

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

30 December 2021, 1000 to 1300, via Microsoft Teams

Present:

Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner (Chair)
Scott Cannon (SC)	Det Supt, Professional Standards, Essex Police (for part)
BJ Harrington (BJH)	Chief Constable, Essex Police
Dr Vicki Harrington (VH)	Director of Strategic Change and Performance, Essex Police
Suzanne Harris (SH)	Head of Performance and Scrutiny (Policing), PFCC's office
Darren Horsman (DH)	Strategic Head of Policy and Public Engagement, PFCC's office
Debbie Martin (DM)	Chief Finance Officer, Essex Police
Rachel Nolan (RN)	Assistant Chief Constable, Essex Police
Glen Pavelin (GP)	T/Assistant Chief Constable, Essex Police (for part)
Janet Perry (JP)	Strategic Head of Performance and Resources, PFCC's office
Andy Prophet (AP)	Deputy 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 (Chair)
Julia Berry (JB)	Head of Finance and S151, PFCC's office
Pippa Brent-Isherwood (PBI)	Chief Executive and Monitoring Officer, PFCC's office
Richard Jones (RJ)	Head of Business Partnering and Management Accounting, Essex Police

1 Introduction and welcome

JG welcomed all to the meeting. Apologies were received from RH, JB, PBI and RJ. It was noted that DH was standing in for PBI.

2.i Minutes of last meeting and matters arising

- 2.i.1 VH asked if under paragraph 3.ii.1 that the years could be inserted for clarification so the second sentence ends with '... Police, Fire and Crime Panel for 2021/2022'. VH also asked if the year could be inserted on the first sentence of paragraph 3.ii.2 so that it reads '...now been removed from the savings figures for 2021/2022', and the second sentence to read 'VH confirmed that the overall in-year figure for 2022/2023 is showing as'.
- 2.i.2 VH asked if paragraph 4.4 could refer to SMSR survey results being quarterly not six monthly.

2.i.3 There were no further amendments to the minutes of 29 November 2021 and they were therefore approved. There were no matters arising.

2.ii Action Log

- 30/21 CIPFA Report on FMCR
Ongoing. Workshop still needs to happen to discuss outcome from CIPFA report.
- 41/21 Action Log
Ongoing – due date amended to February 2022 once the new Police and Crime Plan measures discussion has taken place.
- 48/21 Crime Prevention Strategy
Ongoing – due in January 2022. RN to be included in discussion with SH and Nikki Metson, and PBI to be consulted regarding links with Safer Essex.
- 49/21 OPC Annual Report
Figures provided and business case to be presented at a Strategic Board for approval. Close.
- 52/21 Forward Plan
New template drafted and new headings to be trialled in February 2022. Brief discussion around Deep Dive versus Key Update report, what they will entail and how frequent they are. Thought to be given to an alternative title to 'Deep Dive'.
- 54/21 Forward Plan
Budget setting timetable to be tabled at Strategic Board in March to consider before process commences. DM and JP to discuss potential bottlenecks for papers etc. Close.
- 56/21 Finance Report – Monthly update
Finance codes and mapping to be shown in year 2022/23. Close.
- 57/21 Finance – Treasury Management Report
Not due until January 2022.
- 60/21 HR, Sickness and Attendance Management, Staff Performance reports
Ethnicity data – to be reported on in January 2022.
- 62/21 Finance
Decision sheet on appropriations forwarded to PFCC's office on 08/12/21. Close.
- 63/21 Finance
Proposed to move the earmarked IT Convergence reserve for IT projects to General Reserve. Close.
- 64/21 Finance
Information on grossing up external income provided to JB. Close.
- 65/21 Annual Insurance Update
Due date amended to February 2022.

- 66/21 Monthly Performance Report
Comparison between rolling 12 month 2021 with rolling 12 month 2019 to be included in January's report. Close.
- 67/21 Monthly Performance Report
Confirmation that there is no connection between creation of the DA Problem Solving Teams and any fluctuation in the numbers of DVPNs sought. Close.
- 68/21 Monthly Performance Report
Information provided to the Commissioner on 29/11/2021. Close.
- 69/21 Use of Force/ Stop and Search
Section on level of injuries from use of force to be included in February update.
- 70/21 Use of Force/ Stop and Search
Additional raw data on use of force etc to be included in February update.
- 71/21 Homicide Scrutiny
On today's Agenda. Close.
- 72/21 Any Other Business
Annual Insurance Report to be presented in July. Close.

2.iii Forward Plan

It was agreed that the annual Insurance paper would be tabled for July 2022. It was also agreed that the Specified Information Order (*Force Performance against key national priorities for policing (National Police Outcomes Framework)*) be tabled for April 2022 and then quarterly.

