

MINUTES
POLICE, FIRE AND CRIME COMMISSIONER FOR ESSEX
AND ESSEX POLICE
PERFORMANCE AND RESOURCES BOARD

27 August 2020, 10.00am to 1.00pm, MS Teams

Present:

Kevin Baldwin (KB)	Assistant Chief Constable, Essex Police
Pippa Brent-Isherwood (PBI)	Chief Executive, PFCC's Office
Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner (Chair)
Dr Vicki Harrington (VH)	Director of Strategic Change and Performance, Essex Police
Suzanne Harris (SH)	Head of Performance and Scrutiny for Policing and Crime, PFCC's office
Liz Helms (LH)	Interim Head of Finance, PFCC.s Office
Debbie Martin (DM)	Chief Finance Officer, Essex Police
DCC Pippa Mills (PM)	Deputy Chief Constable, Essex Police
Janet Perry (JP)	Strategic Head of Performance and Resources, PFCC's office
ACC Andy Prophet (AP)	Assistant Chief Constable, Essex Police
Claire Putnam (CP)	Minutes, PFCC's office

Apologies:

Roger Hirst (RH) Police, Fire and Crime Commissioner

1 Introduction and welcome

JG welcomed all to the meeting. Apologies were received from RH.

2.i Minutes of last meeting

VH asked Action 22/20 be changed to 'JP was keen to know more about the 21/22 savings Profile so a date would be arranged when the detail was available and after it had been through the Governance process. PM confirmed that the budget setting process starts in October/November so Action is ongoing'.

4.i.2 VH asked this item be amended to 'VH stated Racial and Religiously Aggravated Offences is a new statistical outlier for this month'.

7.1 VH asked this item be amended to ' Victims, however, are less likely to agree that the police are doing a good or excellent job. Those who said the Police did an excellent job remains stable between Q3 and Q4 at 18%'.

8.1 VH asked the second sentence of this item be changed to 'this is a decrease of 2 percentage points compared to week five' and the fourth sentence be changed to 'An increase of 1.8 percentage points compared to week five.'

10.1 VH asked that the note connected to this point be changed to 'Ethnic Appearance' is officer defined ethnicity and completed by the investigating officer'

Subject to these changes the minutes were agreed as a correct record of the last meeting.

There were no matters arising from the minutes not covered elsewhere on the agenda.

JG introduced SH to the meeting as the new Head of Performance and Scrutiny for Policing and Crime. SH said she was attending this meeting to observe before her role officially starts on 1 September. PM stated Anna Hook, SH's predecessor, used to attend some of the Force's Strategic meetings and extended the same invitation to SH attend the meetings.

2ii Action Log

21/20 PFCC Victim Commissioning Programme - KS and VH to discuss Victim Support data trends. Update 27 August 2020: Meeting has taken place, Action closed.

22/20 Efficiency and Investment Plan (Transformation Savings) - JP, VH, DM and LH to meet to discuss the details of VH's report after 17th August. Update 27 August 2020: JP was keen to know more about the 21/22 savings Profile so a date would be arranged when the detail was available and after it had been through the Governance process. PM confirmed the budget setting timetable shows the first informal meeting is 25 November. Action to remain open as ongoing.

23/20 Quarterly Finance Report - JP, DM and PM to meet regarding future forecasting. Update 27 August 2020: Meeting that took place on 5 August was JP and DM induction meeting. Meeting is being arranged for the week of 1st to 4th September. Action to remain open.

24/20 Quarterly Finance Report - JP, JG, DM and LH to discuss the transfer from revenue to capital in 2020/21 Update 27 August 2020: It was agreed that this action should close. JP raised her concerns that it was not resolved yet. Therefore, although the item was closed on the P&RSB action log, JG agreed that it should be considered internally by the PFCC

Action: 29/20

JP to brief JG, PBI and RH on the transfer of £1m from revenue to capital

25/20 Quarterly Finance Report - RJ to remove the tables and send to the PFCC's office for publishing purposes. Update 27 August 2020: Tables removed, Action closed

26/20 HR Report - JP, RL and DM to discuss overtime reporting in the HR paper Update 27 August 2020: The meeting has taken place and it was agreed a high level overtime hours would be included in the HR report . Action closed. JP noted that she agreed with RL that the HR report should reduce from the current 18 pages and would work with RL to determine how this could be achieved

Action: 30/20

JP to work with RL to determine information that could be removed from the HR report.

