

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

26 August 2021, 1000 to 1300, via Microsoft Teams

Present:

Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner (Chair)
Julia Berry (JB)	Head of Finance and S151, PFCC's office
Pippa Brent-Isherwood (PBI)	Chief Executive and Monitoring Officer, PFCC's office
Suzanne Harris (SH)	Head of Performance and Scrutiny (Policing), PFCC's office
Mark Johnson (MJ)	Head of Analysis, Strategic Change and Performance Command, Essex Police
Richard Jones (RJ)	Head of Business Partnering and Management Accounting, Essex Police
Debbie Martin (DM)	Chief Finance Officer, Essex Police
Pippa Mills (PM)	Deputy Chief Constable, Essex Police
Rachel Nolan (RN)	Assistant Chief Constable, Essex Police
Janet Perry (JP)	Strategic Head of Performance and Resources, PFCC's office
Andy Prophet (AP)	Assistant Chief Constable, Essex Police
Tom Richards (TR)	Assistant Chief Constable, Essex Police
Camilla Brandal	Minutes, PFCC's office

Apologies:

Roger Hirst (RH)	Police, Fire and Crime Commissioner
Dr Vicki Harrington (VH)	Director of Strategic Change and Performance, Essex Police
Annette Chan (AC)	Chief Accountant, Essex Police

1 Introduction and welcome

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

2.i Minutes of last meeting and matters arising

Some amendments to the minutes of the last meeting had been circulated in advance and as there were no further amendments the minutes were therefore approved. There were no matters arising.

2.ii Action Log

19/21 Finance
Update due in September.

20/21 Finance
Update due in September.

- 30/21 CIPFA Report on FMCR
Update due in September.
- 33/21 Finance
Information now included in report. Close.
- 34/21 Finance
Information sent. Close.
- 35/21 Balanced Scorecard
Due date to be amended to September.
- 36/21 HR, Sickness and Attendance Management, Staff Performance Reports
Information sent through. Close.
- 37/21 PFCC Victims Commissioning Programme
Due date to be moved to September (scheduling clash with DA Performance Meetings).
- 38/21 Terms of Reference
Circulated and no comments received. Close.

2.iii Forward Plan

SH confirmed that there were no additions or changes to the Forward Plan.

3 Finance

3.i Finance Report – Quarterly update

- 3.i.1 DM presented the Month 4 position for the Force and it was noted that there were no virements/ appropriations requiring approval.
- 3.i.2 From the Executive Summary, it was noted that the revenue forecast underspend is at £1.289 against the 2021/22 revenue budget of £330.3m. The capital position reflects a forecast underspend position of £51,000 compared with the original approved budget of £19.1m. The Police Officer strength forecast at the end of July 2021 is 3,440 FTE and is forecast to be 3,553 FTE at year end. The overspend on Police Officer Pay and Allowances is £0.6m. The Police staff strength end of June is 2,155 FTE. Vacancies at end June were 18 FTEs above vacancy factor of 152 FTEs. The underspend on Police Staff Pay and Allowances is currently £0.5m.
- 3.i.3 DM explained the reasoning behind the holding codes on police pay figures where there were more amounts attributed to police pay than necessary which had impacted on the lines within the figures but which ultimately did not affect the bottom line totals, and did not constitute a variance. DM confirmed that an action is place to ensure that the issue with the holding codes does not happen again for the 2022/23 budget planning.
- 3.i.4 A brief discussion took place around the movements and it was confirmed that JB and DM would speak outside the meeting on the technical details of the revenue summary reporting.

- 3.i.5 DM went through the rest of the report, in particular Table 4.2, and a brief discussion took place around the ROCU numbers where it was confirmed that the 3353 FTE included the ROCU numbers. DM confirmed that another column had been added to the Detailed Reserve Analysis at Table 5 to outline the budget setting contributions.

3.ii Efficiency Savings Programme

- 3.ii.1 PM presented the monthly report which set out the progress and updates against current and future efficiency and savings plans. PM confirmed that the Crime & Public Protection MOSOVO review would now be forming part of the wider C&PP review in September 2021 with the in-year saving remaining in the programme and being addressed when the review is concluded. The Drones Part 2 case has been reviewed and is no longer viable. There had been a £271k in year saving from the Microsoft Enterprise Agreement.
- 3.ii.2 JG thanked PM for the report and want to thank the team for the work that is done regarding the efficiencies and savings.

