.

iv) Expenditure and Funding Analysis

The Expenditure and Funding Analysis brings together local authority performance reported on the basis of expenditure measured under proper accounting practices with statutorily defined charges to the General Fund.

v) Core Financial Statements

These comprise:

- **Comprehensive Income and Expenditure Statements** - these shows the accounting cost in the year to the PFCC and the Group of providing services rather than the amount to be funded from taxation. This distinction is very important in interpreting the accounts. The PFCC sets a precept (i.e. the police share of council tax) to cover expenditure classified in accordance with regulations and this will be very different to the accounting cost.
- **Balance Sheet** - this sets out the assets and liabilities of the PFCC and the Group as at 31st March 2020. Net assets of the PFCC (assets less liabilities) are matched by reserves held by him. Reserves are reported in two categories:

Useable reserves – these are reserves that the PFCC may use to provide services, subject to the need to maintain a prudent level of reserves and any statutory limitations on their use. For example capital reserves can only be applied to fund capital expenditure or to repay debt and not to fund revenue expenditure.

Unusable reserves - hold unrealised gains and losses such as those arising from revaluations.

- **Movement in Reserves Statements** - this shows the movement in the year on the different reserves held by the PFCC and the Group. The net increase/decrease before transfers to Earmarked Reserves line shows the statutory General Fund balance before any discretionary transfers to or from earmarked reserves undertaken by the PFCC.
- **Cash Flow Statement** – this summarises the inflows and outflows of cash with third parties. The statement shows how the PFCC generates and uses cash and cash equivalents by classifying cash flows as operating, investing and financing activities. The amount of net cash flows arising from operating activities is a key indicator of the extent to which operations of the PFCC are funded by way of taxation and grant income or from recipients of the services provided by the PFCC. Investing activities represent the extent to which cash outflows have been made for resources which are intended to contribute to the PFCC's future service delivery.

Narrative Report

vi) Notes to the Financial Statements

These comprise an index of notes and a detailed analysis of the summarised financial information in the Core Financial Statements. These also set out the accounting policies adopted by the PFCC, which explain the basis on which the PFCC's financial transactions are presented.

vii) Glossary of Terms

This explains the technical accounting and financial terms used in this document.

SUBJECT TO AUDIT

Statement of Responsibilities

The Chief Constable's responsibilities

The Chief Constable is required:

- to make arrangements for the proper administration of his financial affairs and to ensure that one of his officers (the Chief Finance Officer of the Chief Constable) has the responsibility for the administration of those affairs;
- to manage his affairs to secure economic, efficient and effective use of resources and safeguard its assets;
- to approve the Statement of Accounts.

Completion of the Approval Process by the Chief Constable of Essex

I confirm that I approve these Statement of Accounts following completion of the audit.

Chief Constable of Essex
1st July 2020

The Chief Finance Officer of the Chief Constable's Responsibilities

The Chief Finance Officer of the Chief Constable is responsible for the preparation of the Statement of Accounts for the Chief Constable of Essex in accordance with proper practices as set out in the CIPFA/LASAAC Code of Practice on Local Authority Accounting in The United Kingdom ('The Code of Practice'). In preparing this Statement of Accounts, the Chief Finance Officer of the Chief Constable has:

- selected suitable accounting policies and then applied them consistently;
- made judgements and estimates that were reasonable and prudent;
- complied with the Code of Practice.

The Chief Finance Officer of the Chief Constable has also:

- ensured that proper accounting records are kept which are up to date;
- taken reasonable steps for the prevention and detection of fraud and other irregularities.

I certify that the Statement of Accounts have been prepared in accordance with proper accounting practices and provide a true and fair view of the financial position of the Chief Constable at 31st March 2019.



Deborah A. Martin BA (Hons), FCPFA
Chief Finance Officer of the Chief Constable
1st July 2020

Annual Governance Statement

Introduction

This statement sets out the Police, Fire and Crime Commissioner's (PFCC's) and Chief Constable's arrangements in relation to the six core principles of good governance set out in *The Good Governance Standard for Public Services*, namely:

1. Focusing on the purpose of the PFCC and Chief Constable and on outcomes for citizens and service users;
2. Ensuring that both the PFCC and Chief Constable perform effectively in clearly defined functions and roles;
3. Promoting the values of the PFCC and Chief Constable and demonstrating the values of good governance through behaviour;
4. Taking informed, transparent decisions and managing risk;
5. Developing the capacity and capability of the PFCC to be effective, and
6. Engaging stakeholders and making accountability real.

The statement is in five main parts covering:

1. The scope of responsibilities
2. The purpose of the Governance Framework
3. The Governance Framework
4. Value for Money Arrangements
5. Significant Governance Issues

1. Scope of Responsibilities

- 1.1 The PFCC is responsible for securing the maintenance of the Essex Police force and ensuring that it is effective and efficient. They are responsible for ensuring that their business is conducted in accordance with the law and proper standards, and that public money is safeguarded, properly accounted for, and used economically, efficiently and effectively. The PFCC also has a duty under the Local Government Act 1999 to make arrangements to secure continuous improvement in the way its functions are exercised, having regard to a combination of economy, efficiency and effectiveness.
- 1.2 The relationship between the PFCC and the Chief Constable is defined by the PFCC's democratic mandate to hold the Chief Constable to account as well as by primary legislation and common law which provides clarity on the legal principles that underpin operation independence and the Office of Constable. The Chief Constable is responsible for maintaining the Queen's Peace and has discretion over the direction and control of the force's officers and staff. Further, the Chief Constable is responsible to the public and accountable to the PFCC for supporting the PFCC in the delivery of the Police and Crime Plan.
- 1.3 In discharging their overall responsibilities, the PFCC is responsible for putting in place proper arrangements for the governance of their affairs and facilitating the exercise of their functions, which includes ensuring a sound system of internal control is maintained throughout the year and that arrangements are in place for the

Annual Governance Statement

management of risk. In exercising these responsibilities, the PFCC places reliance on the Chief Constable of Essex Police to support the governance and risk management processes.

- 1.4 The Police Reform and Social Responsibility Act 2011 also sets out specific responsibilities for the Chief Executive and Monitoring Officer and the Chief Finance Officers (CFOs) to the PFCC and Chief Constable. The CFOs are bound by both professional standards and specific legislative responsibilities. In *Attorney General v De Winton 1908* it was established that the Chief Finance Officer is not merely a servant of the authority (the PFCC / Chief Constable) but holds a fiduciary responsibility to local taxpayers. The Police Reform and Social Responsibility Act 2011 requires them to comply with relevant provisions within the Local Government Acts.
- 1.5 During the year, there were formal monthly meetings of the PFCC's Performance and Resources Board, attended by senior PFCC and force officers and staff, dealing separately with financial and performance monitoring. In addition, the PFCC's Strategic Board, likewise attended by senior PFCC and force officers and staff, met quarterly to exercise strategic governance and oversight of Essex Police's strategic transformation programme, Medium Term Financial Strategy and capital programme, and to be the primary adviser to the PFCC and Chief Constable in respect of strategic decisions. The papers relating to all these meetings (unless restricted) are publicised on the PFCC's website.
- 1.6 The Scheme of Governance operating during the year incorporated the following:
 1. Constitution, including the Schemes of Delegation and Consent
 2. The Elected Local Policing Bodies (Specified Information) Order 2011 and the Elected Local Policing Bodies (Specified Information) (Amendment) Orders 2012 and 2013
 3. Information Sharing Agreement: Essex Police and the Police, Fire and Crime Commissioner for Essex
 4. Information Sharing Protocol: Police, Fire and Crime Commissioner for Essex and Police, Fire and Crime Panel for Essex
 5. Revised Financial Management Code of Practice For the Police Forces of England and Wales and Fire and Rescue Authorities created under section 4A of the Fire and Rescue Services Act 2004
 6. Policing Protocol Order 2011
 7. The Strategic Policing Requirement
 8. The PFCC's Voluntary Code of Conduct
 9. The Police (Complaints and Misconduct) Regulations 2012 (superseded with effect from 1 February 2020 with the Police (Complaints and Misconduct) Regulations 2020)
 10. The Police, Fire and Crime Panels (Precepts and Chief Constable Appointments) Regulations 2012
 11. The Police and Crime Commissioner Elections (Declaration of Acceptance of Office) Order 2012
 12. Government Security Classifications

Annual Governance Statement

13. Financial and Procurement Regulations
14. Anti-Fraud & Bribery Policy
15. Statutory Guidance for Police Collaboration
16. Police Reform and Social Responsibility Act 2011

Copies of these documents are available on the PFCC's website at www.essex.pfcc.police.co.uk or can be obtained from the PFCC, Kelvedon Park, London Road, Rivenhall, Witham CM8 3HB.

- 1.7 During 2019/20, a number of the PFCC's key governance documents - including the Data Protection Policy, the Record Retention and Disposal Schedule, and the Business Interests (Staff Declaration) Policy - have been reviewed and updated. The Information Sharing Protocol between the Police, Fire and Crime Commissioner for Essex and the Police, Fire and Crime Panel for Essex has likewise been reviewed and updated, in consultation with the Monitoring Officer to the Panel, and the PFCC's Complaints and Expression of Dissatisfaction Policy has been revised to align with the third and final stage of legislative reform in respect of the handling of police complaints and misconduct matters, which took effect in February 2020.
- 1.8 The PFCC and Chief Constable, wherever possible, share a common set of policies, systems and procedures underpinning the Scheme of Governance.
- 1.9 The PFCC's financial management arrangements conform to the governance requirements of the *CIPFA Statement on the Role of the Chief Finance Officer of the Police and Crime Commissioner and the Chief Finance Officer of the Chief Constable*.
- 1.10 This statement is compliant with regulation 6(1) of the Accounts and Audit Regulations 2015, in relation to the publication of a statement on internal control.

2. The Purpose of the Governance Framework

- 2.1 The governance framework comprises the systems and processes, and culture and values by which the work of the PFCC is directed and controlled and the activities through which the Commissioner accounts to and engages with the community. It enables the PFCC to monitor the achievement of their Police and Crime Plan and to consider whether these objectives have led to the delivery of appropriate, cost effective services, including achieving value for money.
- 2.2 The system of internal control is a significant part of the framework and is designed to manage risk to a reasonable and foreseeable level. It cannot eliminate all risk of failure to achieve policies, aims and objectives; it can only provide reasonable assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of the PFCC's and Chief Constable's policies, aims and objectives, and to evaluate - and wherever possible reduce - the likelihood of those risks being realised and the impact should they be realised.

Annual Governance Statement

2.3 The PFCC's Scheme of Governance incorporates a framework of arrangements that ensures value for money is achieved for the people in Essex. One of the ways this is delivered is through the Essex and Kent Police collaboration in respect of support services.

3. The Governance Framework

3.1 *The Good Governance Standard for Public Services* sets out six core principles. The key elements of the governance arrangements put in place by the PFCC in respect of each of these principles are as follows:

1) *Focusing on the purpose of the PFCC and the Chief Constable and on outcomes for citizens and service users*

The PFCC made their commitments and areas of focus for policing clear in their Police and Crime Plan 2016 - 2020 (the Plan), which was widely consulted upon with both partners and the general public. The Plan indicates how these areas of focus will be delivered, paying due regard to the Strategic Policing Requirement, as set by the Home Secretary.

The PFCC has developed a performance framework that is used to monitor and support the delivery of the Plan. Progress against this framework, which is fully supported by the Chief Constable, is reported monthly to the PFCC's Performance and Resources Board and six-monthly to the Police, Fire and Crime Panel.

The postponement of the PFCC election originally scheduled for May 2020 to May 2021 as a result of the global COVID-19 pandemic means that the term of the Police and Crime Plan will now be extended for the further year. A key priority for 2020/21 will therefore be to develop and implement an action plan to ensure that the priorities set out in the Police and Crime Plan continue to be delivered throughout that additional year. As part of the work that is already underway around this, consideration is being given to trialling some additional measures of the harm caused by crime, which will eventually inform the development of a new Police and Crime Plan for 2021 – 2024.

2) *Ensuring that both the PFCC and the Chief Constable perform effectively in clearly defined functions and roles*

The governance arrangements for the PFCC have been developed in accordance with the Police Reform and Social Responsibility Act 2011, the Policing Protocol Order 2011, the Home Office's Revised Financial Management Code of Practice (FMCP) and other existing guidance on financial and governance matters which continue to apply. Article 2 of the PFCC's Constitution sets out citizens' rights and responsibilities, whilst Article 3 describes the powers, functions and duties of the PFCC, including in relation to their arrangements for obtaining the views of the community on policing.

The Constitution is clear that the PFCC must not fetter the operational independence of the Essex Police force and the Chief Constable who leads it. There is a clear expectation

Annual Governance Statement

that the PFCC and Chief Constable will work together to safeguard the principal of operational independence, while also ensuring that the PFCC is not fettered in fulfilling their statutory role. The Schemes of Delegation and Consent, Financial and Procurement Regulations act in accordance with the FMCP to enable effective accountability and to govern the relationship between the PFCC and the Chief Constable of Essex Police.

The Chief Constable is expected to ensure that the PFCC is informed of their decisions and operational activity in a timely fashion that enables the PFCC to hold the Chief Constable to account for the totality of policing within the force area. This is achieved through the PFCC's formal governance structures (Performance and Resources and Strategic Boards) as well as through direct contact between the two corporation soles. During the year there was regular one-to-one contact on a two-weekly basis between the PFCC and Chief Constable in order to ensure that matters were dealt with expediently within their respective responsibilities. Formal performance meetings, also attended by the PFCC's Chief Executive and Monitoring Officer, were interspersed with informal contact. At their formal meeting in October 2019, the PFCC and Chief Constable reviewed the *PCC and Chief Constable Accountability Framework* developed by the Association of Police and Crime Commissioners (APCC) and confirmed that local arrangements were in line with this.

In order to exercise the functions of their office effectively, access is needed by the PFCC to information, officers and staff within the Essex Police force. Such access to information is governed by an Information Sharing Agreement between the two corporation soles and must not either be unreasonably withheld or obstructed by the Chief Constable or fetter the Chief Constable's direction and control of the force.

Any differences that have occurred between the PFCC and the Chief Constable during 2019/20 have been resolved locally between the two corporation soles. There has been no need for either to take professional advice from Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) in this regard.

3) *Promoting the values of the PFCC and Chief Constable and demonstrating the values of good governance through behaviour*

The PFCC has signed up to a Code of Conduct incorporating the seven Nolan principles relating to public life and also the Police Code of Ethics, which sets and defines the exemplary standards of behaviour for everyone who works in policing. The PFCC has also adopted an updated Ethics and Integrity Framework during 2019/20.

The PFCC and Chief Constable have approved and adopted a joint Anti-Fraud & Bribery Policy which sets out a zero tolerance approach to fraud and misappropriation and applies to all employees of the PFCC and Chief Constable as well as consultants, vendors, contractors and other parties who have a business relationship with the PFCC or Essex Police. The Chief Constable has also adopted several further policies which cover discipline, standards, and an anonymous e-mail address for confidential reporting to the Professional Standards Department. All staff employed by the Police, Fire and

Annual Governance Statement

Crime Commissioner are bound by the Essex Police terms and conditions and staff policies.