27/20 Covid-19 Interim Confidence Findings - VH to include Covid-19 related complaints in the report Update 27 August 2020: PM confirmed the Covid-19 related complaints figures were sent as stand- alone figures to the PFCC's office on 18th August. Going forward they will be included in the Confidence Quarterly reports to P&RSB. The next Confidence report is scheduled for the September P&RSB meeting Action closed

28/20 Hate Crime - AH to put Hate Crime onto the Forward Plan annually Update 27 August 2020: Next update is scheduled for July 2021 Action closed.

2.iii Forward Plan

- 2.iii.1 PM confirmed there are place holders for December 2020 onwards for the Police and Crime Plan priority updates,. PM also stated the documents are lengthy so would be advisable for VH's team and SH to meet to agree a format for the update reports.

Action: 31/20

VH's team and SH to meet to discuss the Police and Crime Plan priority updates to agree the format for the update reports

3 Finance

3.i Efficiency & Investments Plan (Transformation Savings)

- 3.i.1 VH said due to the timing of the Savings and Efficiency Board there is no further update for the Performance and Resources Scrutiny Board since the July paper
- 3.i.2 JP asked without going into any detail, were Essex Police content that no major issues came to light during the meeting on 17 August? PM confirmed that overall, there is a small savings surplus for 2020/21 with no concerns regarding meeting the cashable and efficiency savings plans.
- 3.i.3 The decision at the May Strategic Change Co-ordination Board (SCCB) to pause two business cases was reviewed and reversed at the SCCB on 23 June . The in-year 2020/21 savings forecast reflects the £81k savings reduction as a result of the pause.
- 3.i.4 VH confirmed as a result of some changes the forecast outcome for 2020/21 is now predicting a favourable variance of £31k (£25k recurring).
- 3.i.5 PBI confirmed that scheduling for meetings next year is underway and will be aligned with the Force's meetings. PM said the challenges arise when it's a six weekly meeting cycle for the Force.

3.ii Monthly Finance Report

- 3.ii.1 DM highlighted the following; The latest forecast revenue overspend of £2.727 million which includes forecast expenditure of £1.3m for Op Talla and £1.4m for Op Melrose She said there were 3,304 FTE Police Officers at end of July with an expected forecast by year end of 3,369 FTE. The Capital is forecast to be £9.6m in deficit by the year end. The forecast capital expenditure is £19.4m and forecast capital income from property disposals is £6.7m.
- 3.ii.2 DM stated Police Officers are still forecast to overspend by£2.4 million, this is due to there being 24.5 FTE more than budgeted at the start of the year as well as fewer leavers and more transferees.