Action 73/21:

SH to check with DH around which bit of the Specified Information Order is for P&R.

3 Finance

3.i Finance Report – Monthly update

- 3.i.1 DM presented the Month 8 position for the Force and it was noted that the board were asked to endorse and approve the appropriations to earmarked reserves (virements and journals), to note the forecast position following the inclusion of underspend utilisation options and to note that the Force has an establishment strength of 3,553 but will increase to 3,555 due to the additional 2 CT PUP posts being redistributed. The forecast strength at year end will be 3,575.
- 3.i.2 From the Executive Summary, it was noted that the revenue forecast underspend at Month 8 is at £5.180m against the 2021/22 revenue budget of £330.3m. The capital position for Month 8 reflects a forecast underspend position of £4.660m compared with the original approved budget of £19.1m. The Police Officer strength forecast at the end of November 2021 is 3,523 FTE and is forecast to be 3,573 FTE at year end. The overspend on Police Officer Pay and Allowances is £1m. The Police staff strength end of October is 2,160 FTE. Vacancies at end October were 5 FTEs above vacancy factor. The underspend on Police Staff Pay and Allowances is currently £0.5m.

- 3.i.3 The appropriations related to IT and Agile working, POCA and IT project budget, with approval for the IT refresh being dealt with by a Decision Report to the PFCC. The Revenue summary listed the variances and movements which should be reflected in Month 9 as a zero figure. DM confirmed that additional lines had been added to the report, namely; gross expenditure and net cost of services.
- 3.i.4 DM went through the report and updated on pay, overtime, pensions, scrutiny of data with better forecasting, a slight increase in underspend on premises, an update on supplies and services, and additional income received by the Force.
- 3.i.5 A brief discussion took place around moving the IT convergence project to the General Reserve and it was confirmed that this has been actioned and will be reflected in the Month 9 reporting.
- 3.i.6 DM updated on the forecast movements, the workforce analysis, the reserves analysis, and the capital programme summary. A brief discussion took place around the overtime underspend allocations and whether there was capacity to deliver against the capital programme. It was confirmed that this is being monitored closely but with the intention to utilise the underspend against the capital programme activities within the financial year.
- 3.i.7 Both JG and JP thanked DM and the Finance Team for their work on the budgets etc.

3.ii Efficiency Savings Programme

- 3.ii.1 VH presented the monthly progress and updates against the current and future cashable and non-cashable savings. The delay of the review of the HQ switchboard functionality had resulted in a small £5k reduction in the 2021/22 full year saving, the MOSOVO saving now forms part of the wider Crime and Public Protection review with saving achieved in 2023/24, and a financial technical adjustment has been applied from slippage seeing £70k utilised to offset the in year savings shortfall. The cashable and non-cashable forecast for 2021/22 currently showing a surplus of £0.517m against the savings plan approved by the Police, Fire and Crime Panel.
- 3.ii.2 VH confirmed that there was an identified savings figure of £4.662m for 2022/23 which is an improved position from last month's report.
- 3.ii.3 JG thanked VH for the report and commented that the Force is very fortunate to have VH doing this work in this way with monitoring and reporting on savings and efficiencies.

4 Monthly Performance Report

- 4.1 VH presented the Monthly Performance Report for November 2021 where there was one change in gradings where Priority 6 (Protecting Children and Vulnerable People) had moved from Requires Improvement to Good and reflects that there have been more Child Abuse investigations solved in the 12 months to November 2021 compared with 12 months to November 2020. 5 of the 7 PFCC priorities are graded as 'Good', 2 of the 7 priorities (Tackling Gangs, Protecting Children and Breaking the cycle of Domestic Abuse) remain graded at 'Requires Improvement' – no change since last month. All Crime increased by 0.2% for the 12 months to November 2021 compared with the 12 months to November 2020, and there was a 6.8% decrease in all Crime in the 12 months to November 2021 compared with the 12 months to November 2019 (equating to 11,511 fewer offences).

- 4.2 VH confirmed that there had been 390 more Violence with Injury offences reported in the 12 months to November 2021 but noted that this figure was lower than the number recorded before Covid restrictions were introduced in April 2020. There was a 14.7% decrease in Anti-Social Behaviour incidents for the 12 months to November 2021 compared to 12 months to November 2020 which is due to a general reduction in the number of reports received and the introduction of Op Somerton (which involved a manual review of ASB records and reclassification of incident types. ASB incidents in the 12 months to November 2021 were 3.8% higher compared to pre-Covid levels, confidence from the independent SMSR survey is at 80.9% and Modern Slavery referrals had increased by 58 in the 12 months to November 2021 compared to the same period in 2019-20.
- 4.3 A discussion took place around ASB and the impact of the investment that has been put in place to deal with ASB issues, the challenge of solving crimes and bringing perpetrators to justice and the confidence of victims.