Essex Police introduced an Ethics Committee in October 2017 and its Professional Standards Department (PSD) participates in a Regional Ethics Board which met for the first time in August 2018. Essex Police's Learning the Lessons Board was introduced in November 2017 to bring together the College of Policing with EP's Legal, HR and Strategic Change teams as well as PSD on a quarterly basis to consider common themes surrounding complaint / conduct matters and litigation and to explore what more can be done to address these issues. In addition, an Integrity and Anti-Corruption Board chaired by the Deputy Chief Constable meets quarterly to understand relevant issues arising within Essex Police; to ensure that the force is adopting a balanced and proportionate response to them, and to ensure that Essex Police is operating within an ethical framework that promotes, reinforces and supports the highest standards expected of staff. A representative of the PFCC attends these meetings.

The Police, Fire and Crime Panel's Ethics and Integrity Sub-Committee scrutinises compliance with the PFCC's Ethics and Integrity Framework and with the Police Code of Ethics.

Essex Police's PSD deals with public complaints and matters relating to the conduct of police officers and staff, in liaison with the Independent Office for Police Conduct (IOPC) where necessary. The PFCC's office audits a sample of complaints handled by Essex Police each quarter, the findings of which are discussed with the Deputy Chief Constable alongside a statistical report produced by the force on complaints, grievances and disciplinary cases.

4) *Taking informed, transparent decisions and managing risk*

The PFCC's decision making process is set out in the Constitution. Through the Constitution, the PFCC has adopted a number of principles of decision making, including a presumption in favour of openness and transparency; the need for consultation with interested parties, and the need to give reasons and explanations for a decision. All significant PFCC decisions are taken following consideration of a written report on the subject which includes consideration of risks and potential alternative options. The process set out in the Constitution requires the oversight of both of the PFCC's statutory officers, namely the Monitoring Officer and the Chief Finance Officer. This ensures that legal and financial / resource implications are clearly understood prior to any decision being taken. All decisions made by the PFCC are formally recorded and made available (unless restricted) on the PFCC's website for public information and scrutiny. All decisions (unless restricted) are also reported to the Police, Fire and Crime Panel for its scrutiny.

The PFCC ensures that relevant information and data about their office and the force is published on either their website or Essex Police's as part of their Publication Protocol. This includes the disclosable interests of the PFCC, their Deputy and staff and other information required under the Elected Local Policing Bodies (Specified Information)

Annual Governance Statement

Order 2011 and the Elected Local Policing Bodies (Specified Information) (Amendment) Orders 2012 and 2013. Performance information presented to the PFCC's monthly Performance and Resources Board is also published on the PFCC's website.

The independent Joint Audit Committee (JAC) has responsibility for monitoring and reviewing the effectiveness of the risk management arrangements and the systems of internal control operated by both the PFCC and the Chief Constable. The JAC meets formally at least four times a year and continues to support the PFCC and Chief Constable in discharging their responsibilities for enhancing public trust and confidence in the governance role of the PFCC and in Essex Police. During 2019/20, the JAC has continued to provide a first class level of independent assurance to the PFCC and Chief Constable and has not hesitated to address important and sometimes very challenging issues. Its work plan for 2019/20 has included briefings and assurance on the Athena programme and the Estates Strategy. At its meeting in June 2019, the JAC also exercised oversight of the force's twenty highest value contracts. JAC papers are published on the PFCC's website unless restricted. Notwithstanding the robust challenge that the JAC already brings to the PFCC and the Chief Constable, work began in 2019/20 on conducting a review of the effectiveness of the JAC. This work will be completed and any actions and recommendations arising implemented in 2020/21.

The PFCC and Chief Constable continue to use risk management policies and frameworks that comply with CIPFA guidance. During 2019/20, much work has been undertaken to develop the PFCC's risk management framework. The PFCC's Strategic Risk Register was subjected to its first wholesale review since 2016, through a process which included all PFCC staff and all JAC members. Consequently, the register has been re-focused on the PFCC's statutory duties; on matters that the PFCC can realistically influence or control, and on the impacts and outcomes of the identified risks.

During 2019/20, the PFCC's office has also developed and adopted a new risk appetite matrix and Risk Appetite Statement, again guided and advised by the JAC. The PFCC's Risk Management Handbook has been updated to reflect the progress made during the year, and all PFCC staff received a briefing on risk management principles and processes at the whole-team meeting in February 2020. More detailed risk management training is to be commissioned for managers in 2020/21.

During 2019/20, much work has also been undertaken within the PFCC's office to mitigate the risks specifically relating to data protection and information security. The PFCC's Information Asset Register and Information Risk Register were further developed; a Data Processing Contract was developed and agreed with Essex Police in respect of the data it processes on the PFCC's behalf, and employee and volunteer privacy notices were developed and published to complement the existing global privacy notice. Additionally, all staff received refresher training in these areas. In Quarter 4, the PFCC commissioned an internal audit report into compliance with the General Data Protection Regulation (GDPR). Whilst overall presenting a positive picture, the draft report identifies four management actions which will be implemented in 2020/21.

Annual Governance Statement

5) *Developing the capacity and capability of the PFCC to be effective.*

During 2019/20, staff consultation was undertaken on proposals to restructure the PFCC's office to ensure that it is adequately resourced and skilled to support the PFCC to discharge all of their statutory duties and responsibilities. This represented the first wholesale review of the PFCC's establishment for at least three years. As part of the review and consultation, the job descriptions (including the technical skills required) of all roles within the PFCC's establishment were revised and updated as required.

The new structure builds resilience and capacity in key governance functions, most notably by designating a Deputy Monitoring Officer to advise and act in the Monitoring Officer's absence and to support the Monitoring Officer in maintaining and ensuring adherence to the PFCC's governance framework. It also strengthens links and working relationships between the performance and scrutiny, finance and commissioning functions by bringing them together within a single Performance and Resources directorate. The new structure removed the previous Treasurer and Financial Scrutiny Officer posts and created the new posts of Strategic Head of Performance and Resources and Head of Finance. The latter of these will serve as the Section 151 Officer to the PFCC, while the former will work with the Section 151 Officers to the PFCC, PFCCFRA and the Chief Constable to provide strategic financial oversight and to lead the development and implementation of financial strategy across all of the PFCC's legal entities and functions. Although the Head of Finance will report to the Strategic Head of Performance and Resources, they will also be a standing member of the PFCC's SMT in order to ensure that they are appropriately involved in all substantive financial discussions and decisions.

The new structure was implemented with effect from 14 April 2020 and work is underway to recruit to residual vacancies. In the meantime, the Head of Finance role is being filled on an interim basis by a secondment from Essex County Council.

6) *Engaging stakeholders and making accountability real.*

Consultation with the public, partners, the third sector and other key stakeholders all feed into the strategic planning cycle to ensure that their views continue to influence the delivery of the PFCC's priorities.

Since taking office the PFCC has held public meetings at least once a year in each of the 14 districts and unitary areas, where the people of Essex are able to challenge the PFCC in how he is holding the Chief Constable to account for the delivery of policing. Notes for each of the meetings are made available on the PFCC's website, along with issues raised at each of these events and any subsequent outcomes. The PFCC also meets regularly with local Councillors and MPs in order to afford other elected representatives the opportunity to raise any concerns or offer any suggestions in relation to policing and crime in Essex. Forums also continue to be held with specific groups, discussing issues such as victim support, rural crime and business crime. These forums enhance partnership working across all areas and link directly with the delivery of the Police and Crime Plan.

Annual Governance Statement

Extensive public consultation was carried out during 2019/20, originally intended to inform the development of a new Police and Crime Plan for 2020/21 onwards, following the election that was initially planned for May 2020. Between September 2019 and 24 April 2020, 730 responses were received. Respondents ranked neighbourhood policing as the most important issue to them, followed by violent crime, tackling gangs, tackling anti-social behaviour, crime prevention, and serious and organised crime. More than 10% of respondents made comments requesting greater police visibility or availability.

Public consultation on the 2020/21 policing precept was delayed and shortened due to the General Election that took place in December 2019. Consultation therefore ran from 13 December 2019 to 12 January 2020 and elicited 2,173 responses. 66% of respondents stated that they would be willing to support an increase, and more than 60% indicated that they would be willing to pay an additional £20 per year to invest in policing.

The PFCC publishes clear contact details on their website that members of the community can use to raise issues or concerns with them. The PFCC's Correspondence Standards and Complaints and Expression of Dissatisfaction Policy (both of which have been reviewed and updated during 2019/20) set out how contact made with the PFCC will be responded to.

Essex Police has its own comprehensive engagement strategy and conducts a public survey of 7,700 people every year. The results of this work are reported on a quarterly basis to the PFCC via their Performance and Resources Board and to a wider group of stakeholders and partners via the Safer Essex partnership.

On a regular basis, the PFCC and Chief Constable also issue proactive press releases and engage in media interviews to explain the nature and role of their work and to answer questions relating to this.

At a more operational level, a multi-agency Out of Court Disposal Scrutiny Panel has been established to conduct independent reviews of a selection of cases that have been resolved through use of an out of court disposal determined by either Essex Police or the Crown Prosecution Service. Its aim is to determine whether the method of disposal was appropriate based on the information / evidence available to the decision maker at the time. Its intention is to increase public understanding, confidence and trust in this method of case disposal. The panel cannot change the outcome of the case but, where it is appropriate to do so, can give feedback at an organisational level or to individuals of each agency involved in a case. The intention in doing so is to promote best practice and to identify potential policy development or training needs for consideration by the force or other agencies.

The decisions of the PFCC are scrutinised by the Police, Fire and Crime Panel which is made up of elected representatives from each district and unitary authority in Essex plus two independent members. The Panel has a number of statutory powers and duties, including the power to veto the proposed precept and candidate for the post of Chief Constable; to review the Police and Crime Plan and the PFCC's Annual Report and

Annual Governance Statement

to make recommendations to which the PFCC must have regard; to consider complaints against the PFCC and Deputy PFCC, and to scrutinise the appointments of the PFCC's Chief Executive, Chief Finance Officer and Deputy PFCC. As well as discharging its statutory functions, the Panel's work plan for 2019/20 included detailed agenda items relating to the PFCC's approach to public engagement in relation to policing matters; Essex Police's key IT implementation projects and local implementation of police complaints reform. Panel meetings take place at least four times a year and are open to the public. Records of its meetings (including agendas papers, minutes and webcasts) are published on Essex County Council's website.

4. Value for Money Arrangements

- 4.1 The PFCC has responsibility for ensuring that their governance arrangements support good value for money and has thereby conducted a review of the effectiveness of the governance framework, including the system of internal audit and the system of internal control. The governance framework and value for money arrangements are also subject to ongoing monitoring for effectiveness by the PFCC's Chief Finance Officer and Chief Executive and Monitoring Officer. This is informed by the work of the External Auditors and by continuing Internal Audit reviews and well as through the Performance and Resources Board.
- 4.2 The roles and processes applied in maintaining and reviewing the effectiveness of the governance framework are outlined as follows:

PFCC

- 4.3 The PFCC has overall responsibility for the discharge of all powers and duties placed upon them, including a statutory duty to 'maintain an efficient and effective police force'. The review and maintenance of the governance framework is undertaken by the PFCC in a close working relationship with the Chief Executive and Monitoring Officer, the Chief Constable and their senior staff including the Chief Finance Officer. As set out above, the PFCC's and Chief Constable's Joint Audit Committee has responsibility for overseeing these arrangements and will raise and scrutinise governance issues when appropriate.

Essex Police

- 4.4 The Chief Constable has responsibility for reviewing the effectiveness of the governance framework within the force. This review is informed by the work of Essex Police's Director for Strategic Change and Performance and the Head of Continuous Improvement, who have responsibility for the development and maintenance of the governance environment. In preparing this Annual Governance Statement a joint approach has been adopted by the PFCC and Chief Constable.
- 4.5 The Strategic Change Directorate within Essex Police delivers an annual compliance and review programme designed to assist senior managers to:

Annual Governance Statement

- Evaluate the reliability and integrity of specific data created and held by the force;
- Evaluate the force's compliance with legislation and associated national standards;
- Evaluate compliance with the force policies and authorised professional practice;
- Provide recommendations that improve force performance and compliance levels;
- Reduce the likelihood of personal and corporate financial and reputational risk;
- Assist in assessing the effectiveness of the force's risk mitigation and control(s);
- Identify potential inappropriate, unethical and non-compliant activity, and
- Assist in ensuring Essex Police is 'fit and healthy' going forward.

4.6 Outcomes from these reviews inform decision making that is dependent on assumed data accuracy and provides reassurance, both internally and externally, that performance information is accurate and will withstand scrutiny.

Internal Audit

4.7 In maintaining and reviewing the governance framework, the PFCC's and Chief Constable's Chief Finance Officers place reliance on the work undertaken by Internal Audit and, in particular, on Internal Audit's independent opinion on the adequacy and effectiveness of the system of internal control. For 2019/20 the Internal Auditor's opinion is as follows:

PFCC

To be inserted when confirmed

Essex Police:

To be inserted when confirmed

External Audit

4.8 External Audit is an essential element in ensuring public accountability and stewardship of public resources and the corporate governance of the PFCC's services, with the External Auditor's annual letter in particular providing comment on financial aspects of corporate governance, performance management and other reports.

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS)

4.9 HMICFRS's fifth PEEL (police effectiveness, efficiency and legitimacy) inspection of Essex Police, carried out in 2018/19, found that:

Annual Governance Statement

- The extent to which the force is effective at reducing crime and keeping people safe is **good**

“Since our 2017 inspection, the force has improved the way it uses legal powers to safeguard domestic abuse victims. It works well with other organisations to keep vulnerable victims safe. And it asks vulnerable victims what they think about its service. It uses their views to improve services” (p.15)

- The extent to which the force operates effectively and sustainably is **good**

“The force is good at planning for the future. The demand forecasts it made in the past have proved accurate. It invests in ‘spend to save’ projects. This will help it free up capacity and funds that can be used in other priority areas” (p.24)

“The force understand the effect of increased demand, financial constraints and reduced resources on other organisations. The force and its partner organisations have set up community safety hubs to make services sustainable and more cost-effective. The force is also recruiting volunteers to help offset the effect of austerity” (p.27)

“The force can demonstrate the benefits of its investments and has strong evidence to support its investment decisions” (p.28)

- The extent to which the force treats the public and its workforce legitimately is **good**

“The force continues to uphold an ethical culture and promotes standards of professional behaviour well. But it has more to do to assure itself that it has the capacity and capability to root out corruption” (p.6). This comment related particularly to delays in vetting processes. More resources have been invested in the vetting unit since the inspection to address this concern, although it remains a challenge, particularly given the focus on delivering the force growth plan.

“In 2017, we ... found that this force could not ensure it was always compliant with the Code of Practice for Victims of Crime. We are pleased to note that the force is now compliant with the code, as the Athena crime system automatically supports compliance” (p.13)

“The force is good at seeking out new ways of working and cost-effective systems to help balance the budget. It welcomes ideas from frontline officers and staff and encourages them to use Idea Drop, a web-based forum where they can post suggested improvements” (p.28)

“Essex Police understands the public’s expectations and what they are likely to be in the future. It asks the public for its views on the service. It then responds by altering its service or by developing new skills and capabilities” (p.32)

Annual Governance Statement

4.10 HMICFRS reported the findings of its Crime Data Integrity Inspection of Essex Police on 8 October 2019. The inspectorate found Essex Police's performance to be outstanding in this area, making it only the third force, of the 39 inspected at that point in the programme, to be judged outstanding on the first inspection. The inspectorate estimated that Essex Police records 95.8% (with a confidence interval of $\pm 1.53\%$) of the crimes reported to it and noted that the force had "substantially improved its crime recording accuracy" since 2014 and that "Victims are at the forefront of its crime recording arrangements."