- 3.ii.3 Overspend on Police Officer's overtime has reduced slightly by £300,000 however the Force is still reporting a £1 million overspend. DM stated the net position for Police Officers is £3.5 million overspent.
- 3.ii.4 The underspend on Police Staff Pay is £1 million, which is predominately due to staff vacancies above the vacancy factor across the Force.
- 3.ii.5 The overspend on Supplies and Services is due to Personal Protective Equipment (PPE) expenditure and Forensic Service Provider top up payments. This follows the national fall in forensic submissions, due to Op Talla, offset by revenue consequences underspends for the IT Technical Refresh. This approved project and the proposed 7 Forces programme project have been delayed until 2021/2022.
- 3.ii.6 Contribution from Earmarked reserve includes a forecast £1.5 million transfer from the Major Operational Reserve, to part fund Op Melrose (£1.4 million) and Op Talla (£0.1 million) in the event the Home Office funding does not cover the cost of each operation.
- 3.ii.7 The contribution from the General Reserve is £1.227 million. The General Reserve balance at the start of the financial year was 2.95% of the 2020/21 Force budget of £314.7 million.
- 3.ii.8 PM confirmed the attrition rate of 23 used in the budget is based on historic figures. It was agreed at the Chief Officers Group (COG) that DM and Richard Leicester will discuss whether the figure needs adjusting. PM informed the Board other Forces were also experiencing less leavers with more Officers wanting to stay and contribute to the national crisis. PM also said there were 23 transferees which will mean a shorter training period and the benefit of experienced Officers. They do cost more than new recruits, but this is still a positive position for the Force.
- 3.ii.9 PM said in relation to the Criminal Justice (CJ) command overtime, the Force is counting the overtime cost in custody in relation to Op Talla. The PFCC will be aware that a remand suite was established in Southend which holds virtual remand hearings and has taken on additional HM Court Service work, which has meant additional staffing. PM confirmed the National Lead for CJ are progressing recovery of costs from the Ministry of Justice.
- 3.ii.10 DM confirmed there are two virements for approval by the PFCC, which relate to SERP funding and Stanstead Airport funding for the realignment of changes. JG confirmed the PFCC's agreement
- 3.ii.11 DM said the Major Incident Reserve is still showing that £1.5 million will be used for Op Melrose. This will change in month 5 when the forecast funding from the Home Office will be included.
- 3.ii.12 DM said the Capital Expenditure forecast was £19.4 million and there was a further £4.5 million of programmes awaiting approval from the Strategic Board JP asked whether DM thought the total £23.9 million would actually be spent in 2020/21, DM confirmed that the forecasts were realistic.
- 3.ii.13 JG thanked DM and team for a very in-depth informative report.

4. Monthly Performance Report (July)

- 4.1 Four of the seven PFCC Police and Crime Plan priorities have been given a recommended grade of 'Good'. Recommended grades have been determined with reference to comparisons with the Most Similar Group (MSG) of forces for Essex

Police, internal key performance indicators (KPIs), and professional judgement. Three of the seven PFCC priorities have been given a recommended grade of 'Requires Improvement' as follows; 1 More local, visible and accessible policing), 3 Breaking the cycle of domestic abuse and 4 Tackling gangs and serious violence.

- 4.2 All Crime fell by 3.5% for the 12 months to July 2020 compared to the 12 months to July 2019. This equates to 5,833 fewer offences. Essex Police recorded 247 fewer offences in the month of July 2020 compared to July 2019; this equates to a 1.7% reduction. In July 2020 fewer offences were recorded in every victim-based crime category, other than Violence with Injury (which experienced a statistically exceptional increase in July), Violence without Injury, Stalking & Harassment and Other Sexual Offences when compared to July 2019.
- 4.3 The number of crimes recorded by Essex Police has reduced since the Government's restrictions on gathering and movement in relation to Covid19, were introduced, compared to the period of no intervention. 8.7% fewer offences have been recorded since the Government's restrictions were eased to allow the public to meet in groups of up to two households, and additional businesses, including pubs, were permitted to reopen (4 July 2020 to 31 July 2020 inclusive compared to the same period in 2019); this equates to around 44 fewer offences per day. By contrast, 25.1% fewer offences were recorded when the full restrictions were in place (24 March 2020 to 12 May 2020) compared to the same period in 2019); this equates to around 118 fewer offences per day. Each change in the rules relating to Covid19 has affected the number of All Crime offences reported to Essex Police.
- 4.4 The number of anti-social behaviour (ASB) incidents was 20.2% higher in July 2020 compared to July 2019 (834 more incidents); by way of comparison, there were 31.2% more incidents in June 2020 compared to June 2019, and 47.8% more in May 2020 compared to May 2019. The increase in reports of ASB is mainly due to the Government's restrictions to slow the spread of Covid19 that were introduced on 23 March 2020; many reports relate to activities that were previously not considered to be anti-social behaviour, for example social gatherings, as well as shops and businesses continuing to trade.
- 4.5 Confidence (Essex Police internal survey) is at 65.6% (results to the 12 months to March 2020). Compared to year ending March 2019, confidence in the local police decreased (deterioration of 1.1 percentage points). Confidence in the local police from the Crime Survey of England and Wales (CSEW) places Essex eighth in its MSG, and 6.5% points below the MSG average.
- 4.6 VH took the Board through the priorities highlighting the following; Essex Police performance in relation to emergency response attendance within 15 minutes (urban) or 20 minutes (rural) remains below the 80% target for the 12 months to July 2020. However, performance improved by 4.2 percentage points, when compared to the 12 months to July 2019.
- 4.7 Essex experienced a 2.6% increase (1,083 more) in Domestic Abuse (DA) incidents and a 3.3% increase (641 more) in repeat incidents of DA for the 12 months to July 2020 when compared to the 12 months to July 2019. However, there was an 11.1% increase (1,319 more) in D A arrests and a 26.2% increase (45 more) in Domestic Violence Protection Notices (DVPN) and Domestic Violence Protection Orders (DVPO) in the 12 months to July 2020, compared to the 12 months to July 2019. There was a 5.9% increase (191 more) in the number of solved D A outcomes in the 12 months to July 2020, compared to the 12 months to July 2019. Due to the increase in repeat incidents and the decrease in the high and medium risk solved volume, a grade of 'Requires Improvement' is recommended.