BJH left the meeting at 1046.

DH left the meeting at 1048.

- 4.4 VH went through the updates on each of the Priorities and aspirations for each. A discussion took place around Priority 3 – Breaking the cycle of domestic abuse and the reduction of the issue of DVPNs, DVPOs and the decrease in the number of the solved outcomes. AP confirmed that the Force are focusing on increasing the use of DVPNs and DVPOs and hopes that the trend will reverse, and this also applies to activities being put in place to improve the solved outcome rate. A discussion took place around Priority 4 – Tackling gangs and serious violence and the solved rates/ outcomes and reassurance that this is also one of the main focuses for the Force to address.

RN joined the meeting at 1058.

- 4.5 A discussion took place around Priority 6 – Protecting children and vulnerable people and the change of the grading from 'Requires Improvement' to 'Good' mainly due to the increased number of solved Child Abuse Outcomes. JG was concerned that although the trend is showing that there is an increase in the number of solved rates and outcomes, was it enough to warrant the change in grading to 'Good'. AP commented that this was a fair challenge and the work that is being done will earn the rating of 'Good' but that he had noted and accepted JG's concerns.
- 4.6 A discussion took place around Priority 7 – Improve safety on our roads and whether the fewer offences in drink/ drug driving were as a result of less drug/drive tests being undertaken and the national issue around the availability of drug/drive testing kits. JG commented that she would speak to RH about this issue.

Action 74/21:

JG to speak to RH regarding national issue of availability of drug/drive testing kits

5 Recruitment of Specials

- 5.1 RN presented the report on Specials with items to note being the Special Constabulary being presented with their QAVS Award, 504 officers as of 2 November, delivery of 45,077 hours, 13 Community Specials in place covering 8 parishes, the Employer Supported Policing scheme now has 103 officers in place, Cyber Specials, the adoption of the Special Constable to Police Constable pilot, recruitment campaigns and leavers.

- 5.2 A discussion took place around recruitment concerns and the shift from Special to Police Constable. RN commented that she did not have a concern around the recruitment of Specials as there was mitigation in place to up the attraction of becoming a Special and keeping those people who have been recruited very involved. A further discussion took place around the pilot from Special to Police Constable and Employer Supported Policing. RN confirmed that data on the leavers can be reported on in further detail on the next report. It was agreed that RN would speak to SH/JP offline about refreshing and reshaping the report for future meetings.

Action 75/21:

RN to liaise with JP/SH regarding the refreshing and reshaping of the report for future meetings

TR joined the meeting at 1130.

6 Crime Prevention Strategy

- 6.1 RN presented the update report on the progress of the Crime Prevention Strategy for Q2. Items to note were the insights highlighted against each of the nine thematic strands, the delivery achieved between July-September 2021 and the delivery of work scheduled for October-December 2021. RN commented that future reporting will look at activity outcomes (possibly including Partner data as well as from the Force) rather than data driven reporting as she is conscious that much of the data driven reporting is dealt with under the Monthly Performance Report.
- 6.2 RN updated on the work done on DVPOs, Gangs and Knife Crime, Gangs/ County Lines, Night-Time Economy, Child Sexual Abuse and Exploitation, Extremism and Radicalisation, Hate Crime, Digital Crime and Fraud, Dwelling Burglary and Street Robbery and Serious and Organised Crime.
- 6.3 A discussion took place around the future revised reporting and whether a section could be included on what has gone well and lessons learnt for the previous strategy versus the current strategy. SH asked about the Priority Offending Team and how it aligns with the Integrated Offender Management project across the county. RN confirmed that she could bring an update on the Priority Offending Team refresh to the next meeting. AP commented that it may be an idea to bring partnership data into the report, for example, Safer Essex and it was agreed to consider this in the discussion due to take place under action 48/21.

Action 76/21:

RN to bring an update on the Priority Offending Team refresh to a future meeting

GP joined the meeting at 1148.

Meeting paused at 1152

Meeting reconvened at 1200

RN and DM left the meeting at 1200

7 Independent SMSR survey

- 7.1 VH presented the quarterly report where the key findings for Q2 have resulted in the confidence figure of 81% of respondents think EP are doing a good/ excellent job. VH confirmed that the comparable survey data from other Forces suggests that the increase in confidence seen in Essex over the past 18 months may be a longer term

improvement rather than a short term increase as a result of circumstances created by the Covid 19 pandemic. The Q2 results are showing a growing perception that crime is becoming more of a problem along with the increase in the proportion of respondents who feel a uniformed police presence is very important. There is significant disparity between victim and non-victim levels of confidence and overall confidence in feelings of safety. There were changes in two new areas for this quarter for white and ethnic minority respondents; confidence in receiving a good service, and confidence in policing in local areas.