5. Significant Governance Issues

Financial Support to the PFCC

- 5.1 Towards the end of the 2019/20 financial year, continuity of financial support to the PFCC became an issue. The previous Treasurer role had been vacant since March 2018, initially due to long-term ill-health and then following the incumbent's passing. The post remained vacant during the review of the PFCC's establishment and subsequent staff consultation on restructuring proposals that were carried out in 2019/20.
- 5.2 For most of 2019/20, the PFCC's former Financial Scrutiny Officer undertook additional duties to fulfil the statutory Section 151 Officer role. However that post holder left the PFCC's employment on 29 February 2020 and gave notice that she would be reverting to her substantive post with effect from 6 February 2020 for the remainder of her contract. This left the PFCC with an urgent requirement to designate an alternative Section 151 Officer until the new Head of Finance role was appointed to.
- 5.3 As the PFCC's Section 151 Officer needs to be both suitably qualified (as specified in legislation) and appropriately vetted to access police systems, the Chief Constable offered the support of the force's Chief Finance Officer with effect from 6 February 2020 for the immediately foreseeable future, though it was known at this stage that this arrangement would not be sustainable beyond the short term due to the demands placed on the force CFO in their substantive role. The Kent PCC therefore offered the services of their Chief Finance Officer to fulfil the statutory Section 151 Officer functions for the Essex PFCC in the short term, in order that the force CFO could return to focusing solely on her substantive duties. The arrangement with the Kent PCC's CFO was in place from 20 February 2020.
- 5.4 In parallel with enacting the arrangements described above, discussions took place with Essex County Council which culminated (following an expression of interest and selection process, as well as police vetting) in an agreement being reached that the local authority would second an appropriately qualified Senior Finance Business Partner to fulfil the new role of Head of Finance to the PFCC until the post is recruited to permanently. This arrangement went live on 14 April 2020.
- 5.5 At the time of writing, work is actively underway to recruit to the new Strategic Head of Performance and Resources post, and a specialist recruitment agency has been engaged to maximise the likelihood of a successful outcome. The advert went live on 14 April

Annual Governance Statement

and is scheduled to close on 8 May, with interviews scheduled for the end of May. As soon as this post is recruited to, work will commence to fill the permanent Head of Finance role. In line with the stipulations of the Police Reform and Social Responsibility Act 2011, the selection of a permanent Head of Finance will be subject to a confirmation hearing of the Police, Fire and Crime Panel. It is also intended to involve the Chair of the Joint Audit Committee in the selection process.

- 5.6 During 2019/20, force resources, both human and financial, have also been significantly impacted by two significant and highly extraordinary events:

Operation Melrose

- 5.7 During 2019/20, a dedicated team of detectives from Essex and Kent's shared Serious Crime Directorate commenced the UK's largest ever homicide investigation, Operation Melrose, following the discovery of the bodies of 39 Vietnamese migrants in a lorry container in Grays on 23 October 2019. It has been a fast moving investigation involving significant police and partner agency resources, including from the National Crime Agency, Home Office, Foreign and Commonwealth Office, Border Force and Immigration Enforcement. Disaster Victim Identification (DVI) Standards were used to ensure that positive identifications could be made in the most dignified manner. Evidence has been gathered from a number of jurisdictions worldwide; a large number of exhibits, including mobile phones, have had to be reviewed forensically, and a number of arrests have been made and guilty pleas secured already. The impact of the investigation on personnel and force resilience has been significant and support has been made to all officers and staff affected through the force's Trauma Risk Management (TRiM) process.
- 5.8 Essex Police remains one of the lowest funded forces in England. As such, a major incident such as Operation Melrose has the potential to have a significant impact on its financial stability. The final spend in respect of the operation in 2019/20 was £2,676,447, a significant proportion of which consists of mutual aid claims from 24 forces. A £1 million contribution has been secured from the Home Office's Special Grant fund to reimburse the costs incurred by the force up to November 2019, and a further application was submitted to fund the shortfall of £1,676,447. The Home Office declined a further special grant in 2019/20 but has invited a further application in 2020/21, along with an application for the 2020/21 estimated costs of a further £1m. Essex Police does have a major incident reserve of £1.5m and the force will need to consider drawing down on this reserve in 2020/21 if funding for Operation Melrose and the COVID-19 pandemic (discussed below) is not forthcoming. In this event, the PFCC and the Chief Constable would need to consider the medium to long term impact of this.
- 5.9 It is also important to note that Operation Melrose remains ongoing into 2020/21 as Essex Police continues to support the families of the victims and to bring the perpetrators to justice, wherever they are in the world. It remains a complex investigation, requiring significant resources both human and financial, and it is

Annual Governance Statement

currently estimated that there will be further expenditure on Operation Melrose of £1,020,683 in 2020/21.

Operation Talla (the response to the global COVID-19 pandemic)

5.10 As the 2019/20 financial year drew to a close, the effects of Operation Melrose on the force's financial stability were compounded by the concurrent pressures and challenges placed on policing as a result of the ongoing COVID-19 pandemic. At the time of writing, Essex Police remains heavily involved in leading the county's response to the pandemic, both through the Chief Constable's co-Chairmanship of the Strategic Coordinating Group (SCG) stood up by the Essex Resilience Forum (ERF) to coordinate the multi-agency response, and also through its vital role in enforcing law and order (including of the powers introduced by the Government to deal with people who do not comply with social distancing measures), promoting community safety and reassuring the public at this turbulent time.

5.11 Essex Police has maintained an operating status of "green" or "blue" (no impact) throughout the pandemic. A dedicated command structure and adaptations to ways of working have enabled the entire workforce to continue to carry out its policing duties in ways that protect its health and wellbeing. The investment made in officer recruitment over recent years, combined with the dedication of police officers and staff, have enabled the force to continue to provide visible patrols and community reassurance. In contrast to the national trend, sickness levels in Essex Police have actually decreased during the pandemic, and the force has experienced one of the lowest absenteeism levels nationally during this period. Overall crime has reduced during the pandemic and, as at 29 April 2020, outstanding suspects for the force were at their lowest level since 2017.

5.12 Both the PFCC and Essex Police have devised and implemented new ways of delivering services whilst protecting statutory rights. Video consultations have been enabled between officers, detainees and their solicitors across Essex custody suites for the first time and the PFCC's Independent Custody Visiting (ICV) scheme has played an important role in ensuring that detainees have continued to be treated as expected (including in respect of access to PPE) during the outbreak. Applications to join the force have increased compared with the same time last year, and reconfiguration of the force's methods of delivering training in compliance with social distancing requirements have enabled all probationer training to continue, and delivery of the force growth plan to remain on track. All volume processes have transitioned across to a virtual platform, meaning that Essex Police has continued to hold promotion boards, and the force is understood to have become the first in the country to complete an Assistant Chief Constable selection process virtually, whilst still complying with all the necessary legislation, regulations and guidance. Temporary changes have been made to the 7 Force Contract Standing Orders to allow contracts that would usually be signed under seal to continue to be approved via an electronic signature and witness. The depth and strength of collaboration across the emergency services and with other partners has also been quite phenomenal, with Essex's police and fire and rescue services both

Annual Governance Statement

playing critical roles in activities such as the distribution of PPE and other essential kit and equipment to key sites across the county.

5.13 The PFCC has had a weekly briefing from the Chief Constable on the impact of COVID-19 on the force and its response, and is represented on the SCG as well as on some of the supporting Tactical Coordinating Groups (TCGs) and the ERF Communications Group. The PFCC has also convened weekly teleconferences of the Essex Criminal Justice Board (ECJB), whilst the Deputy PFCC has convened fortnightly meetings of the Southend, Essex and Thurrock Domestic Abuse Board, to ensure that key stakeholders are kept informed of developments and effective channels of communication are maintained.

5.14 The PFCC, Chief Constable and other key leaders across Essex have been interviewed regularly by BBC Essex as part of a twice-weekly series entitled Essex Unites to highlight how the public and partners across the county are coming together during the pandemic and what the public needs to do to stay safe. A weekly written briefing has been prepared by the ERF Communications Group for distribution to all elected leaders and other key stakeholders in the county and the PFCC's office has also arranged regular, remote briefings of MPs. Both the PFCC and Essex Police have also introduced virtual solutions to support their direct interactions with the public. The PFCC has produced a weekly vlog and both are continuing to engage with the public via social media, with the force seeing significant increase (of 80%+) in the reach of and engagement with its posts during the pandemic. Recognising the increased risk of domestic violence during the period of "lockdown", a specific Essex Police media campaign was launched to raise awareness of the issue and encourage victims and perpetrators to access the support commissioned by the PFCC, including online and telephone support services.

5.15 The PFCC has re-purposed up to £150,000 of its 2020/21 Community Safety Development Fund as a contribution to the Essex Coronavirus Response and Recovery Programme administered by the Essex Community Foundation to support voluntary and community organisations that are responding to and have been adversely impacted by the pandemic. The PFCC has also funded the Chamber of Commerce to establish a business support helpline and to match offers of support from the business community with demand across the county.

5.16 At the time of writing the force's net spend on COVID-19 is £2.074m with costs split across the two financial years. The costs are being closely monitored and reviewed, internally and by the Home Office. It has not yet been confirmed that any funds will be granted to police forces.

5.17 From a staff welfare point of view, the Business Centre has responded expediently to a record number of enquiries from staff and the force's HR team has hosted virtual wellbeing sessions to hear and help officers and staff with their concerns.

5.18 Progress made in addressing the significant governance issues identified in last year's AGS is summarised on the pages that follow.

Annual Governance Statement

Title	Action	Expected delivery	Position as at 31 March 2020
Demand Management	The ability of the force to manage existing and future demand, with an effective operating model of policing using the efficiency gains enabled by investment in new technology.	Additional 215 officers to be recruited through the additional policing precept. Further improvements in demand management to be demonstrated by March 2020 as impact of additional officers is seen.	Recruitment target met. In the full 2019/20 financial year, more than 460 officers joined Essex Police, including transferees, re-joiners and Police Now graduates. Essex Police now also has the second largest Special Constabulary in the country (behind the MPS) and the joint fastest growing, alongside the West Midlands. Essex Police had 507 Specials as at 31 March 2020 and a growth rate of 9% p.a. against a backdrop of national reductions in Specials. Single Online Home has been launched, leading to increases in the number and proportion of crimes being reported online. Other investments made in technology have saved more than 125,158 hours of frontline officer time in 2019/20, with a financial value of more than £3.2m. While 101 calls in Essex fell by 4% on the previous year, 999 calls rose by more than 10%. 39% of 101 calls were answered on time (3% less than last year) and nearly 23% were abandoned (a 3% increase). However, nearly 83% of 999 calls were answered within the time limit (an increase of nearly 105) and the proportion abandoned fell to less than 2%.
Comprehensive Spending Review 2019	To continue to promote the case for an improved Government police grant allocation by working with the APCC, NPCC, and PACCTS to deliver an evidence based response to the	Provisional grant settlement for 2020/21 to be announced in December 2019 and outcome of the CSR is expected in 2019/20	Publication of the Police Finance Settlement was delayed by the December 2019 General Election. On 22 January 2020, the Government issued the Police Grant Report 2020/21, which gave PCCs and PFCCs flexibility to raise the policing precept by up to £10 without a referendum.

Annual Governance Statement

Title	Action	Expected delivery	Position as at 31 March 2020
	Home Office. This response will inform the HM Treasury decision.		<p>On 6 February 2020 the Police, Fire and Crime Panel agreed an inflationary precept increase of 2.94% for 2020/21. This is equivalent to an increase of £5.67 p.a. (from £192.96 to £198.63) for a band D property. This will raise £3.7m of additional Council Tax receipts, which increases to £5.3m following the Council Tax base increase.</p> <p>The outcome of the Comprehensive Spending Review has not yet been announced.</p>
Public confidence and victim satisfaction	To ensure that public confidence in local communities continues to improve through increasing police performance and effective communication and public engagement.	Public and victims satisfaction in local policing to maintain a positive trend throughout 2019/20.	<p>22 Town Centre Teams were launched in July 2019 to provide a visible and recognisable presence within town centres and to strengthen connections between local communities and the police. The Rural Engagement Team has been expanded and a new Business Crime Team launched. Consequently, the independent Public Perception and User Experience Survey shows further improvements in the public's perception that the Essex Police understands community issues (59% for the 12 months to December 2019, compared with 57% for the previous 12 months) and in the proportion who feel informed about what the police are doing in their local area (from 38% to 41%). However overall public confidence figures remain stubbornly low.</p>
Blue light collaboration	To promote collaborative working across blue light services, including greater efficiencies between Essex Police and Essex County Fire and	Plans for collaborative procurement savings through the 7Force Procurement to be developed by March 2020	Procurement services across Essex, Kent, Bedfordshire, Norfolk, Cambridgeshire, Suffolk and Hertfordshire have been collaborated to the 7F Procurement function, creating the second largest

Annual Governance Statement

Title	Action	Expected delivery	Position as at 31 March 2020
	Rescue Service and the successful transition to the 7Force Procurement Function		contracting body in police procurement nationally. A pipeline of planned efficiency savings is in place.
Police Misconduct Regulations	Changes to police complaint system are expected to take effect in 2019/20 as part of the Home Office Improving Police Integrity Programme. Discussions are taking place between the PFCC and Chief Constable to establish the most effective system for Essex.	Legislation is expected to be enacted in 2019/20 by parliament and following this the PFCC and Chief Constable will implement the agreed approach.	The third and final stage of the national Improving Police Integrity Programme was implemented with effect from 1 February 2020. PFCC and Essex Police policies and procedures have been amended accordingly. Additional responsibilities for the PFCC have been resourced through restructuring and successful growth bids within the force's Professional Standards Department are currently being recruited to, with the growth of PSD expected to be complete by the end of Summer 2020. Lead officers for both the PFCC and Essex Police have completed training and training continues to be rolled out to other officers and staff across the force. The anticipated consequent increase in complaint recording has not yet been seen.

Significant governance issues for 2020/21

5.19 Significant governance issues for consideration in 2020/21 are identified below:

Annual Governance Statement

Title	Action	Expected delivery
Demand Management	Secure the ability of the force to manage existing and future demand, with an effective operating model of policing using the efficiency gains enabled by investment in new technology. Continue to encourage members of the public to report crime online.	Additional 151 officers to be funded through the national uplift programme and continued efficiency savings made by Essex Police. Essex Police to have an officer establishment of 3,369 by 31 March 2021. Further improvements in demand management to be demonstrated by March 2021 as the impact of additional officers and continued investment in technology is seen.
Comprehensive Spending Review 2020	To continue to promote the case for an improved Government police grant allocation by working with the APCC, NPCC and PACCTS to deliver an evidence based response to the Home Office. This response will inform the HM Treasury decision.	Favourable outcome from the provisional grant settlement for 2021/22 due to be announced in December 2020, and from the CSR.
Public confidence and victim satisfaction	Implement a new communications strategy and clearer engagement focus across the force in order to enhance the public's understanding of the work and successes of Essex Police, thereby increasing public satisfaction and confidence.	Improvements in public and victim satisfaction and confidence in local policing during 2020/21.
Blue light collaboration	To promote collaborative working across blue light services, including greater efficiencies between Essex Police and the Essex County Fire and Rescue Service; through the Essex and Kent Police Shared Services directorate, and through the 7Force Strategic Alliance	Sign off the PEQF contract. Make significant progress in delivering target milestones and efficiency savings within the key work streams within the 7Force programme: <ul style="list-style-type: none"> • Procurement • Vetting • Forensics case management • IT convergence; a shared ERP and Digital Asset Management System (DAMS)

Annual Governance Statement

Title	Action	Expected delivery
Recovery from the COVID-19 pandemic	Develop and deliver actions to continue delivery of the Police and Crime Plan throughout 2020/21. Respond appropriately to any increases in certain crime types that may emerge as a result of the pandemic. Establish and respond appropriately to any impact on support services delivered by the voluntary and community sector. Continue to promote and progress video-enabled justice in order to increase the efficiency of the criminal justice system. Assess and respond appropriately to any subsequent loss of income due to reductions in Council Tax receipts (due to increases in non-payment and / or changes to the anticipated Council Tax base increase).	Demand and financial impacts on the local population and the force are mitigated as far as possible.