- 4.8 There was a 2.8% decrease (423 fewer offences) in Violence with Injury. Essex is fourth in its MSG for offences per 1,000 population and is slightly better than the MSG average. Despite this decrease there is a rise in DA related Violence with Injury (11.8% increase, 604 more offences); 39.3% of Violence with Injury is DA related.
- 4.9 There was a 99.6% increase (1,864 more) in the number of stop and search for weapons in the 12 months to July 2020, compared to the 12 months to July 2019. This is a result of both increased police proactivity and improvements in technology. There was a 67.7% increase (559 more) in the number of knife-enabled crime offences in the 12 months to July 2020, compared to the 12 months to July 2019. Due to the fact that Essex is above the MSG average for high harm offences, and the number of solved Violence with Injury offences has decreased, a grade of 'Requires Improvement' is recommended.
- 4.10 Priority 6, Protecting Children and Vulnerable People, was upgraded to Good in April and has been maintained. Although there was a 5.7% decrease (121 fewer) in the number of Child Sexual Abuse/Exploitation investigations in the 12 months to July 2020, compared to the 12 months to July 2019 there was a 65.5% increase (150 more) in the number of solved Child Abuse Outcomes in the 12 months to July 2020 compared, to the 12 months to July 2019. 18.6% more Child Abuse offences (an additional 842) were recorded in the 12 months to July 2020, compared to the 12 months to July 2019. There was an increase of 2 percentage points in the solved rate (from 5.1% to 7.1%). As the number of Child Abuse investigations solved each month has been consistently higher than the volumes recorded in the same month the previous year (since September 2019), a grade of 'Good' is recommended.
- 4.11 VH confirmed that 13 Priority Indicators are Improving, three are Stable and eight are Deteriorating which is the same as in June. PM said the monthly performance overview shows the Force's understanding of Covid-19 implications, showing a 25% reduction in crime during lockdown. PM confirmed that DA is positive regarding the increase in DVPNs and DVPO's) which put Essex Police amongst the top few Forces' for utilisation of DVPNs and DVPOS nationally, which has continued through Covid-19. 70% of DA is medium risk, PM confirmed this is the next area of focus.

AP and KB joined the meeting at 11.16am

- 4.12 PM noted the Organised Crime Group (OCG) disruptions are changing in September/October and will be a national assessment 'Management of Risk in Law Enforcement' (MORILE).
- 4.13 PM said the force means the Internal Survey when describing SMSR however, this may be slightly misleading as it should say Independent Survey not Internal. JG agreed.