- 7.2 VH went through the key findings in detail and confirmed that the comparative data figures, as shown in the report, relates to only two other Forces and shows that confidence is 10% points higher than in Q4 19/20 whereas confidence had fallen slightly in the other two Forces.
- 7.3 A discussion took place around the victim and non-victim levels of confidence and what had taken place to affect the levels of confidence. AP was of the opinion that the quarterly Confidence Star Chamber will identify the issues that had arisen in Q2 in order to be able to address them. JG asked if RH had had a copy of the report at the same time as Chief Officer's Group (which had been a previous request) and VH confirmed that a copy report would be sent to RH (and SH) following the Public Confidence Board.

Action 77/21:

VH to ensure that quarterly SMSR survey results are shared with RH and SH following the Public Confidence Board

8 PFCC Victims Commissioning Programme

JP presented the update on the Programme, with the items to note being the decrease in new referrals to the PFCC commissioned services, staffing level concerns and risk mitigations, a contract review of the DA contracted services, and a review of the plans for the non-specialist victim support service with the aim for a new tender to be instigated in the second half of 2022. AP asked whether more IDVAs needed to be recruited and if this had been taken into account. JG confirmed that she was speaking to Probation colleagues about this.

9 Homicide Scrutiny

- 9.1 GP presented the report and provided an update on Homicide Prevention activity since August 2021. GP also thanked Lucy Morris for her work on the report. Items to note were the analysis and performance updates around key homicide prevent areas such as serious violence, knife enabled crime and domestic abuse. There has been a focus on Serious violence reduction through Op Nightshade, the work of the Serious Violence Unit and the new Prevent, Prepare and Protect Team.
- 9.2 GP went through the report which included items on performance of analysis, the Homicide Summit which shared best practice, analysis on serious violence and public space violence, recent knife crime analysis, domestic abuse homicide analysis and Violence Against Women & Girls ('VAWG'), and how the working together part of the Serious Violence Duty will interface with partners.

**SC joined the meeting at 1240.
DH joined the meeting at 1242.**

- 9.3 A discussion took place around the Serious Violence Duty partnership working (JG offered to take to SETDAB and put on their agenda), how the reduction of homicides will be driven by the work done by the Homicide Prevention Profile, the right areas being looked at that are influencing factors in order to see reductions in numbers, whether there were enough resources to deal with the activity (there are), investment plans around domestic abuse, visible policing and NTE Town Centre Teams, how the Force will follow up on the Homicide Summit, and whether some of the data presented in the report can be used as messaging to the public (particularly around non-stranger homicides) and which could possibly link in with the SMSR survey.
- 9.4 JG thanked GP, TR and Lucy Morris for the comprehensive report.

GP and TR left the meeting at 1257.

10 Professional Standards in Essex Police, with a particular focus on VAWG

- 10.1 AP presented the report which provided an assessment in relation to police officer/ staff conduct pertaining to violence against women and girls. The report set out the Force's position in response to a National Police Chiefs' Council letter which detailed a number of key requirements for Professional Standards Departments and Vetting Units across the country following the murder of Sarah Everard. The report outlined the individual areas of responsibility that the Professional Standards Department ('PSD') had, namely: management of complaints made about Essex Police officers and staff; conducting investigations relating to officers and staff when an alleged breach of the standards of professional behaviour has occurred; counter corruption, prevention and enforcement, and vetting.
- 10.2 SC went through the 9 Recommendations that the Force have been addressing, what the reactive and preventative work will look like in the future and how this work is currently being addressed. A discussion took place around the removal of the HMIC AFI on vetting, vetting backlogs, length of cases, whether the issue around Legally Qualified Chairs can be added to the risks section of the paper, the backlog of transferees' data being logged onto the Centurion database, how notifying changes in circumstances is reviewed and monitored regarding vetting (AP confirmed that he had this particular issue under review with plans for line managers to be asked to undertake a vetting check process when carrying out PDRs in future), whether there were enough resources in vetting, and the good internal culture that is in place in the Force which allows confidential reporting to PSD.

SC left the meeting at 1315.

11 Approval for publishing of documents

The papers for publishing were agreed as 3i, 4, 5, 6 and 7. It was agreed that the classification of Paper 8 will be clarified by DH and the classifications for Papers 9 and 10 will be clarified by GP and SC.

Action 78/21:

DH to review classification for publishing of paper for item 8

Action 79/21:

GP to review classification for publishing of paper for item 9

Action 80/21:

SC to review classification for publishing of paper for item 10

12 Any Other Business

JG thanked everyone for their attendance and wished everyone a happy New Year.

There being no other business, the meeting closed at 1316.