The Police, Fire & Crime Commissioner for Essex

Chief Constable of Essex

Interim Head of Finance to the PFCC for Essex

Chief Finance Officer of the Chief Constable of Essex

Independent Audit Report

LEFT BLANK FOR AUDITORS REPORT.

SUBJECT TO AUDIT

Independent Audit Report

LEFT BLANK FOR AUDITORS REPORT.

SUBJECT TO AUDIT

Independent Audit Report

LEFT BLANK FOR AUDITORS REPORT.

SUBJECT TO AUDIT

Independent Audit Report

LEFT BLANK FOR AUDITORS REPORT.

SUBJECT TO AUDIT

Core Financial Statements

Comprehensive Income and Expenditure Statement

This statement shows the accounting cost in the year of providing services in accordance with generally accepted accounting practices, rather than the amount to be funded from taxation accounts.

	2018/19	2018/19	2018/19	2019/20	2019/20	2019/20
	Gross Expenditure (restated)	Gross Income (restated)	Net Expenditure (restated)	Gross Expenditure	Gross Income	Net Expenditure
	£000	£000	£000	£000	£000	£000
<i>Employees</i>						
Police officer pay and allowances	297,726	0	297,726	218,307	0	218,307
PCSO pay and allowances	3,295	0	3,295	3,502	0	3,502
Police staff pay and allowances	92,897	0	92,897	90,635	0	90,635
Ill-health/medical pensions	4,578	0	4,578	3,881	0	3,881
Training	7	0	7	24	0	24
Other employee expenses	541	0	541	274	0	274
	399,044	0	399,044	316,623	0	316,623
<i>Other service expenditure</i>						
Transport	1,149	0	1,149	1,201	0	1,201
Supplies & Services	443	0	443	733	0	733
Third party payments	867	0	867	1,491	0	1,491
	2,459	0	2,459	3,425	0	3,425
Financial Resources Consumed - Chief Constable	401,503	0	401,503	320,048	0	320,048
Intra Group Adjustment for Chief Constables Net Service Cost	0	(294,335)	(294,335)	0	(308,640)	(308,640)
Net Cost of Provision of Police Services - Chief Constable	401,503	(294,335)	107,168	320,048	(308,640)	11,408
Net Interest on the defined benefit pensions liability						
-Police Officers	71,290	0	71,290	72,732	0	72,732
-Police Staff	4,518	0	4,518	4,291	0	4,291
Financing and Investment Income and Expenditure	75,808	0	75,808	77,023	0	77,023
(Surplus)/Deficit on Provision of Police Services - Chief Constable	477,311	(294,335)	182,976	397,071	(308,640)	88,431
Remeasurement of the net defined benefit liability						
-Police Officers	74,535	0	74,535	0	(276,470)	(276,470)
-Police Staff	0	(19,783)	(19,783)	0	(48,026)	(48,026)
Other Comprehensive Income and Expenditure	74,535	(19,783)	54,752	0	(324,496)	(324,496)
Total Comprehensive Income and Expenditure	551,846	(314,118)	237,728	397,071	(633,136)	(236,065)

The Comprehensive Income and Expenditure Statement includes a segmental analysis which requires public sector entities to report performance on the basis of how they operate, monitor and manage financial performance. The 2018/19 figures have been restated as part of an exercise to make this statement more consistent with the information segments which are reported locally. These changes provide additional analysis in respect of employee costs and are all within the 'Finances Resources Consumed - Chief Constable' section.

In addition to employee-related costs the Chief Constable's expenditure includes movement in respect of accumulated absences liabilities for police officers, staff and PCSO's, as well as the Chief Constable's share of external audit costs.

There were net actuarial gains of £324.496m in 2019/20 compared to actuarial losses of £54.752m in 2018/19. Note 20 provides further information on the Defined Benefit Pension Scheme.

Core Financial Statements

Balance Sheet

The Balance Sheet shows the value at the Balance Sheet date of the assets and liabilities recognised by the Chief Constable.

Note	2018/19 £000	2018/19 £000	2019/20 £000	2019/20 £000
<i>Current assets</i>				
15 Short term debtors	787		1,099	
Current assets total		787		1,099
<i>Current liabilities</i>				
16 Short term creditors	(3,814)		(3,999)	
Current liabilities total		(3,814)		(3,999)
<i>Non current liabilities</i>				
20 Pensions liabilities - Police Officers	(3,067,043)		(2,862,600)	
20 Pensions liabilities - Police Staff	(180,326)		(148,831)	
Non current liabilities total		(3,247,369)		(3,011,431)
Net assets/(liabilities)		(3,250,396)		(3,014,331)
<i>Unusable reserves</i>				
19 Pensions liabilities - Police Officers	3,067,043		2,862,600	
Pensions liabilities - Police Staff	180,326		148,831	
Accumulated Absences Account	3,027		2,900	
Unusable reserves total		3,250,396		3,014,331
Total reserves		3,250,396		3,014,331

I certify that the statement of accounts give a true and fair view of the financial position of the Chief Constable's accounts at 31st March 2020.



Deborah A Martin BA (Hons) FCPFA
Chief Finance Officer of the Chief Constable
1st July 2020

Core Financial Statements

Cash Flow Statement

The Cash Flow Statement shows the changes in cash equivalents of the Chief Constable during the reporting period. These statements have been prepared using the indirect method in accordance with the accounting standard IAS 7 *Statement of Cash Flows*.

The Chief Constable does not operate a bank account and therefore the overall balance on this statement is nil.

	2018/19 £000	2019/20 £000
Note		
Net (Surplus)/Deficit on the Provision of Services:-	182,976	88,431
17 Adjustment to (Surplus)/Deficit on the Provision of Services for non-cash movements	(182,976)	(88,431)
Adjust for items included in the net (Surplus)/Deficit on the Provision of Services that are investing and financing activities	0	0
17 Net cash flows from operating activities	0	0
Net cash flows from investing activities	0	0
Net cash flows from financing activities	0	0
Net (increase)/decrease in cash and cash equivalents	0	0
Cash and cash equivalents at the beginning of the reporting period	0	0
Cash and cash equivalents at the end of the reporting period	0	0
Movement in cash equivalents	0	0

Movement In Reserves Statement

This statement shows the movement during the year on the different reserves held by the Chief Constable.

	2018/19							Total Unusable £000	Total Reserves £000
	Usable Reserves						Total Usable £000		
	General £000	Earmarked £000	Future capital funding £000	Capital Receipts £000	Capital Grants Unapplied £000				
Balance at 1st April 2018	0	0	0	0	0	0	3,012,668	3,012,668	
(Surplus)/Deficit on Provision of Services (accounting basis)	182,976	0	0	0	0	182,976	0	182,976	
Other Comprehensive Income and Expenditure	0	0	0	0	0	0	54,752	54,752	
Total Comprehensive Income and Expenditure	182,976	0	0	0	0	182,976	54,752	237,728	
Adjustments between accounting basis and funding basis under regulations	(182,976)	0	0	0	0	(182,976)	182,976	0	
Net (Increase)/Decrease before Transfers to Earmarked Reserves	0	0	0	0	0	0	237,728	237,728	
Transfers (to)/from Reserves	0	0	0	0	0	0	0	0	
(Increase)/Decrease in Year	0	0	0	0	0	0	237,728	237,728	
Balance at 31st March 2019	0	0	0	0	0	0	3,250,396	3,250,396	

Core Financial Statements

2019/20								
	Usable Reserves					Total Usable	Total Unusable	Total Reserves
	General	Earmarked	Future capital funding	Capital Receipts	Capital Grants Unapplied			
	£000	£000	£000	£000	£000	£000	£000	£000
Balance at 1st April 2019	0	0	0	0	0	0	3,250,396	3,250,396
(Surplus)/Deficit on Provision of Services (accounting basis)	88,431	0	0	0	0	88,431	0	88,431
Other Comprehensive Income and Expenditure	0	0	0	0	0	0	(324,496)	(324,496)
Total Comprehensive Income and Expenditure	88,431	0	0	0	0	88,431	(324,496)	(236,065)
Adjustments between accounting basis and funding basis under regulations	(88,431)	0	0	0	0	(88,431)	88,431	0
Net (Increase)/Decrease before Transfers to Earmarked Reserves	0	0	0	0	0	0	(236,065)	(236,065)
Transfers (to)/from Reserves	0	0	0	0	0	0	0	0
(Increase)/Decrease in Year	0	0	0	0	0	0	(236,065)	(236,065)
Balance at 31st March 2020	0	0	0	0	0	0	3,014,331	3,014,331

Notes to the Accounts - Index

	<u>Page</u>
<u>Notes relating to the Accounts: General</u>	
1	63
2	64
3	68
4	68
5	68
6	68
7	69
8	70
<u>Notes relating to the Accounts: Comprehensive Income & Expenditure Statement</u>	
9	71
10	72
11	73
12	74
13	77
14	77
<u>Notes relating to the Accounts: Balance Sheet</u>	
15	78
16	78
<u>Notes relating to the Accounts: Cash Flow Statement</u>	
17	78
<u>Notes relating to the Accounts: Movement in Reserves Statement</u>	
18	79
19	80
19.1	80
19.2	80
<u>Notes to the Accounts: Supplementary Notes</u>	
20	81

Notes relating to the Accounts: General

1 Creation of Police, Fire & Crime Commissioner and Chief Constable

Following the Police Reform and Social Responsibility Act 2011 (The Act) Essex Police Authority was replaced on 22nd November 2012 with two 'corporation sole' bodies, the PCC (Police and Crime Commissioner) for Essex and the Chief Constable. It was the Government's intention that the reforms under the Act were phased in over a period of several years. On the 1st October 2017 the Police & Crime Commissioner became the first PCC in the country to receive approval from the Home Secretary to take on the governance of the fire and rescue service in addition to his existing role with the police service. This change was approved after submitting a detailed business case to the Home Office after a period of local consultation. The new name of the PCC is now the Police, Fire and Crime Commissioner (PFCC).

Accounting principles

The accounting recognition of assets, liabilities and reserves during the first period of transition, reflected the powers and responsibilities of the PCC as designated by the Act and the Home Office Financial Management Code of Practice for the Police Service, England and Wales 2012. This accounting relationship is also underpinned by the relationships as defined by local regulations, local agreement and practice. On 22nd November 2012, the assets, liabilities and reserves of the Police Authority were transferred directly to the PCC and during this first phase of transition remained under the PCC's control.

In 2013/14 the first phase of the transfer took place and the Chief Constable and PCC adopted a new accounting policy and recognised the operational police officer and PCSO expenditure and the PCC's funding to support the Chief Constable in the Chief Constable's Accounts, with most police staff pay, other expenditure and income, including the main sources of funding (i.e. central government grants and council tax) being shown in the PCC's Accounts. Transactions in respect of operational police officer and PCSO costs and liabilities to the Chief Constable's Balance Sheet for employment and post-employment benefits are also recognised in the Chief Constable's Comprehensive Income and Expenditure Statement (CIES) in accordance with International Accounting Standard 19 (IAS19).

The rationale behind transferring the liability for employment benefits is that IAS19 states that the employment liabilities should follow employment costs. Because employment costs are shown in the Chief Constable's CIES, on the grounds that the Chief Constable is exercising a day-to-day direction and control over police officers and PCSO's, it follows that the employment liabilities are therefore shown in the Chief Constable's Balance Sheet.

Revised legislation came into effect on 1st April 2013 granting the Chief Constable the same status as local authorities under Sections 21 and 22 of the Local Government Act 2003. This enables the Chief Constable to apply the statutory override for employee benefits.

A second stage transfer took place on 1st April 2014 and all staff, except those working directly in the Office of the PCC, transferred to the corporation sole of Chief Constable.

Statutory and local arrangements determine that the PFCC holds all assets, liabilities and the reserves except for the IAS 19 pension and the accumulated absences liabilities. All payments for the Group are made by the PFCC from the police fund and income and funding is received by the PFCC. The PFCC has the responsibility for managing the financial relationships with third parties and has legal responsibilities for discharging the contractual terms and conditions of suppliers.

Policies Applying to the Chief Constable

2. Summary of Significant Accounting Policies

These are categorised as follows:-

Policies applying to the PFCC Group

- 2.1 General Principles
- 2.2 Accruals of Income and Expenditure
- 2.3 Overhead and Support Services
- 2.4 Employee Benefits
- 2.5 Prior Period Adjustments, Changes in Accounting Policy and Estimates & Errors
- 2.6 Revenue Recognition
- 2.7 Events after the Reporting Period
- 2.8 Retirement Benefits – Police Staff
- 2.9 Contingent Assets and Liabilities

2.1 General Principles

The Statement of Accounts summarises the PFCC's and the Chief Constable's financial transactions for the 2019/20 financial year and its position at the year-end of 31st March 2020. Essex Police is required to prepare an annual Statement of Accounts by the Accounts and Audit Regulations 2015, and this requires the preparation to be in accordance with proper accounting practices. These practices primarily comprise the Code of Practice on Local Authority Accounting in the United Kingdom 2019/20, supported by International Financial Reporting Standards (IFRS) and statutory guidance, issued under Section 12 of the 2003 Act.

The accounts have been prepared on a going concern basis principally using an historic cost convention, modified to account for the revaluation of certain categories of non-current assets, and financial instruments.

2.2 Accruals of Income and Expenditure Group

Activity is accounted for in the year in which it takes place, not simply when cash payments are made or received. In particular:

- Supplies and services are recorded as expenditure when they are consumed – where there is a gap between the date supplies are received and their consumption, they are carried as stocks on the Balance Sheet.
- Where revenue and expenditure have been recognised but cash has not been received or paid, a debtor or creditor for the relevant amount is recorded in the Balance Sheet. Where debts may not be settled, the balance of debtors is written down and a charge made to revenue for the income that might not be collected.

2.3 Overhead and Support Services

The costs of overhead and support services are included within the subjective analysis of Income and Expenditure analysis shown in the Comprehensive Income & Expenditure Statement, in accordance with the CIPFA *Code of Practice Service Reporting Code of Practice*. The Comprehensive Income & Expenditure Statement follows the requirement to report in accordance with the format used by management to make strategic decisions.

2.4 Employee Benefits

Short Term Benefits

Short term benefits are those due to be settled within twelve months of the year end. They include such benefits as salaries, allowances, paid annual leave and paid sick leave, and they are recognised as an expense for services in the year in which police officers and police staff provide service to the Chief Constable.