Action: 32/20

VH to change the wording for the SMSR Survey to Independent Survey.

- 4.14 JG thanked VH for a very comprehensive report and was pleased to see how DA is progressing as highlighted at the recent Southend Essex and Thurrock Domestic Abuse Board (SETDAB) which was encouraging. JG also thanked Ch/Supt Andy Mariner and his team.

5 Balance Scorecard

- 5.1 VH explained that the data was for the quarter ending March 2020. However, the team are working on condensing the data to ensure reporting is more up to date. VH

also confirmed that this is from Force Level only and is not looking at different Commands.

- 5.2 VH said the analysis has been focused on daily reporting on the Covid-19 situation, daily ASB breaches, scenario analysis work, Covid-19 Survey and also work nationally on Resource Epidemic Impact Modelling (REIM) which allowed the Force to understand where issues may arise in terms of resources and the level of risk presented.
- 5.3 VH said there has been no change in the overall grades since the last quarterly report of 2019/20. There are three areas out of the four that 'Require Improvement' These are Keeping People Safe, Community Focus and Efficiency and Effectiveness. The only score that is 'Good' is for Our People
- 5.4 The primary redline measure for Keeping People Safe is the volume of Violence with Injury (VWI) solved offences. Essex Police solved 607 fewer VWI offences for the 12 months to March 2020, compared to the same period in 2019. This also marks a deterioration from the position at the last Force Performance Board (FPB) when Essex Police had solved 475 fewer VWI offences for the 12 months to December 2019, compared to the 12 months to December 2018. This deterioration since the last FPB has been experienced in all three Local Policing Areas (LPAs). Since the last FPB there has been an improvement in High Harm Offences. In the 12 months to March 2020, Essex Police arrested 252 fewer DA suspects for VWI offences, compared to the 12 months to March 2019: 2,183 compared to. 2,435. The arrest rate also fell during this same period, from 49.3% to 39.7%.
- 5.5 The primary redline measure for Community Focus is Confidence in Local Policing (from the Crime Survey of England and Wales). For the 12 months to December 2020, confidence was at 46.6%. Although this is an improvement from the 45.0% reported at the previous FPB, the change is within the confidence interval. Essex remains eighth in its MSG, and 8.7 percentage points below the MSG average, although this is an improvement in the Essex distance from MSG average, since the last FPB, when it was 10.7 percentage points below the MSG average. Confidence has also improved in the local SMSR survey. In the 12 months to March 2020, confidence was at 65.6%. This is an improvement from 64.7% for the 12 months to December 2019. However, it was noted that Essex Police are not closing the gap on Black, Asian and Minority Ethnic (BAME) confidence.
- 5.6 The primary redline measures for Efficiency and Effectiveness are file quality and Financial Outturn. Although the Financial Outturn for 2019/20 was an underspend of £897,000, Athena remand file quality is below the 95% target and continues to deteriorate to 60.5% from 87.1% in the last FPB. Despite the work to improve file quality the force is still not seeing an increase in VWI solved volumes.
- 5.7 The primary redline measure for Our People is staff and officer sickness. The current MSG officer and staff sickness position is unknown as national data is released annually, with the last update being to March 2019. However, there has been continued improvements in officer sickness and in the majority of the KPIs in this area.
- 5.8 JP asked about the metrics being used for efficiency and effectiveness and asked if she could get some further information on all the measures being used..