4 Monthly Performance Report

- 4.1 MJ presented the Monthly Performance Report for July 2021 where 4 of the 7 PFCC priorities are graded as 'Good', 3 of the 7 priorities (Tackling Gangs, Protecting Children and Breaking the cycle of Domestic Abuse) have been graded at 'Requires Improvement'. All Crime fell by 2.7% for the 12 months to July 2021 which has primarily been influenced by the Government's restrictions on gathering and movement in relation to Covid19. There was a 6.1% increase in All Crime in July 2021 compared to July 2019 however, the Force recorded 4,733 more offences in July 2021 than in April 2020 (first lockdown). The Force recorded 578 more Violence with Injury offences in July 2021 compared with April 2020 but there were 38.9% fewer Anti-Social Behaviour incidents in July 2021 compared with July 2020. A small change to the confidence figure from May with the confidence levels from the independent SMSR survey recording a 10.1% point increase to 79.8%. 19 FPNs were recorded in July with a total figure of 1,499 issued in the period April 2020 to July 20, and there had been an increase of 29 Modern Slavery referrals in July 2021.
- 4.2 MJ highlighted the following from the report:
- 4.2.1 Priority 3 – Breaking the cycle of domestic abuse had been graded as 'Requires Improvement' due to the fact that the number of DA solved offences had decreased for the third month in a row. However, there had been a 4.3% decrease in Domestic Abuse incidents and a 0.2% decrease in repeat incidents in the 12 months to July 2021 compared with the 12 months to July 2020.
- 4.2.2 Items in Exceptions are an increase in Violence without Injury Offences, Stalking and Harassment Offences, Rape Offences, Racial/ Religiously Aggravated Offences, Hate Crime HO Definition, Domestic Abuse Offences and Public Order Offences. Stalking and Harassment Solved Rate recorded a statistically exceptional decrease.
- 4.3 JG asked about the domestic abuse figures and the decrease in the solved offences. PM confirmed that ACC Nolan was looking into this along with MJ to understand what the 'tipping point' is with the decrease. PM also confirmed that the Force are looking to put dedicated supervision in place around DA from the initial attendance.
- 4.4 SH asked about the Killed and Seriously Injured figures and whether it was possible to show the dates that the figures are drawn from. The PFCC's office receive reports on

the same statistics from ECFRS but they are drawn from a different reporting period. After a brief discussion, it was agreed that MJ would speak to ECFRS and confirm their reporting periods but he would also add in the KSI dates to the Force's reporting in the meantime.

- 4.5 JG commented that it was good to see that the Modern Slavery referrals had increased.

Action: 39/21

MJ to speak to ECFRS to explore alignment of KSI reporting periods, and to add dates to Essex Police Performance Reports.

JG congratulated ACC Prophet on his successful selection as the Force's new Deputy Chief Constable following PM's appointment as Chief Constable of the police force in West Mercia.

5 Use of Force/ Stop and Search

- 5.1 AP presented the quarterly update on the Force's use of force and stop and search powers.

5.2 *Use of Force*

From the Executive Summary, there were 5,785 instances of Use of Force recorded during Q1 2021/22 which was an increase of 802 compared with the same quarter for 2020/21; 3,650 forms involved the use of either compliant or non-compliant handcuffs and 30 forms showed Firearms as a first tactic. There had been 144 uses of Taser recorded as a first tactic. 79.3% of subjects on Use of Force records were male with 42.3% in the 18-34 age range. The proportion of subjects from Ethnic Minorities continued to be higher than the proportion within the population of Essex as a whole, with 9.5% of subjects being Black.

- 5.3 AP went through the Table on Page 8 around the disproportionality figures (which included breakdowns into the Ethnic Minorities) and confirmed that work is being done to understand the levels of activity and why the levels are different in the LPAs.

- 5.4 JG asked if AP had any views on the reasoning behind the increase of Taser use and he was of the opinion that there was no specific pattern but that it could be down to the fact that it was busier and the number of Taser officers had increased. AP confirmed that all the Taser officer's permits are scrutinised and the use of Tasers will be a continuing discussion with the local IAGs.

- 5.5 JG asked about the recording of Tac Comms and the suggested training. AP confirmed that there was an extensive review of the Force's use of force for officers which will address the capture and recording of stop and search with the aim of improving the Tac Comms recording.

- 5.6 SH asked about disproportionality and whether any consideration had been given to cross-matching the age profile with the ethnicity profile with the makeup of different communities. AP was confident that this could be done but he had received no data that would suggest that there is a link between age groups and disproportionality but it would be something that could be looked at.

5.7 *Stop and Search*

AP confirmed that there had been 4,634 stops recorded in Q1 of 2021/22 which was a decrease of 13% on the previous quarter and an 81.9% decrease on the equivalent quarter last year. The high decrease on the same quarter last year was due to the artificially high number of stops during that quarter caused by an increase in drugs stops during the first Covid lockdown. AP commented that the BAME communities are becoming more confident in the way that the Force are using Stop and Search which is a good positive.