The Chief Constable recognises liabilities at the balance sheet date in respect of the following benefits:-

- outstanding annual leave entitlements
- time off in lieu

Policies Applying to the Chief Constable

These are measured at the average pay rate per grade of police officer/police staff.

The initial accruals at the IFRS adoption date are recognised on the balance sheet in the Short Term Accumulating Absences Account, matched by a corresponding liability in the Accumulating Absences Adjustment Account within the Unusable Reserves section.

Subsequent increases and decreases in these liabilities are recognised as a charge or credit to the Comprehensive Income and Expenditure Statement, which are then reversed out through the Movement in Reserves Statement to ensure that there is no impact upon the General Reserve and the amount chargeable to council tax payers. Within the balance sheet there is a corresponding increase or decrease in the Short Term Accumulating Absences Account and the Accumulating Absences Adjustment Account.

Long Term Benefits

The Chief Constable recognises liabilities at the balance sheet date in respect of long term disability benefits (i.e. injury and ill health award) for police officers.

The Chief Constable regards the measurement of long term disability benefits as being subject to the same degree of uncertainty as the measurement of other post-employment benefits.

In accordance with this view, the Chief Constable has adopted an IPSAS 25 (International Public Sector Accounting Standards) interpretation of long term disability benefits, which means that it accounts for these benefits in the same way as defined post-employment benefits, i.e. as actuarial gains and losses, through the police officer pensions scheme liabilities and the police officer pension scheme reserve..

2.5 Prior Period Adjustments, Changes in Accounting Policy and Estimates & Errors

Prior period adjustments may arise as a result of a change in accounting policies or to correct a material error. Changes in accounting estimates are accounted for prospectively, i.e. in the current and future years affected by the change and do not give rise to a prior period adjustment.

Changes in accounting policies are only made when required by proper accounting practices or the change provides more reliable or relevant information about the effect of transactions, other events and conditions on the Chief Constable's financial position or financial performance. Where a change is made, it is applied retrospectively (unless stated otherwise) by adjusting opening balances and comparative amounts for the prior period as if the new policy had always been applied.

Material errors discovered in prior period figures are corrected retrospectively by amending opening balances and comparative amounts for the prior period.

2.6 Revenue Recognition

Revenue is measured at fair value of the consideration received or receivable by the service recipient and represents the amounts receivable for goods or services provided in the normal course of business net of discounts and VAT. Revenue is recognised when goods are delivered and title has passed. The provision of services contains many aspects and revenue is only recognised when all related work has been completed. Consideration received in advance is recognised as deferred revenue in the Balance Sheet and released as income is earned. Interest income is accrued on a time basis by reference to the principal outstanding and at the effective interest rate applicable.

2.7 Events After the Reporting Period

Events after the Balance Sheet date are those events, both favourable and unfavourable, that occur between the end of the reporting period and the date when the Statement of Accounts is authorised for issue. Two types of event can be identified:-

- a) those that provide evidence of conditions that existed at the end of the reporting period – the Statement of Accounts is adjusted to reflect such events

Policies Applying to the Chief Constable

- b) those that are an indication of conditions that arose after the reporting period – the Statement of Accounts is not adjusted to reflect such events, but where a category of events would have a material effect, disclosure is made in the notes of the nature of the events and their estimated financial effect.

Events taking place after the date of authorisation for issue are not reflected in the Statement of Accounts

2.8 Retirement Benefits - Police Staff

Police Staff (including Police Community Support Officers) are eligible to join the Local Government Pension Scheme (LGPS). This is a defined benefits scheme administered by Essex County Council. The scheme is funded, meaning that there are investment assets built up to meet future pension liabilities.

The Scheme is accounted for as follows:

- The liabilities of the LGPS are included in the Balance Sheet on an actuarial basis using the projected unit method. This is an assessment of the future payments that will be made in relation to retirement benefits, based on a set of assumptions as supplied by our actuary.
- Liabilities are discounted to their value at current prices, based on the market yields at the reporting date on high quality corporate bonds.
- The assets of the Fund are included in the Balance Sheet as follows:
 - a) Quoted securities are included at realisable values (i.e. current bid price).
 - b) All other assets are included at fair value
- The change in the net pension liability is analysed into the following components:
 - a) Current service cost: the increase in liabilities as a result of years of retirement benefits earned this year – charged to the Comprehensive Income and Expenditure Statement within Net Cost of Services.
 - b) Past service cost (gain): the increase (decrease) in liabilities from current year decisions, the effect of which relate to retirement benefits earned in previous years – debited/credited to the Comprehensive Income and Expenditure Statement within Net Cost of Services.
 - c) Interest cost: the expected increase in the present value of liabilities during the year as they move one year closer to being paid – debited to the Surplus/Deficit on Provision of Services in the Comprehensive Income and Expenditure Statement.
 - d) Remeasurements comprising the expected return on plan assets: the annual investment return on the fund assets based on an average of the expected long-term return – debited/credited to Other Comprehensive Income and Expenditure in the Comprehensive Income and Expenditure Statement.
 - e) Gains/losses on settlement and curtailments: the result of actions to relieve the Group of liabilities or events that reduce the expected future service or accrual of benefits of employees – debited/credited to the Comprehensive Income and Expenditure Statement within Net Cost of Services.
 - f) Actuarial gains and losses: changes in the net pensions liability that arise because events have not coincided with assumptions made at the last actuarial valuation or because the actuaries have updated their assumptions – debited/credited to Other Comprehensive Income and Expenditure in the Comprehensive Income and Expenditure Statement.
 - g) Contributions paid to the Essex Council Pension Fund: cash paid as employer's contributions to the pension fund.

In the Movement in Reserves Statement there are, therefore, appropriations to and from the Pensions Reserve to remove the notional debits and credits for retirement benefits and replace them with charges for the cash paid to the pension fund and any amounts payable to the fund but unpaid at the year-end.

Policies Applying to the Chief Constable

2.9 Contingent Assets and Liabilities

The Group recognises material contingent assets and liabilities which arise from past events whose existence can only be confirmed by the occurrence of one of more uncertain future events, which are not wholly within the Group's control. Contingent liabilities are not recognised in the Balance Sheet but disclosed in a note to the accounts. Contingent assets are not recognised in the Balance Sheet but disclosed in a note to the accounts where it is probable that there will be an inflow of economic benefits or service potential.

Policies applying to the Chief Constable

2.10 Retirement Benefits

Police Officers

The following schemes are:

- a) Police Officers in service on or before 31st March 2006 are admitted to the 1987 Police Pensions Scheme
- b) Police Officers in service between 1st April 2006 and 31st March 2015 are admitted to the 2006 Police Pension Scheme
- c) Police Officers in service on or after the 1st April 2015 are admitted to the 2015 Police Pension Scheme
- d) Police Officers forced to retire through injury are admitted to the Police Officer Injury awards Scheme

These schemes are defined benefit schemes, administered by Essex County Council. The schemes are unfunded, meaning that there are no investment assets built up to meet pensions liabilities.

The expenditure and income in respect of these schemes are accounted for in the Police Pensions Fund Account with the exception of injury and some ill health retirement payments, which are charged to the Comprehensive Income and Expenditure Statement. The Pensions Top Up Grant, receivable by the Fund, is initially credited to the Comprehensive Income and Expenditure Statement, and then transferred to the Police Pensions Fund Account via the Movement in Reserves Statement.

The liability for future payments that will be made in relation to retirement benefits has been assessed by the Scheme's actuaries based on assumptions about mortality rates, employee turnover rates, and projections of future earnings for current employees.

The cost of future retirement benefits when they are earned by serving police officers are recognised in the Comprehensive Income and Expenditure Statement in accordance with IAS19, Accounting for Retirement Benefits, and therefore form part of the Net Deficit for the Year. They are subsequently reversed out in the Movement in Reserves Statement.

2.11 Police Pension Reserve

From 1st April 2013 the Police Reform and Social Responsibility Act 2011 (Transitional Provision) Order 2013 enables the Police Officer Pension Reserve to be classified as unusable.

Notes relating to the Accounts: General

3 Accounting Standards that have been issued but have not yet been adopted

Paragraph 3.3.2.13 of The Code of Practice on Local Authority Accounting in the United Kingdom 2019/20 (the Code) requires changes to accounting policy to be applied retrospectively unless alternative transitional arrangements are specified in the Code. Paragraph 3.3.4.3 requires the disclosure of information relating to the impact of an accounting change that will be required by a new standard that has been issued but not yet adopted by the Code for the relevant financial year. The standards that may be relevant for additional disclosures that will be required in the 2019/20 and 2020/21 financial statements in respect of accounting changes that are introduced in the 2020/21 code are:-

- Amendments to IAS 28 Investments in Associates and Joint Ventures: Long-term Interests in Associates and Joint Ventures
- Annual Improvements to IFRS Standards 2015 - 2017 Cycle
- Amendments to IAS 19 Employee Benefits: Plan Amendment, Curtailment or Settlement

It is not expected that any of the above changes will have a material impact upon the financial statements.

4 Critical Judgements in Applying Accounting Policies

In applying the accounting policies set out in note 2, the PFCC and Chief Constable has had to make certain judgements. The critical judgements made in the Statement of Accounts are:

- a) Joint Activities. The PFCC and Chief Constable participates in some joint activities with the Police and Crime Commissioner for Kent, in particular a shared Serious Crime Directorate and Support Services Directorate. The PFCC and Chief Constable also participates in some joint activities with other Eastern Region Authorities. These activities are deemed by the PFCC and the Chief Constable to be jointly controlled activities in accordance with the Code of Practice. Accordingly, the Statement of Accounts does not include group accounts for these activities. Further details of joint activities are shown in the Related Party Transactions note 40 in the PFCC accounts.

5 Events After the Reporting Period

There have been no material post balance sheet events between the year-end and the date of approval of these accounts which require adjustment to these financial statements.

6 Assumptions Made About the Future and Other Major Sources of Estimation Uncertainty

The preparation of financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for the revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

The key judgements and estimation of uncertainty that have a significant risk of causing material adjustment to the carrying amounts of assets and liabilities within the next financial year are set out in the table below:-

Item	Uncertainties	Effect if Actual Results Differ from Assumptions
Pensions Liability	Estimation of the net liability to pay pensions depends on a number of complex judgements relating to the discount rate used, the rate at which salaries are projected to increase, changes in retirement ages, mortality rates and expected returns on pension fund assets. A firm of consulting actuaries is engaged to provide the Chief Constable with expert advice about the assumptions to be applied.	These are illustrated on the table on note 20 that shows a variance of +0.1% or -0.1% in the assumptions. Based on the current market conditions at the 31st March 2020, particularly in respect of COVID-19, the Chief Constable understands that the volatility of the economy could have a direct impact on the net liability value. This will most likely be in the form of below-average returns on plan assets and market yields. However, the overall position is also influenced by the effect of market movements on the assumptions used to place a value on the defined benefit obligation. It should be noted, however, that the various assumptions interact in complex ways, and the Chief Constable will therefore work closely with its consulting actuaries to understand and assess any material impact on these issues, as well as any subsequent actions arising.

7 Contingent Liabilities

The Chief Constable recognise material contingent liabilities, which arise from past events, whose existence can only be confirmed by the occurrence of one or more uncertain future events, which are not wholly within the Chief Constable's control.

McCloud/Sargeant ruling

The Chief Constable for Essex Police, along with other Chief Constables and the Home Office, currently has outstanding claims in respect of unlawful discrimination arising from transitional provisions in the Police Pension Regulations 2015. These claims against the Police pension scheme (the Aarons case) had previously been stayed behind the McCloud/Sargeant judgement, but have now been lifted and a case management hearing was held on 25th October 2019. The resulting order of 28th October 2019 included an interim declaration that the claimants are entitled to be treated as if they had been given full transitional protection and had remained in their existing scheme after 1st April 2015. This interim declaration applies to claimants only. However, the government made clear that non-claimants who are in the same position as claimants will be treated fairly to ensure they do not lose out. This was reiterated in the written ministerial statement on 25th March 2020. The Police Minister has indicated that the remedy period will not end before 2022. It is anticipated the Treasury will consult on proposals to implement remedy in the coming months to be followed by primary legislation and scheme regulation.

Allowing for all members to remain in their existing scheme as at 1st April 2015 would lead to an increase in the Police Pension Scheme liabilities. Scheme actuaries have estimated the potential increase in scheme liabilities for forces to be approximately 4.4% of pension scheme liabilities. This increase was reflected in the IAS 19 disclosure as a past service cost in the 2018/19 Statement of Accounts. In 2019/20 scheme actuaries have reviewed these assumptions at a force level and have estimated a further impact which is included within the movement on scheme liabilities in the IAS 19 disclosure note. This movement reflects a change in assumptions and therefore represents an element of the gain/loss on remeasurement, which is reported in the Comprehensive Income and Expenditure Statement.

The impact of an increase in scheme liabilities arising from the McCloud/Sargeant judgement will be measured through the pension valuation process, which determines employer and employee contribution rates. The next Police Pension valuation is due to be reported in 2023/24, although this timetable is subject to change.

The impact of an increase in annual pension payments arising from McCloud/Sargeant is determined through the Police Pension Fund Regulations 2007. These require a force to maintain a Police Pension Fund into which officer and employer contributions are paid out of which pension payments to retired officers are made. If the Police Pension Fund does not have sufficient funds to meet the cost of pensions in year the amount required to meet the deficit is then paid by the Secretary of State to the Force in the form of a central government top-up grant.

The employment tribunal has agreed a process for the consideration of compensation claims between April 2020 and January 2021. The basis of claims from claimants is due in April 2020 and the identity and banding of claims proposed by claimants is due in June for non-pecuniary claims and September for pecuniary claims. As at 31st March 2020, it is not possible to estimate the extent or likelihood of these claims being successful, and therefore no liability in respect of compensation claims is recognised in these accounts.

Notes relating to the Accounts: General

Allard & Ors v Devon and Cornwall Constabulary

The Chief Constable for Essex Police, along with other Chief Constables, has a contingent liability arising from the Allard & Ors v Devon and Cornwall Constabulary legal case. This claim relates to undercover officers in Devon and Cornwall Police claiming under Police Regulations that they were entitled to on-call payments due to having to respond to communications outside their normal working hours. The basis of the claim was that they had been 'recalled to duty' and were therefore entitled to overtime payments. The case was upheld against Devon and Cornwall at the High Court and the ruling applies to all other Home Office forces.

In respect of the 2019/20 accounts, the Force has assessed the financial value of all applicable claims at the Balance Sheet date, some of which have already been paid and some of which are still outstanding. In respect of the outstanding element these claims can all be reliably measured and a provision has therefore been recognised in the 2019/20 accounts. However, there is still uncertainty in respect of further claims arising and as these liabilities cannot be reliably measured at the present time, due to both timings and uncertainty as to whether these amounts will be claimed, no provision has been made for this element in the accounting statements. Based on current estimates this latter element has a potential financial value of around £1.2m, which relates to 56 further/expected cases, which have not been claimed at the Balance Sheet date.

Other claims

The Independent Office for Police Conduct has been managing a number of cases into alleged failings in child abuse investigations carried out by Essex Police officers which has resulted in the conviction of two officers for misconduct in public service and a number of other officers receiving internal admonishments. To date, the Force Legal Department has received two civil claims arising out these investigations but no further claims have been lodged during 2019/20. The claims are brought under the Human Rights Act which have not been and are not currently covered by our insurance provisions. Due to the amount of variables it is not possible to determine how many additional civil claims might be received or their potential value and for this reason a provision has not yet been provided for in the 2019/20 Accounting Statements.