Action: 33/20

JP to be sent the data relating to the Balance Scorecard

6.i Use of Force/Stop and Search

- 6.i.1 There were 5,002 instances of Use of Force recorded in Essex during quarter one of 2020/21 which, is an increase of 1,254 (33.5%) additional forms completed, compared to the same quarter for 2019/20, and a 21.5% increase on the previous quarter. 60.3% (3,017) of tactics involved the handcuffing of the subject. There were almost double the amount of 'Compliant Handcuffs' than 'Non-Compliant'. Use of force with firearms listed as a first tactic has fallen since last quarter. 183 uses of Taser have been recorded in this quarter, these refer to 130 separate incidents.
- 6.i.2 81.3% of subjects on Use of Force records were male. 54.7% of subjects are in the 18-34 age range, with the average age being 31 years old. The proportion of BAME subjects continues to be higher than the proportion of BAME within the population of Essex as a whole. 10.2% of subjects were Black or Black British compared to 2% of the population who were Black or Black British (as measured at the last census).
- 6.i.3 There were 8,891 searches carried out in the first quarter of 2020/21, this is 51.1% (3,007) more than the previous quarter and 101.2% (4,472) higher than the same quarter in 2019/20. This rise is due to an increase in Misuse of Drugs Act (MDA) stops. 70% of respondents agree that Essex Police use Stop Search powers fairly and respectfully. This falls to 56% for BAME respondents. The peak age range for those stopped is 18-25 with 87.6% of subjects being male. There were 13.5 stops per 1000 people identified as BAME in Essex last quarter, this compares to 4.1 Stops per 1000 of the White population. This means a BAME subject, is over three times more likely to be stopped than a White subject.
- 6.i.4 PBI stated that the proportion of positive outcomes has been mixed over the last quarter, which AP agreed with and stated that there isn't a clear definition of what constitutes a positive outcome. PM explained that there is no national measure in place however, the Metropolitan Police define a "1 in 5" as a positive outcome, Essex Police is significantly higher than that. PBI asked if the proportion being stopped and there being a need for further action is available? She asked if that could be included in the report going forward.

Action: 34/20

PM and AP to include the ratio of further action required within the Stop and Search paper going forward.

6.ii Stop and Search Disproportionality

- 6.ii.1 In Essex, a BAME subject is over three times more likely to be stopped than a White subject and this rises to almost six times more likely for a Black or Black British subject. However, there is a declining trend for the proportion of those who are Black or Black British to be Stop and Searched; Essex is around the middle of its MSG with regards the ratio of White Black subjects stopped. All data is benchmarked against the 2011 census. It should be noted that this census includes very out of date information.
- 6.ii.2 AP confirmed the force have reviewed the information on the Essex resident population who are stopped and searched and also non Essex residents year on year, to understand the district breakdown, In Harlow, a Black or Black British subject is 4.37 times more likely to be stopped under MDA than a White subject; in Tendring that rises to 20.66 time more likely.
- 6.ii.3 AP wanted to note that by the end of September the force hope to have two new groups. These are a Stop and Search reference group which will consist of internal and external stakeholders and review a cross section of all Stop and Search activity.

There will also be a Stop and Search Equality, Diversion, Inclusion and Cohesion, Task and Finish Group. This will also consist of internal and external stakeholders and explore disproportionality in Stop and Search including training, briefing, culture, communication and engagement.

6.ii.4 PBI asked if SH could attend the Stop and Search reference group.

Action: 35/20

AP will send an invitation to SH to join the Stop and Search reference group

6.ii.5 PBI asked when the appropriate time for this report would be to be brought back to the Board. PM confirmed a quarterly update alongside the Stop and Search paper to begin with, to be reviewed after 6/9 months.

Action: 36/20

SH to put Stop and Search Disproportionality onto the Forward Plan for the next 2 quarters and note the review at the 9-month stage.