- 5.8 AP confirmed that the disproportionality figures are improving and that there had been positive outcomes from the targeted use of Stop and Search (see Table on Page 14). AP confirmed that generally people travelling into Essex from outside the county are more disproportionately affected by their background but the positive hit rate is higher. AP commented that he had queried the dramatic decrease in figures and that this would be looked at in the following quarter to see if there was an emerging trend.

6 Homicide Scrutiny

- 6.1 TR presented the quarterly update on Homicide Prevention activity since May 2021 and commented that the Force had been subject to additional scrutiny around Homicide Prevention following the visit from the Policing Minister due to being one of the six forces with the highest homicide rates nationally. A recent analysis exercise had provided a further deep dive into gender and ethnicity in Essex homicides to see if there were any reasons behind any potential trends, with a reduction in female victimisation may be linked to a reduction in DA homicide.
- 6.2 TR went through the current work and performance that is being undertaken, the analysis of the 3.5 years of homicide data, the use of risk assessment tools, the key areas of strategic activity for each of the homicide driver areas, Stalking Protection Orders, Gangs and County Lines, Mental Health, Organised Crime Groups, NTE, VVU, and future work and expected outcomes.
- 6.3 JG thanked TR for a really comprehensive report and commented that it was good to know that the SETDAB is working with the Force to address some of the trends that are beginning to be seen. TR commented that Lucy Morris needed to be credited with the report and JG asked that thanks be passed back to her.
- 6.4 A brief discussion took place around male domestic abuse figures.
- 6.5 SH asked about whether there was anything that could be done in the analysis around hotspots and locations or whether the homicide numbers were too low to analyse. MJ confirmed that a considerable amount of work had been put into risk terrain modelling and hotspot analysis but it was difficult to identify hotspots for homicides as the figures were so low. MJ commented that one of the key factors in terms of correlation of figures is the number of people that live in a county (i.e. population size) where Essex is 'about right' for the number of homicides per population size.

Meeting paused at 1100
Meeting reconvened at 1110

RN joined the meeting at 1110

- 6.6 JP wanted to mention the successful STAR bid and PM confirmed that she would send through some wording for the minutes. Subsequently sent through as below:

[We have received funding for one of our two STAR (Science Technology, Analysis and Research) bids - £54,500 for Violence, Abuse, and Intimidation against Women and Girls (VAIWG), Hate & Harm mapping. This commissioned an analytical harm mapping product that draws on a range of less common police and partner data sources to predict where very different types of harm may occur. It will identify locations perceived as 'no go' areas for women and girls and whether types of antisocial behaviour act as a precursor to hate incidents. Mapping and predicting precise locations will allow police and partners to jointly target vulnerable areas, prevent harm and improve feelings of safety.

Doctor Harrington has been invited to be a member of the STAR Board. She submitted an incredibly strong application and, against stiff competition, her experience and knowledge won the day. Well done Doctor Harrington!]

7 Deep Dive – Cracking down on Anti-Social Behaviour

- 7.1 RN presented the deep dive assessment of the key deliveries, performance and future work to deliver the Police and Crime Plan in relation to the 'crack down of anti-social behaviour'. This deep dive reports on the work completed from the previous paper from June 2019.
- 7.2 RN went through the key headlines, the review of the way the Force deal with ASB, the Force resources that are used to manage ASB and their objectives, the powers and partnerships that are used through the Community Safety Hubs, how ASB is being tackled through the Community Safety Engagement Officers, the use of Restorative Justice with victims and perpetrators, the work done by the Town Centre Teams and the Business Crime Unit, Live Chat and the facility to report ASB online, Op Talla's response to Covid19 and ASB, performance indicators which included a reduction in the number of all ASB incidents and an increase in public confidence that policing responses to ASB is improving, the comparison with the MSG position, the successful STAR bid for a mapping tool (in partnership with ECFRS and ECDA), and future work and development and actions for improvement.
- 7.3 JG thanked RN for the very comprehensive report and she was pleased to see the progress made with the Community Safety Partnership Hub at Harlow, the use of RJ, the link between Safer Essex and partnerships, LiveChat, the successful STAR bid and the patrols with school teachers project.
- 7.4 SH asked about the categorisation of ASB into nuisance and environment and the differences between them. RN would send SH a briefing note on this point.

Action: 40/21

RN to send information about the categorisation of ASB to SH

8 Approval for publishing of documents

It was confirmed that the papers for publication would be 3i, 4, 5, 6 and 7 (paper only).

9 Any Other Business

JG wanted to record her thanks to PM as it was her last P&R board meeting before she moved to West Mercia. JG wanted to thank PM for her all her considerable work done on papers, contents and also for the support that she had had from one Deputy to another. PM thanked JG for her comments and wanted to also thank the team who work behind the scenes carrying out the admin.

There being no other business, the meeting closed at 1146.