8 Date of Authorisation of the Statement of Accounts for Issue

The Statement of Accounts was authorised for issue on the 19th June 2020 by Deborah Martin BA (Hons), FCPFA, Chief Finance Officer of the Chief Constable.

Notes relating to the Accounts: Comprehensive Income & Expenditure Statement

9 Expenditure and Funding Analysis

The objective of the Expenditure and Funding Analysis (EFA) is to demonstrate to council tax payers how the funding available to the Chief Constable for the year has been used in providing services in comparison with those resources consumed or earned by forces in accordance with generally accepted accounting practices. This analysis brings together performance reported on the basis of expenditure measured under proper accounting practices, with statutorily defined charges to the General Fund.

Income and expenditure accounted for under generally accepted accounting practices is presented more fully in the Comprehensive Income and Expenditure Statement.

The EFA is a note to the financial statements rather than a primary statement itself, however, it is positioned here as it provides a link from the figures reported in the Comprehensive Income and Expenditure Statement to the internal force reporting format, as detailed within the Narrative Report.

2018/19 - Restated						
	Net Expenditure Chargeable to the General Reserve	Total Adjustments			Total adjustments	Net expenditure in the Comprehensive Income and Expenditure Statement £000
		Adjustments for capital purposes	Net charge for pensions adjustments (EFA note 1)	Other differences (EFA note 2)		
	£000	£000	£000	£000	£000	
Police officer pay and allowances	166,851	0	131,423	(548)	130,875	297,726
PCSO pay and allowances	3,295	0	0	0	0	3,295
Police staff pay and allowances	76,140	0	16,885	(128)	16,757	92,897
Ill-health/medical pensions	4,578	0	0	0	0	4,578
Training	8	0	0	0	0	8
Other employee expenses	541	0	0	0	0	541
Transport	1,149	0	0	0	0	1,149
Supplies & services	441	0	0	0	0	441
Third party payments	867	0	0	0	0	867
Financial Resources Consumed	253,870	0	148,308	(676)	147,632	401,502
Intra group adjustment for CC's net service cost	(253,870)	0	(40,465)	0	(40,465)	(294,335)
Net Cost of Services	0	0	107,843	(676)	107,167	107,167
Other income and expenditure	0	0	75,808	0	75,808	75,808
(Surplus)/Deficit on Provision of Services	0	0	183,651	(676)	182,975	182,975

Note on 2018/19 restatement:-

The 2018/19 figures have been restated as part of an exercise to make the EFA statement more consistent with the information segments which are used to report financial performance to both Chief Officers and the PFCC office during the financial year, as well as the budget setting and outturn processes. The key changes arising from this exercise, in respect of both 2018/19 and the current year information presented for 2019/20 onwards are as follows:-

- Inclusion of reporting segments which are consistent with the Comprehensive Income and Expenditure Statement as well as localised reporting processes, providing further detail and analysis of the movements in year on a line by line basis.
- A clearer split of employee costs, showing the spend levels for police officers, police staff and PCSO pay, both taxpayer-funded and the adjustments arising from the additional statutory transactions in respect of IAS 19 and accumulated absences. This area of cost represents over 98% of gross expenditure within the total Financial Resources Consumed, and this transparency is fundamental for an understanding of the Chief Constable's finances.
- A clearer set of supporting disclosures (see note 10), allowing easier cross-referencing back to both the summary tables and Comprehensive Income and Expenditure statement. In addition, the breakdown of the movement for the two areas of applicable adjustments (pensions and other differences) is presented in further detail than previously provided.

Notes relating to the Accounts: Comprehensive Income & Expenditure Statement

2019/20						
Net Expenditure Chargeable to the General Reserve	Total Adjustments				Total adjustments	Net expenditure in the Comprehensive Income and Expenditure Statement
	Adjustments for capital purposes	Net charge for pensions adjustments (EFA note 1)	Other differences (EFA note 2)			
£000	£000	£000	£000	£000	£000	£000
Police officer pay and allowances	181,543	0	36,712	52	36,764	218,307
PCSO pay and allowances	3,502	0	0	0	0	3,502
Police staff pay and allowances	78,573	0	12,240	(178)	12,062	90,635
Ill-health/medical pensions	3,881	0	0	0	0	3,881
Training	24	0	0	0	0	24
Other employee expenses	274	0	0	0	0	274
Transport	1,201	0	0	0	0	1,201
Supplies & services	733	0	0	0	0	733
Third party payments	1,491	0	0	0	0	1,491
Financial Resources Consumed	271,222	0	48,952	(126)	48,826	320,048
Intra group adjustment for CC's net service cost	(271,222)	0	(37,418)	0	(37,418)	(308,640)
Net Cost of Services	0	0	11,534	(126)	11,408	11,408
Other income and expenditure	0	0	77,023	0	77,023	77,023
(Surplus)/Deficit on Provision of Services	0	0	88,557	(126)	88,431	88,431

10 Note to the Expenditure and Funding Analysis

2018/19 - Restated	
<u>Adjustments for Pensions (EFA Note 1)</u>	Total Adjustments
<i>Additional items included within the Comprehensive Income and Expenditure Statement.</i>	£000
Costs recognised in respect of IAS 19	148,308
Chief constable intra-group adjustment in respect of Police Officer Pension Scheme	(40,466)
Total adjustments included within the Net Cost of Services	107,842
Costs recognised in respect of IAS 19	75,808
Total adjustments included within the (Surplus)/Deficit on the Provision of Services	75,808
Total adjustments	183,650

2018/19 - Restated	
<u>Adjustments for other differences (EFA Note 2)</u>	Total Adjustments
<i>Additional items included within the Comprehensive Income and Expenditure Statement.</i>	£000
Movement on accumulated absences liability - staff	(548)
Movement on accumulated absences liability - officers	(128)
Total adjustments included within the Net Cost of Services	(676)
Total adjustments included within the (Surplus)/Deficit on the Provision of Services	0
Total adjustments	(676)

Notes relating to the Accounts: Comprehensive Income & Expenditure Statement

2019/20	
<u>Adjustments for Pensions (EFA Note 1)</u>	
<i>Additional items included within the Comprehensive Income and Expenditure Statement.</i>	
	Total Adjustments £000
Costs recognised in respect of IAS 19 - officers	36,712
Costs recognised in respect of IAS 19 - staff	12,240
Chief constable intra-group adjustment in respect of Police Officer Pension Scheme	(37,419)
Total adjustments included within the Net Cost of Services	11,533
Costs recognised in respect of IAS 19 - officers	72,732
Costs recognised in respect of IAS 19 - staff	4,291
Total adjustments included within the (Surplus)/Deficit on the Provision of Services	77,023
Total adjustments	88,556

2019/20	
<u>Adjustments for other differences (EFA Note 2)</u>	
<i>Additional items included within the Comprehensive Income and Expenditure Statement.</i>	
	Total Adjustments £000
Movement on accumulated absences liability - officers	(178)
Movement on accumulated absences liability - staff	52
Total adjustments included within the Net Cost of Services	(126)
Total adjustments included within the (Surplus)/Deficit on the Provision of Services	0
Total adjustments	(126)

11 Intra Group Adjustments

The Comprehensive Income & Expenditure Statement includes an intra-group adjustment between the Chief Constable and PFCC accounts. This adjustments reflect the financial resources consumed by the Chief Constable on behalf of the PFCC. The corresponding recharge to the PFCC accounts includes a further adjustment to ensure the intra-group recharge is calculated on a funding basis rather than accounting regulations. This includes adjustments for IAS 19 pensions costs and movements in respect of compensated absences accruals. There are no outstanding intra group balances at year end, as the PFCC paid all financial resources consumed at the request of the Chief Constable and the intra-group adjustment (as referred to above) offset the Chief Constable's consumption of resources.

For the 2019/20 accounting statements the value of the intra-group adjustment is £308.640m (2018/19, £294.335m). This figure is represented as follows:-

- : Financial resources consumed = £307.808m
- : Funding basis adjustment (IAS 19) = £0.705m
- : Funding basis adjustment (Compensated Absences) = £0.127m
- : Intra-group adjustment 2019/20 = £308.640m

Notes relating to the Accounts: Comprehensive Income & Expenditure Statement

12 Officers Remuneration (including Exit Packages)

Police Officer remuneration is based on the recommendations of an external organisation known as the Independent Police Remuneration Body, and is therefore subsequently agreed by the Home Secretary.

The Chief Constable's pay can vary up or down, a decision made by the PFCC. The rate of pay is set at a national level and the salary for the Chief Constable of Essex is comparable to forces of a similar size across the country. For the Chief Constable and Deputy Chief Constable a force weighting is applied in relation to the population that the force covers. The pay for senior members of police staff at Chief Officer level is based on Assistant Chief Constable salary levels across the force.

Remuneration includes basic salary, overtime, allowances, expenses (so far as the expenses are chargeable to United Kingdom Income Tax) and where applicable, redundancy payments. It excludes employer's pension contributions.

The following table identifies the number of police officers and staff whose remuneration was £50,000 or more. The numbers of officers and staff are shown in remuneration bands of £5,000. They include officers and staff seconded to other police forces, government departments and other public bodies.

Remuneration Band	2018/19			2019/20		
	Police Officers	Police Staff	Total	Police Officers	Police Staff	Total
£50,000 - £54,999	250	18	268	293	24	317
£55,000 - £59,999	198	15	213	191	15	206
£60,000 - £64,999	48	1	49	66	5	71
£65,000 - £69,999	22	4	26	23	1	24
£70,000 - £74,999	16	2	18	15	5	20
£75,000 - £79,999	3	1	4	6	1	7
£80,000 - £84,999	10	0	10	5	1	6
£85,000 - £89,999	2	2	4	8	2	10
£90,000 - £94,999	3	0	1	4	0	4
£95,000 - £99,999	0	1	1	0	0	0
£100,000 - £104,999	0	0	0	0	1	1
Total	552	44	594	611	55	666

The numbers above exclude police officers and staff disclosed in the following NPCC Rank Officers Remuneration tables. However, one police officer has an element of pay in both tables for 2018/19. This relates to a Chief Superintendent that was also an Acting Assistant Chief Constable for a period of 2018/19. The element of remuneration for the period they were Chief Officers has been removed for the purposes of calculating the above table.

The increase in police officers in 2019/20 as shown in the above table relates to payments of overtime and allowances in respect of major policing activities in the year, including Operation Melrose. The increases, particularly within the £50,000-£54,999 bracket, also include police sergeants moving into this remuneration range due to pay inflation increases in 2019/20.

NPCC Rank Officers Remuneration

	2018/19					Total remuneration £000
	Salary (note 1)	Benefits in kind (note 2)	Allowances (note 3)	Employers Pension contributions (note 4)		
	£000	£000	£000	£000	£000	
Chief Constable - S Kavanagh (note 5)	87,359	6,375	22,620	0	116,354	
Chief Constable - BJ Harrington (note 6)	82,060	896	2,440	19,859	105,255	
Deputy Chief Constable (note 7)	118,255	7,044	8,412	28,438	162,149	
Deputy Chief Constable (note 8)	12,483	854	190	3,021	16,548	
Assistant Chief Constable (note 9)	95,764	8,055	1,810	23,175	128,804	
Assistant Chief Constable	105,710	0	8,895	25,582	140,187	
Acting Assistant Chief Constable (note 10)	9,572	0	285	2,316	12,173	
Chief Finance Officer of the Chief Constable	91,485	0	5,400	13,997	110,882	
Director of Strategic Change and Performance	118,009	0	0	18,055	136,064	
Total	720,697	23,224	50,052	134,443	928,416	

Notes relating to the Accounts: Comprehensive Income & Expenditure Statement

- 1) The salary figures show just salary costs. (i.e. they do not include allowances)
- 2) Benefits in kind represent the monetary value of motor cars, either made available to officers as part of the Chief Officers' allowance or leased by officers under the Essex Police Car Provision Scheme.
- 3) Allowances, where applicable, include housing allowance, rent allowance, car allowance and Chief Officers' stipend.
- 4) Employer pension contributions are an employer cost and are not received by the employee.
- 5) Chief Constable Stephen Kavanagh left the force on the 3rd October 2018. During the period of 1st April 18 - 3rd October 18 he was paid an uplift of 10% which is awarded at the discretion of the PCC upon appointment. The Chief Constable was also entitled to a stipend of up to 15% of basic salary. The Chief Constable actually received £17,640 stipend equating to 11%. The allowances figure of £12,570 includes £9,054 stipend and £3,516 housing allowance.
- 6) Chief Constable Harrington started in post on the 4th October 2018. The costs shown are his salary and allowances from this date. During this period he was paid an uplift of 10% which is awarded at the discretion of the PFCC upon appointment. Had he been in post for the full year, his salary would have been £157,570 plus allowances.
- 7) The Deputy Chief Constable returned to force from secondment on the 1st April 2018 and left force on the 24th February 2019. The costs shown are their salary and allowances up until this date. Had they been in post for the full year their costs would have been £129,996 plus allowances.
- 8) The current Deputy Chief Constable started in post on the 25th February 2019. The costs shown are their salary and allowances from this point. Had they been in post for the full year their costs would have been £129,996 plus allowances.
- 9) The Assistant Chief Constable left post on 24th February 2019 and the costs shown are their salary and allowances up to this point. Had they remained in post for the full year their costs would have been £105,954 plus allowances.
- 10) The Acting Assistant Chief Constable started in post on 25th February 2019 and the costs shown are their salary and allowances from this point. Had they been in post for the full year their costs would have been £99,688.

Members of the Essex Police Chief Officer Team

In addition to the police officers and police staff shown in the table above, the Essex Police Chief Officer Management Team also included the following shared posts:-

a) Director of Essex/Kent Support Services

This post holder is on the Kent Police payroll and 50% of their costs were recharged to Essex Police during 2018/19. Their remuneration is disclosed in full in the Kent Police Statement of Accounts.

b) Deputy Chief Constable

The post holder was seconded into force from the 10th April 2017 until 3rd October 2018. During this period 100% of their costs were recharged to Essex Police.

c) Assistant Chief Constable

This post holder is on the Kent Police payroll and 50% of their costs were recharged to Essex Police during 2018/19. This post holder has been on secondment to Operation Magenta from 4th September 2018. Their costs are recovered by Kent Police, with 50% reimbursed to Essex Police. Their remuneration is disclosed in full in the Kent Police Statement of Accounts.

d) Acting Assistant Chief Constable

This post holder is covering the secondment of the ACC in note c) above. The post holder is on the Kent Police payroll and 50% of their costs were recharged to Essex Police during 2018/19. Their remuneration is disclosed in full in the Kent Police Statement of Accounts.

e) Director of Human Resources

The post holder is on the Kent Police payroll and 50% of their costs were recharged to Essex Police during 2018/19. Their remuneration is disclosed in full in the Kent Police Statement of Accounts.