AP left the meeting at 11.52am

7 Vulnerable Groups Quarterly Update

- 7.1 KB updated the Board on the paper and explained it's now a more detailed report showing the work across all commands, including the Disclosure and Barring Service (DBS) and the Strategic Centre.
- 7.2 KB stated that within the Public Protection Inspection Units (PPIU) rape has risen year on year over the past five years and last year has seen the highest rise month on month with 225 rapes reported in one month (quarter one of 2020/21 was 243). Rape did decline in the first quarter due to Covid-19, but is now on the rise again, however, solved outcomes is showing a positive picture with 150% increase the most recent 12 months, compared to the previous 12 months.
- 7.3 KB confirmed that the Quest Team have been dealing with non-recent cases (cases over 12 months) where the subject is in a position of authority and have seen three cases go through the CPS successfully. These cases tend to be very complex and lengthy with difficult disclosure issues and so have experienced Detectives in the team.
- 7.4 KB confirmed that the Police Online Investigation Team (POLIT) team are one of 6 pilot Forces, trialling new technology SIAM which is a forensics triage tool to help identify indecent images and also use KOMODO which is a digital media examiner to identify previously graded images. PM stated that this technology reduces the need for officers and staff to look at difficult images which can have an impact on wellbeing.
- 7.5 KB stated that a key achievement has been that Essex Police has been an outstanding force in the use of DVPNs and DVPOs, which have been used to target abusers and prevent them from contacting their victim.
- 7.6 In quarter 1, the Strategic Centre developed the Crime and Public Protection (C&PP) web pages with a focus on sharing key messages, along with formulation of a Reward and Recognition Bulletin and Learning the Lessons pages. The aim is to provide easy to access information and support officers and staff across the Command through the building of a resource library, this work remains ongoing. In quarter 1, the C&PP news page received 3,460 hits from staff.

- 7.7 Current issues continue to relate to the effect of Covid-19 on the C&PP Command. The measures put in place last quarter remain. Due to the pandemic, the Drink Aware initiative has been put on hold during this quarter, it is expected to resume when the night-time economy re-opens. In addition, the co-location of the Central Referral Unit (CRU) with Essex Multi Agency Risk Assessment Conference (MARAC) in County Hall, Chelmsford has been finalised in respect of the lease, costs and legal agreements. The co-location was due to commence March 2020, however, due to Covid-19 this has been postponed, placing this joint-partnership work on-hold.
- 7.8 With regard to future work, KB highlighted that the force, with CJ partners will be implementing Section 28 of the Youth Justice and Criminal Evidence Act 1999 (YJCEA) from August 2020, following pilots in Leeds, Liverpool and Kingston-upon-Thames, Crown Courts for child witnesses under the age of 16 and those eligible for assistance by reason of disability. This allows all vulnerable and intimidated witnesses who have given their evidence by way of Achieving Best Evidence (ABE) interviewed by video recording with their cross-examination before trial. Section 28 is the last in the range of existing special measures available to support vulnerable or intimidated victims and witnesses to be implemented. Process development and training is underway.
- 7.9 KB explained that he has fortnightly meetings with the Chair of Essex Children's Safeguarding Board, the Directors of Children's Social Services and Mental Health Partners. Unfortunately, it is anticipated that a surge in Child Sexual Exploitation (CSE) numbers will be seen mid-October due to schools returning in early September and this being the first opportunity for teachers to spot any issues. They also anticipate that POLIT cases will rise, as well as reports from schools about children which will include what they have been doing online. KB is confident that the force has the capability to deal with it.

KB left the meeting at 12.28pm

8.i Force Growth Programme 2019/20 Closure

- 8.i.1 The Force Growth Programme has coordinated the additional investment for 2019/20 by recruiting 215 FTE additional frontline officers, 32 FTE additional operational police staff and 16 FTE additional support staff roles. These officer and staff posts were invested in line with the investment plans previously outlined to the PFCC.
- 8.i.2 The final phase of implementation for police officers was scheduled for the end of March, this would have seen the final 53 FTE officers posted to growth roles. Due to the development of Covid-19, and the associated contingency planning by the force, a decision was taken at the Force Growth Board (FGB) on 30 March 2020 chaired by the PM, to defer the posting of the identified officers to maximise frontline capability. Whilst all growth officer posts had individuals ready to move into them, the 2019/20 Growth Programme has not been concluded within the financial year.
- 8.i.3 Through subsequent FGB meetings, the deferral decision was kept under review and an alternative prioritisation plan was developed and approved for implementation. This saw the phased implementation of remaining posts across June and July with final posts being completed in August. The completion of all officer growth posts has been met, bringing the 2019/20 growth programme to a close.
- 8.i.4 Due to the new and innovative nature of some of the growth undertaken as part of the 2019/20 programme, a number of Post Implementation Reviews (PIRs) have been identified for completion during 2020 and beyond, to consider how successfully these teams have been introduced and to identify improvements and developments going forward. This includes PIRs for the Town Centre Teams, Rural Engagement Team,

Business Crime Team and Roads Policing Unit. SH will liaise with Tom Simons and Ed Wells regarding PIRs being presented at future EP P&RSB meetings.