Notes relating to the Accounts: Comprehensive Income & Expenditure Statement

2019/20					
	Salary (note 1)	Benefits in kind (note 2)	Allowances (note 3)	Employers Pension contributions (note 4)	Total remuneration
	£000	£000	£000	£000	£000
Chief Constable - BJ Harrington	169,244	9,493	4,960	30,381	214,078
Deputy Chief Constable	132,978	9,863	2,000	41,223	186,064
Assistant Chief Constable	114,713	0	8,898	35,562	159,173
Acting Assistant Chief Constable	101,603	0	6,345	31,698	139,646
Chief Finance Officer of the Chief Constable	94,507	0	4,950	14,460	113,917
Director of Strategic Change and Performance	123,716	0	0	18,929	142,645
Total for Group	736,761	19,356	27,153	172,253	955,523

- 1) The salary figures show just salary costs. (i.e. they do not include allowances)
- 2) Benefits in kind represent the monetary value of Force provided vehicles that are untaxable through the payroll system.
- 3) Allowances, where applicable, include housing allowance, rent allowance, and a monthly car lease allowance.
- 4) Employer pension contributions are an employer cost and are not received by the employee.

Members of the Essex Police Chief Officer Team

In addition to the police officers and police staff shown in the table above, the Essex Police Chief Officer Management Team also included the following shared posts:-

a) Director of Essex/Kent Support Services

The post holder is on the Kent Police payroll and 50% of their costs were recharged to Essex Police during 2019/20. Their remuneration is disclosed in full in the Kent Police Statement of Accounts. From Sept 2019

b) Assistant Chief Constable

The post holder came into post on the 28th May 2019 and is on the Kent Police payroll. 50% of their costs were recharged to Essex Police during this period. Their remuneration is disclosed in full in the Kent Police Statement of Accounts.

c) Director of Human Resources

The post holder is on the Kent Police payroll and 50% of their costs were recharged to Essex Police during 2019/20. Their remuneration is disclosed in full in the Kent Police Statement of Accounts.

Exit Packages

The numbers of exit packages with the cost of the compulsory and other redundancies that have been charged to the Comprehensive Income and Expenditure Statement are set out in the tables below:-

Exit package cost band	Number of Exit Packages					
	Number of Compulsory Redundancies		Number of Other Departures Agreed		Total Number of Exit Packages	
	2018/19	2019/20	2018/19	2019/20	2018/19	2019/20
£0 - £20,000	5	0	0	0	5	0
£20,001 - £40,000	2	1	1	0	3	1
£40,001 - £60,000	0	0	0	0	0	0
£60,001 - £80,000	1	0	0	0	1	0
£80,001 - £100,000	0	0	0	0	0	0
£100,001 - £150,000	1	0	0	0	1	0
Total	9	1	1	0	10	1

Notes relating to the Accounts: Comprehensive Income & Expenditure Statement

Cost of Exit Packages						
	2018/19			2019/20		
	Severance £	Pension Strain £	Total £	Severance £	Pension Strain £	Total £
£0 - £20,000	28,967	0	28,967	0	0	0
£20,001 - £40,000	68,461	32,346	100,807	7,696	18,986	26,682
£40,001 - £60,000	0	0	0	0	0	0
£60,001 - £80,000	24,838	53,227	78,065	0	0	0
£80,001 - £100,000	0	0	0	0	0	0
£100,001 - £150,000	45,353	91,018	136,371	0	0	0
Total	167,619	176,591	344,210	7,696	18,986	26,682

It should be noted that the pension strain is an employer cost and is not received by the employee.

13 Termination Benefits

(a) There was one employee contract terminated in 2019/20 (ten employees in 2018/19), incurring the following liabilities:-

- £0.007m severance payments (£0.168m for 2018/19)
- £0.019m pension strain (£0.177m for 2018/19).

(b) A provision of £0.010m has been created relating to future possible redundancies in 2020/21. Payment will depend on the outcome of employee consultations.

14 External Audit Costs

	2018/19 £000	2019/20 £000
<u>Fees payable</u>		
- with regard to external audit services carried out by the appointed auditor	12	12
	12	12

Notes relating to the Accounts: Balance Sheet

15 Short-term Debtors

	2018/19 £000	2019/20 £000
Funding from the PFCC	787	1,099
Balance at 31st March 2020	787	1,099

16 Short-term Creditors

	2018/19 £000	2019/20 £000
Compensated Absences	(3,027)	(2,900)
Other Employee Related	(787)	(1,099)
Balance at 31st March 2020	(3,814)	(3,999)

Notes Relating to the Accounts: Cash Flow Statement

17 Operating Activities

	2018/19 £000	2019/20 £000
The (Surplus)/Deficit on the Provision of Services has been adjusted for the following non-cash movements:		
(Increase)/decrease in creditors	676	127
Movement in pension liability	(183,652)	(88,558)
Other non-cash items charged to the net (Surplus)/Deficit on the Provision of Services	0	0
Balance at 31st March 2020	(182,976)	(88,431)

Notes relating to the Accounts: Movement in Reserves Statement

18 Adjustments between Accounting Basis and Funding Basis under Regulations

This note identifies the adjustments that have been made to the total comprehensive income and expenditure recognised by the Chief Constable in accordance with proper accounting practice to the resources that are specified by statutory provisions as being available to the Chief Constable to meet future capital and revenue expenditure.

2018/19	General Reserve	Total Usable Reserves	IAS19 Pensions Reserve - Police Officers	IAS19 Pensions Reserve- Police Staff	Accumulated Absences Account	Total Unusable Reserves	Total all Reserves
	£000	£000	£000	£000	£000	£000	£000
Adjustments involving the IAS19 Pensions Reserve							
Reversal of items relating to retirement benefits debited or credited to the Comprehensive Income and Expenditure Statement	(263,534)	(263,534)	231,849	31,685	0	263,534	0
Less direct payments to pensioners payable in the year	79,883	79,883	(69,601)	(10,282)	0	(79,883)	0
Adjustments involving the Accumulated Absences Account							
Amounts by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different to remuneration chargeable for the year in accordance with statutory requirements	675	675	0	0	(675)	(675)	0
Total	(182,976)	(182,976)	162,248	21,403	(675)	182,976	0

2019/20	General Reserve	Total Usable Reserves	IAS19 Pensions Reserve- Police Officers	IAS19 Pensions Reserve- Police Staff	Accumulated Absences Account	Total Unusable Reserves	Total all Reserves
	£000	£000	£000	£000	£000	£000	£000
Adjustments involving the IAS19 Pensions Reserve							
Reversal of items relating to retirement benefits debited or credited to the Comprehensive Income and Expenditure Statement	(172,900)	(172,900)	145,644	27,256	0	172,900	0
Less direct payments to pensioners payable in the year	84,342	84,342	(73,617)	(10,725)	0	(84,342)	0
Adjustments involving the Accumulated Absences Account							
Amounts by which officer remuneration charged to the Comprehensive Income and Expenditure Statement on an accruals basis is different to remuneration chargeable for the year in accordance with statutory requirements	127	127	0	0	(127)	(127)	0
Total	(88,431)	(88,431)	72,027	16,531	(127)	88,431	0

Notes relating to the Accounts: Movement in Reserves Statement

19 Unusable Reserves

19.1 Accumulated Absences Account

The Accumulated Absences Account absorbs the differences that would otherwise arise on the General Reserve from accruing for compensated absences earned but not taken in the year e.g. annual leave entitlement carried forward at 31st March.

	2018/19 £000	2019/20 £000
Balance at 1st April 2019	3,702	3,027
Settlement or cancellation of accrual made at the end of the preceding year	(3,702)	(3,027)
Amounts accrued at the end of the current year	3,027	2,900
Balance at 31st March 2020	3,027	2,900

19.2 Pensions Reserve

	2018/19			2019/20		
	Police Officers £000	Police Staff £000	Total £000	Police Officers £000	Police Staff £000	Total £000
Balance at 1st April 2019	2,830,260	178,706	3,008,966	3,067,043	180,326	3,247,369
Actuarial (gains)/losses on pensions assets and liabilities	74,535	(19,783)	54,752	(276,470)	(48,026)	(324,496)
Reversal of items relating to retirement benefits debited to the (Surplus)/Deficit on the Provision of Services in the Comprehensive Income and Expenditure Statement	231,849	31,685	263,534	145,644	27,256	172,900
Employer's pensions contributions and direct payments to pensioners payable in the year	(69,601)	(10,282)	(79,883)	(73,617)	(10,725)	(84,342)
Balance at 31st March 2020	3,067,043	180,326	3,247,369	2,862,600	148,831	3,011,431

Notes to the Accounts: Supplementary Notes

20 Defined Benefit Pension Schemes

Transactions Relating to Retirement Benefits

The Chief Constable recognises the cost of retirement benefits in the Net Cost of Services when they are earned by employees, rather than when the benefits are eventually paid as pensions. The charge the Chief Constable is required to make against the General Reserve, however, is based on the cash payable in the year, and therefore the real cost of retirement benefits is reversed out of the Comprehensive Income and Expenditure Statement. The following transactions have been made in the Chief Constable's accounts during the year.

Police Officer Pension Schemes

	Police Officer Pension Scheme	
	2018/19 £000	2019/20 £000
<u>Comprehensive Income & Expenditure Statement</u>		
Cost of Services:		
Service cost	160,559	72,912
Financing and Investment Income & Expenditure:		
Net interest on the defined liability	71,290	72,732
Total Post Employment Benefit charged to the (Surplus)/Deficit on the Provision of Services	231,849	145,644
Other Post Employment Benefit charged to the Comprehensive Income & Expenditure Statement		
Remeasurement of the net defined benefit liability comprising:		
Change in financial assumptions	153,078	(282,260)
Change in demographic assumptions	(78,543)	5,790
Experience (gain)/loss on defined benefit obligation	0	0
Remeasurements	74,535	(276,470)
Total Post Employment Benefit charged to the Comprehensive Income & Expenditure Statement	306,384	(130,826)
<u>Movement in Reserves Statement</u>		
Reversal of net charges made to the (Surplus)/Deficit on the Provision of Services for post employment benefits	(231,849)	(145,644)
<u>Actual amount charged against the General Reserve for pensions in the year</u>		
Retirement benefits payable to retired police officers	69,602	73,617

In addition to the recognised gains and losses included in the (Surplus)/Deficit on Provision of Police Services section of the Comprehensive Income and Expenditure Statement, actuarial gains of £276.470m (losses of £74.535m in 2018/19) have been included in the Comprehensive Income & Expenditure Statement.

Notes to the Accounts: Supplementary Notes

Local Government Pension Scheme

	Local Government Pension Scheme	
	2018/19 £000	2019/20 £000
Comprehensive Income & Expenditure Statement		
Service cost	27,030	22,852
Financing and Investment Income & Expenditure:		
Net interest on the defined liability	4,518	4,291
Administration expenses	137	113
	4,655	4,404
Total Post Employment Benefit charged to the (Surplus)/Deficit on the Provision of Services	31,685	27,256
Other Post Employment Benefit charged to the Comprehensive Income & Expenditure Statement		
Remeasurement of the net defined benefit liability comprising:		
Return on plan assets in excess of interest	(18,961)	28,190
Other actuarial gains/(losses) on assets	0	472
Change in financial assumptions	29,928	(63,662)
Change in demographic assumptions	(30,750)	(8,391)
Experience (gain)/loss on defined benefit obligation	0	(4,635)
Total Remeasurements	(19,783)	(48,026)
Total Post Employment Benefit charged to the Comprehensive Income & Expenditure Statement	11,902	(20,770)
Movement in Reserves Statement		
Reversal of net charges to the (Surplus)/Deficit on the Provision of Services for post employment benefits	(31,685)	(27,256)
Actual amount charged against the General Reserve for pensions in the year		
Employer's contribution payable to scheme	10,282	10,725

Actuarial gains and losses – Local Government Pension Scheme

In addition to the recognised gains and losses included in the Comprehensive Income and Expenditure Statement, actuarial gains of £48.296m have been recognised for the Chief Constable (for 2018/19 this equated to an equivalent gain of £19.783m).

Total actuarial gains and losses

The total actuarial gains recognised in the Comprehensive Income & Expenditure Statement for officer and staff schemes are £324.496m (£54.752m losses in 2018/19).

Notes to the Accounts: Supplementary Notes

Pension Assets and Liabilities recognised in the Balance Sheet

The amount included in the Balance Sheet arising from the Chief Constable's obligation in respect of defined benefit plans are:-

	Police Officer Pension Scheme	
	2018/19 £000	2019/20 £000
Present value of the defined benefit obligation	(3,067,043)	(2,862,599)
Defined benefit obligation at start of year	(3,067,043)	(2,862,599)
Unrecognised past service cost	0	0
Net liability in Balance Sheet	(3,067,043)	(2,862,599)

	Local Government Pension Scheme	
	2018/19 £000	2019/20 £000
Present value of funded obligation	(546,802)	(498,981)
Fair value of scheme assets (bid value)	367,943	351,516
Net liability	(178,859)	(147,465)
Present value of unfunded obligation	(1,467)	(1,367)
Net liability in Balance Sheet	(180,326)	(148,832)

Assets and Liabilities in Relation to Retirement Benefits

The following tables reconcile the present values of the liabilities and assets of the police officer pension schemes:

<u>Liabilities</u>	Police Officer Pension Scheme	
	2018/19 £000	2019/20 £000
Defined benefit obligation at 1st April 2019	(2,830,260)	(3,067,043)
Current service cost	(65,815)	(72,894)
Past service cost	(94,744)	(18)
Interest cost	(71,290)	(72,732)
Change in financial assumptions	(153,078)	282,260
Change in demographic assumptions	78,543	(5,790)
Experience gain/loss on defined benefit obligation	0	0
Estimated benefits paid net of transfers in	83,171	87,714
Contributions by scheme participants	(13,570)	(14,097)
Defined benefit obligation at 31st March 2020	(3,067,043)	(2,862,600)

<u>Assets</u>	Police Officer Pension Scheme	
	2018/19 £000	2019/20 £000
Contributions by employer	69,602	73,617
Contributions by participants	13,569	14,097
Net benefits paid out	(83,171)	(87,714)
Closing fair value of assets	0	0

Notes to the Accounts: Supplementary Notes

The following table reconciles the present value of the liabilities and assets of the Local Government Pension Scheme attributable to the Chief Constable.

<u>Liabilities</u>	Local Government Pension Scheme	
	2018/19 £000	2019/20 £000
Balance at 1st April 2019	(515,121)	(548,270)
Current service cost	(21,021)	(22,690)
Past service cost	(6,009)	(162)
Interest cost	(13,315)	(13,346)
Change in financial assumptions	(29,928)	63,662
Change in demographic assumptions	30,750	8,391
Experience loss/gain on defined benefit obligation	0	4,635
Contributions by scheme participants	(3,772)	(3,940)
Benefits/transfers paid	10,058	11,288
Unfunded pension payments	88	84
Balance at 31st March 2020	(548,270)	(500,348)

<u>Assets</u>	Local Government Pension Scheme	
	2018/19 £000	2019/20 £000
Balance at 1st April 2019	336,415	367,944
Interest on assets	8,797	9,055
Return on assets less interest	18,961	(28,190)
Other actuarial gains/losses	0	(472)
Administration expenses	(137)	(113)
Employer contributions including unfunded	10,282	10,725
Contributions by scheme participants	3,772	3,940
Benefits paid	(10,146)	(11,372)
Balance at 31st March 2020	367,944	351,517
Net liability at 1st April 2019	(178,706)	(180,326)
Net liability at 31st March 2020	(180,326)	(148,831)

Expected return on scheme assets

The expected return on scheme assets is determined by considering the expected returns available on the assets underlying the current investment policy. Expected yields on fixed assets investments are based on gross redemption yields at the Balance Sheet date. Expected returns on equity investments reflect long-term real rates of return experienced in the respective markets.