Action: 37/20

SH to liaise with Tom Simons and Ed Wells regarding PIRs being presented at future EP P&RSB meetings

8.ii Force Growth Programme 2020/21

- 8.ii.1 The 2020/21 Force Growth Programme is co-ordinating the increased investment by recruiting 151 FTE additional frontline officers, and 60.8 FTE additional staff (16 FTE operational police staff and 44.8 FTE support staff roles). These officer and staff posts are being invested in line with the investment plans outlined to the PFCC and will be reviewed regularly.
- 8.ii.2 The Strategic Change project team continues to co-ordinate individual plans for the deployment of these additional officers and staff against the timeline set by Chief Officers. The recruitment is being sequenced to ensure the effect of new officer recruitment is realised within Local Policing Teams before experienced officers are released to other specialist roles. The initial timeline for this sequencing was outlined at the Strategic Board on 17 March 2020, and adjustments to the timeline are agreed through the FGB
- 8.ii.3 New Officers were due to commence in July 2020 onwards for this year's programme, however three intakes (O, P and Q) had to be diverted to the Force Control Room, Custody Command and Crime and Public Protection, which enabled the Force to maintain delivery during Covid-19. From mid-September all Officers will revert back, and the programme will continue.
- 8.ii.4 PM confirmed that this has led to the current timeline being amended to consider prioritisation of some posts to be implemented due to the delayed release to operational roles. The amendments have been minimal, so far and will be kept under review through the monthly FGB. Amendments to the timeline agreed through the FGB include; advancing an element of Crime and Public Protection growth;, and Custody Sergeant growth, whilst deferring some Training and Occupational Health growth posts
- 8.ii.5 Recruitment is currently being undertaken across a range of business areas including Operational Policing Command, Professional Standards Department, Serious Crime Directorate, Learning and Development, Firearms, Vetting, Information Management and Data Quality, and a range of Support Services Directorate areas. Ten Community Safety Engagement Officers have been appointed to Community Safety Partnerships in June 2020 with the remaining ten commencing in October.
- 8.ii.6 PM highlighted the implications of postponing the National Sergeants exams, however the College of Policing are delivering an online exam in October which will see the backlog start to reduce. SH asked how postponing the exam has impacted the force and how the online version in October will help. PM explained that annually in March there is a National Sergeants exam and annually in October there is the National Inspector's exam, which Officers need to pass to progress to the selection stage. Each exam might have up to 40 candidates The force relies on these promotions to counter-balance the Sergeants and Inspectors who are retiring as well as filling the growth. PM is confident the online open book exam will allow the force to eliminate the backlog in October.
- 8.ii.7 PBI asked if the Force are still experiencing a high level of applicants in the current climate, which PM confirmed stating one in five applicants are successful, which is a

good outcome especially when compared to other forces. Recruitment campaigns have continued throughout the pandemic and Essex Police has seen increasing numbers of applications each week. The force is currently preparing another recruitment campaign due to go live at the end of September. PBI asked if the campaign could be shared with external partners, such as Essex Leaders and Chief Executives, Recovery Co-Ordination Groups, Essex Partners Board. PM will ask Robin Punt to link in with PBI.

Action: 38/20

PM will ask Robin Punt from the Force's Marketing Team to speak to PBI regarding sharing the recruitment campaign with external partners.

9 AOB

None to report.

There being no other business, the meeting closed at 12.46pm