Basis for Estimating Assets and Liabilities

The assets and liabilities of the Police Pension Schemes have been assessed by Barnett Waddingham, an independent firm of actuaries.

The dates of the last full valuations are:

1. Essex County Council Pension Fund: 31st March 2019
2. Police Pension Schemes: 31st March 2017

Notes to the Accounts: Supplementary Notes

The liabilities have been assessed on an actuarial basis using the projected unit method, an estimate of the pensions that will be payable in future years dependent on assumptions about mortality rates, salary levels and other factors.

The principal assumptions used by the actuaries are as follows:

	Local Government Pension Scheme		Police Officer Pension Schemes	
	2018/19 £000	2019/20 £000	2018/19 £000	2019/20 £000
Life expectancy from age 65 (police staff) and age 60 (police officers)				
Retiring in 20 years time:				
Male	22.9	23.2	23.0	23.3
Female	25.4	25.2	25.5	25.5
Retiring today:				
Male	21.3	21.8	21.3	21.6
Female	23.6	23.7	23.7	23.7
Rate of Inflation (RPI)	3.4%	2.7%	3.4%	2.7%
Rate of Inflation (CPI)	2.4%	1.9%	2.4%	1.9%
Rate of Increase in Salaries	3.9%	2.9%	3.9%	3.4%
Rate of Increase in Pensions	2.4%	1.9%	2.4%	1.9%
Discount Rate	2.5%	2.4%	2.4%	2.4%

The Police Officer Pension Schemes have no assets to cover their liabilities. The Local Government Pension Scheme assets consist of the following categories:

	2018/19		2019/20	
	£000		£000	
Equities	229,077	62.0%	205,755	59.0%
Government bonds	19,529	5.0%	15,151	4.0%
Other bonds	21,504	6.0%	21,298	6.0%
Property	32,715	9.0%	31,610	9.0%
Cash/Liquidity	9,690	3.0%	14,611	4.0%
Alternative assets	35,876	10.0%	40,490	12.0%
Other managed funds	19,552	5.0%	22,601	6.0%
Total	367,943	100.0%	351,516	100.0%

The liabilities show the underlying commitments that the Chief Constable has in the long term to pay retirement benefits. The total liability of £3,011.4m has a substantial impact upon the net worth of the Chief Constable as recorded in the Balance Sheet.

Statutory arrangements for funding the deficit, however, mean that the financial position of the Chief Constable remains healthy.

The deficit on the Local Government Scheme will be made good by increased contributions over the remaining working life of employees, as assessed by the scheme actuary.

Police pensions are charged to the Police Pensions Fund Account, and any shortfall between the value of pensions paid in year and the receipts into the Account from employer and employee contributions is funded from top-up grant from the government.

The total employer contributions expected to be made to the Local Government Pension Scheme in the year to 31st March 2021 are £12.061m. The total expected employer contributions for the Police Officer Pension Scheme in the year to 31st March 2021 is £34.472m.

Notes to the Accounts: Supplementary Notes

The following assumptions have also been made:

- . Police officers and staff will exchange half of their commutable pension for cash at retirement.
- . Police officers will retire when they are first eligible to do so without reduction.
- . Police officers and staff will retire at one retirement age for all tranches of benefit, which will be the pension weighted average tranche retirement age.
- . The proportion of the membership that had taken up the 50:50 option at the previous valuation date will remain the same.

The estimation of the defined benefit obligation is sensitive to the actuarial assumptions set out in the table on the previous page.

The following tables identify the impact of a variance of +0.1% and -0.1% in the assumptions:-

Police Officers	£000		
	+0.1%	+0.0%	-0.1%
<u>Adjustment to discount rate</u>			
Present value of total obligation	2,803,275	2,862,599	2,923,327
Projected service cost	63,382	65,225	67,126
<u>Adjustment to long term salary increase</u>			
Present value of total obligation	2,872,087	2,682,599	2,853,211
Projected service cost	65,860	65,225	64,598
<u>Adjustment to pension increases and deferred revaluation</u>			
Present value of total obligation	2,914,050	2,862,599	2,812,346
Projected service cost	66,498	65,225	64,000
<u>Adjustment to mortality age rating assumption</u>			
Present value of total obligation	+1 Year 2,976,982	None 2,862,599	-1 Year 2,757,846
Projected service cost	67,177	65,225	63,331

Police Staff	£000		
	+0.1%	+0.0%	-0.1%
<u>Adjustment to discount rate</u>			
Present value of total obligation	488,613	500,348	512,377
Projected service cost	20,221	20,813	21,423
<u>Adjustment to long term salary increase</u>			
Present value of total obligation	501,615	500,348	499,094
Projected service cost	20,823	20,813	20,803
<u>Adjustment to pension increases and deferred revaluation</u>			
Present value of total obligation	511,158	500,348	489,798
Projected service cost	21,415	20,813	20,228
<u>Adjustment to mortality age rating assumption</u>			
Present value of total obligation	+1 Year 518,278	None 500,348	-1 Year 483,070
Projected service cost	21,440	20,813	20,204

Court of appeal ruling in McCloud/Sargeant case

For further details of this case, and how the impact has been dealt with in the 2019/20 Statement of Accounts and supporting disclosures, please refer to note 7, Contingent Liabilities.

Guaranteed Minimum Pension (GMP) Equalisation

As a result of the High Court's recent Lloyds ruling on the equalisation of GMP's between genders, a number of pension schemes have made adjustments to accounting disclosures to reflect the effect this ruling has on the value of pension liabilities.

The valuation assumptions for GMP adopted within the 2019/20 accounts is that the fund will pay limited increases for members that have reached the state pension age (SPA) by the 6th April 2016, with the Government providing the remainder of the inflationary increase. For members that reach SPA after this date, the assumption is that the Fund will be required to pay the entire inflationary increase.

Therefore, based on the above assumptions already being included within the IAS 19 figures disclosed within the 2019/20 accounts, the Chief Constable has not made any further financial adjustments in respect of GMP.

Police Officer Pension Fund Account

Introduction

The Police Officer Pensions Fund Account was established under the Police Pension Fund Regulations 2007 (SI 2007 No. 1932). It is administered on behalf of the Chief Constable by Essex County Council.

The Fund receives income each year from:

- Contributions from the employer based on a percentage of pay
- Contributions from serving police officers
- Other receipts

Pensions to retired police officers, lump sum payments and other benefits are paid from the Fund.

The Fund is topped up by the Group if the contributions are insufficient to meet the cost of pension payments. The Group receives a Police Pension Top Up Grant from the Home Office for an amount equal to the deficit on the Fund.

The Fund is not backed by any investment assets, and its outgoings are funded entirely from the receipts identified above. The Fund accounts solely for the benefits payable in the financial year, and does not account for benefits payable after the period end.

The following table identifies the movements on the Police Officer Pension Fund Account for the year.

	2018/19	2019/20
	£000	£000
Contributions receivable		
Employer (21.3% of Pensionable Pay 2018/19, 31% of Pensionable Pay 2019/20)	(21,457)	(32,636)
Serving police officers	(13,568)	(14,096)
Capital equivalent payment for ill health	(1,006)	(265)
Transfers in		
Individual transfers in from other schemes	(609)	(324)
Total Receipts	(36,640)	(47,321)
Benefits payable		
Pensions	64,702	67,532
Commutations and lump sum payments	14,296	16,720
Annual and lifetime allowance tax payments	713	0
Lump sum death benefits	0	198
NIC on pension funds	0	0
Interest on commutations and lump sum payments	12	4
Payments to and on account of leavers		
Refund of contributions	106	115
Individual transfers out to other schemes	195	169
Total Payments	80,026	84,738
Sub total for the year before transfer from the PFCC of amount equal to the deficit	43,386	37,417
Transfer of amount from the PFCC of amount equal to the deficit - annual benefits (21.3%)	(40,465)	0
Transfer of amount from the PFCC of amount equal to the deficit - additional funding payable (2.9%)	(2,921)	0
Transfer of amount from the PFCC of amount equal to the deficit - annual benefits (31%)	0	(37,417)
Transfer of amount from the PFCC of amount equal to the deficit - Total	(43,386)	(37,417)
Net Amount Payable for the year	0	0

Police Officer Pension Fund Account

Pension Schemes

There are currently three schemes in operation which feed into the Police Officer Pension Fund. These are as follows:-

- The Police Pension Scheme 1987 – a defined benefit statutory scheme administered in accordance with the Police Pensions Regulations 1987. This is the oldest scheme currently in operation and is based on final salary. Membership will gradually be phased out over the medium term as officers are tapered into the CARE scheme (see below). 1987 scheme members had the choice to move to the 2006 scheme (also see below) when this was introduced, but the number of transfers were minimal.
- The Police Pension Scheme 2006 – a defined benefit statutory scheme administered in accordance with the Police Pensions Regulations 2006. This is an additional final salary-based scheme which is also being slowly phased out and tapered into the CARE scheme. Membership eligibility for both the 1987 and 2006 schemes is now closed.
- The Police Pension Scheme 2015 or 'CARE' (Career Average Revalued Earnings) scheme - a defined benefit statutory scheme administered in accordance with the Police Pensions (Consequential Provisions) Regulations 2015. This was introduced from 1st April 2015 and is the only scheme open to new officers. Existing officers were brought into the scheme on 1st April 2015 unless they had full transitional protection or tapered protection. Injury and ill-health awards continue to be paid from the Chief Constable's operating account. The employer rate is 31%.

The table on the previous page showing the movements on the Police Officer Pension Fund for the year does not include liabilities to pay pensions and other benefits after the Balance Sheet date. The liabilities for future retirements benefits are disclosed in note 42 of the PFCC/Group accounts.

GLOSSARY OF TERMS

ACCRUAL – The recognition, in the correct accounting period, of income and expenditure as it is earned or incurred, rather than as cash is received or paid.

ACTUARIAL GAINS AND LOSSES – For a defined benefit scheme, the changes in actuarial deficits or surpluses that arise because events have not coincided with the actuarial assumptions made for the last valuation (experience gains or losses) or the actuarial assumptions have changed.

ACTUARIAL VALUATION – A valuation of assets held, an estimate of the present value of benefits to be paid, and an estimate of required future contributions, by an actuary, on behalf of a pension fund.

APPROPRIATIONS - Amounts transferred to or from revenue or capital reserves.

ASSET - An item that has a value, for example, land & buildings, vehicles, equipment, cash.

BUDGET – A statement of the PFCC's plans in financial terms. A budget is prepared and approved by the Chief Constable before the start of each financial year and is used to monitor actual expenditure throughout the year.

CASHFLOW STATEMENT – This statement summarises the inflows and outflows of cash.

CIPFA – The Chartered Institute of Public Finance and Accountancy. This is the main professional body for accountants working in the public services.

CORPORATION SOLE – A legal entity consisting of a single incorporated office, occupied by a single individual.

CREDITORS – Individuals or organisations to whom the Chief Constable owes money at the end of the financial year.

CURRENT ASSETS AND LIABILITIES – Current assets are items that can be readily converted into cash. Current liabilities are items that are due immediately or in the short-term.

CURTAILMENT – For a defined benefit scheme, an event that reduces the expected years of future service of present employees or reduces for a number of employees the accrual of defined benefits for some or all of their future service.

DEBTORS – Individuals or organisations who owe the Chief Constable money at the end of the financial year.

DEFINED BENEFIT SCHEME – A pension scheme which defines the benefits independently of the contributions payable and the benefits are not directly related to the investments of the scheme.

FAIR VALUE – The price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

FINANCIAL REGULATIONS – A written code of procedures approved by the PFCC, intended to provide a framework for proper financial management.

FINANCIAL YEAR - The period of twelve months for the accounts commencing 1st April.

GOVERNMENT GRANTS - Assistance by government and inter-government agencies and similar bodies, whether local, national or international, in the form of cash or transfers of assets to a PFCC in return for past or future compliance with certain conditions relating to the activities of the PFCC.

GROUP (ACCOUNTS) – The consolidated position of both the Chief Constable of Essex and the Police Fire & Crime Commissioner for Essex.

IAS19 RETIREMENT BENEFITS – An accounting standard that requires the recognition of long term commitments made to employees in respect of retirement benefits in the year in which they are earned.

INCOME & EXPENDITURE ACCOUNT – The main revenue fund of the PFCC into which the precept, government grants and other income are paid, and from which the costs of providing services are met.

GLOSSARY OF TERMS

INTEREST INCOME – The money earned from the investment of surplus cash.

INTEREST COSTS (PENSIONS) – For a defined benefit scheme, the expected increase during the period in the present value of the scheme liabilities because the benefits are one period closer to settlement.

INTERNATIONAL ACCOUNTING STANDARDS (IAS) – Standards for the preparation and presentation of financial statements, published between 1973 and 2017 by the International Accounting Standards Committee.

LIABILITY – An obligation of an entity arising from past transactions or events, the settlement of which may result in the transfer or use of assets, provision of service statement of the PFCC's plans in financial terms. A budget is prepared and approved by the PFCC before the start of each financial year and is used to monitor actual expenditure throughout the year.

LONG-TERM ASSETS – Tangible assets that yield benefits to the Chief Constable for a period of more than one year.

NPCC – National Police Chiefs' Council.

PAST SERVICE COST – For a defined benefit scheme, the increase in the present value of the scheme liabilities related to employee service in prior periods arising in the current period as a result of the introduction of, or improvement to, retirement benefits.

PENSION FUND – A fund which makes pension payments on retirement of its participants.

PFCC – Police, Fire and Crime Commissioner

PROJECTED UNIT METHOD – An accrued benefits valuation method in which the scheme liabilities make allowances for projected earnings. The scheme liabilities at the valuation date relate to:

- a) the benefits for pensioners and deferred pensioners and their dependants, allowing where appropriate for future increases.
- b) the accrued benefits for members in service at the valuation date.

PROVISION – An amount set aside to provide for a liability that is likely to be incurred but the exact amount and the date on which it will arise is uncertain.

RETIREMENT BENEFITS – All forms of consideration given by an employer in exchange for services rendered by employees that are payable after the completion of employment.

REVENUE EXPENDITURE AND INCOME – Day to day expenses mainly salaries and wages, general running expenses and the minimum revenue provision cost. Charges for goods and services.

SERVICE REPORTING CODE OF PRACTICE – A code of practice issued by CIPFA, which provides a consistent and comparable basis for financial reporting across local authorities in the United Kingdom.

SCHEME LIABILITIES – The liabilities of a defined benefit scheme for outgoings due after the valuation date. Scheme liabilities measured using the projected unit method reflect the benefits that the employer is committed to provide for service up to the valuation date.

SETTLEMENT – An irrevocable action that relieves the employer (or the defined benefit scheme) of the primary responsibility for a pension obligation and eliminates significant risks relating to the obligations and the assets used to effect the settlement.

UNUSABLE RESERVES – Reserves that represent the net value of fixed assets and pensions & other liabilities, but which cannot be applied to fund expenditure or reduce local taxation.

USABLE RESERVES – Reserves that can be applied to fund expenditure or reduce local taxation.

FURTHER INFORMATION

Further information about the Chief Constable's accounts is available from:

Corporate Finance
Essex Police Headquarters
PO Box 2
Springfield
Chelmsford
Essex
CM2 6DA

Telephone 01245 452615
E-mail: public.finance.enquiries@essex.police.uk

General information about Essex Police can be obtained at:
www.essex.police.uk

SUBJECT TO AUDIT