

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

30 March 2022, 1420 to 1700, via Microsoft Teams

Present:

Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner (Chair)
Kevin Baldwin (KB)	Assistant Chief Constable, Essex Police
Pippa Brent-Isherwood (PBI)	Chief Executive and Monitoring Officer, PFCC's office
Annette Chan (AC)	Chief Accountant, Essex Police
Suzanne Harris (SH)	Head of Performance and Scrutiny (Policing), PFCC's office
Mark Johnson (MJ)	Head of Research and Analysis, Essex Police
Richard Jones (RJ)	Head of Business Partnering and Management Accounting, Essex Police
Janet Perry (JP)	Strategic Head of P&R and S151 Officer, PFCC's office
Andrew Pritchard (APri)	Assistant Chief Constable, Essex Police
Andy Prophet (AP)	Deputy Chief Constable, Essex Police
Rachel Nolan (RN)	Assistant Chief Constable, Essex Police
Ewen Wilson (EW)	Chief Superintendent, Essex Police
Camilla Brandal	Minutes, PFCC's office

Apologies:

Roger Hirst (RH)	Police, Fire and Crime Commissioner
BJ Harrington (BJH)	Chief Constable, Essex Police
Dr Vicki Harrington (VH)	Director of Strategic Change and Performance, Essex Police
Debbie Martin (DM)	Chief Finance Officer, Essex Police
Glen Pavelin (GP)	T/Assistant Chief Constable, Essex Police

1 Introduction and welcome

JG welcomed all to the meeting. Apologies were received from RH, BJH, VH, DM and GP. MJ was representing VH and AC was representing DM.

2.i Minutes of last meeting and matters arising

There were no amendments to the minutes of 28 February 2022 and they were therefore approved. There were no matters arising.

2.ii Action Log

- 30/21 CIPFA Report on FMCR
Workshop date rearranged to 25 April. Remain open.
- 41/21 Action Log – Balanced Scorecard
Ongoing – JP to arrange meeting with VH and MJ – due date amended to April 2022. Remain open.
- 60/21 HR, Sickness and Attendance Management, Staff Performance reports
Information on promotions by ethnicity to be added to the next Quarterly HR report for April. No update due this month. Remain open.

JP joined the meeting at 1424

- 65/21 Annual Insurance update
JP to arrange a meeting with Essex Police and SEERPIC representative to better understand the process and value for money achieved through SEERPIC. It was agreed to close this action and open as a new action but with the suggested meeting detail above.

Action: 13/22

JP to arrange a meeting with Essex Police and SEERPIC representative to better understand the process and value for money achieved through SEERPIC.

- 76/21 Crime Prevention Strategy
On today's agenda. Close.
- 04/22 Finance – Draft Closure timetable
Closure timetable and budget setting timetable now shared and agreed. AC would send through the latest version with the budget setting timetable to be shared with the Board. Close.
- 06/22 Deep Dive – Domestic Abuse
Checks carried out to confirm the data presented was incorrect. Legal Team checked data for fall in DVPO/ DVPN conversion rate for 2021 and 2022 and the rate is confirmed at 90% plus. A report is therefore not required. Close.
- 07/22 Forward Plan
List of items agreed by AP now added to Forward Plan. Close.
- 08/22 Balanced Scorecard
Meeting about file quality scheduled for 4 April 2022. Remain open.
- 09/22 Performance
Confidence survey figures (rolling year to March 2018 removed from reporting as not a full year) and report now shows the correct positive trend to March 2021. Close.
- 10/22 Homicide Scrutiny
36 Stalking Protection Orders issued since January 2020, of which 26 in the last six months. No obvious way to quantify breaches of Stalking Protection Orders issued at present however, new POET team will be able to collate this data in future. Work ongoing to provide information on breaches. Remain open.
- 11/22 Homicide Scrutiny

Meeting took place to discuss Homicide Profile on 29 March. Close.

12/22 Approval for publishing of documents
Redacted versions of papers 7 (Homicide) and 8 (Reducing Drug Driven Violence) sent through to SH for publishing. Close.

2.iii Forward Plan

2.iii.1 SH confirmed that following the proposed suggestion for the P&R meeting to be reduced down to 90 minutes (set up for 2 hours initially and then finishing early), she was proposing the following changes:

- District engagement plans 'deep dive' – suggested for June. Agreed
- Capital programme quarterly update – to be taken initially to the Strategic Board planning meetings and information brought to P&R if needed. Agreed.
- Balanced Scorecard – quarterly basis. Agreed.
- Savings and Efficiencies – reduce to quarterly. Agreed.
- Victim Commissioning Programme (PFCC Report) – remove from Forward Plan as seen elsewhere within the Force. Agreed.
- Addition of one-off item regarding training for engaging with people with Asperger's and Autism (a report from the Chief Constable setting out (1) the training of Essex Police officers on how to engage with people with Asperger's / autism; (2) information about training materials, refresher courses, how many officers have received training and the involvement of people with Asperger's / autism in creating or delivering that training) – tabled for November. To be discussed with BJH but timing provisionally agreed.
- Suggestion to move Deep Dives out to separate meetings – to be discussed with BJH.

Action: 14/22

AP to discuss Asperger's and Autism training and Deep Dives with BJH.

Action: 15/22

Meeting invitations to be revised to two hours in length.

3 Finance

3.i Finance Report – Monthly

3.i.1 AC presented the Month 11 position for the Force and the board were asked to note the return of unused funds to the Redundancy Reserve and Operational Transformation Reserve. The Board were also asked to note and support the recommended creation of a Grant Equalisation Reserve with the unspent Witness and Victim Care grant being appropriated back to revenue in **2022/23 as eligible expenditure is incurred**. It was confirmed that the creation of the new reserve will need a decision sheet. **It was also confirmed that an alternative name for the reserve would be used (Restricted Grant Reserve).**

3.i.2 From the Executive Summary, AC confirmed that there was currently a revenue forecast underspend at Month 11 of £ £0.421m against the 2021/22 revenue budget of £330.3m. The capital position for Month 11 reflects a forecast underspend position of £6.933m compared with the original approved budget of £19.1m. The Police Officer strength forecast at the end of February 2022 is 3,540 FTE and is forecast to be 3,581 FTE at year end. The overspend on Police Officer Pay and Allowances is £1.2m. The

Police staff strength end of January is 2,147 FTE. Vacancies at end January were 17 FTEs above vacancy factor. The underspend on Police Staff Pay and Allowances is currently £0.4m.

- 3.i.3 A brief discussion took place around the Home Office reporting for the PUP grant claim with Headcount versus FTE figures. AC confirmed that work is being done around this and will provide the figures to JP for submission of the claim. This point will be taken offline.
- 3.i.4 A discussion took place around the creation of the new reserve and it was agreed that the creation of the reserve would be dealt with by a decision report.
- 3.i.5 AC went through the monthly report and updated on the Reserves Analysis, the Capital Programme and the current forecast underspends. A discussion took place around the Estates slippage figures and whether it was as a result of capacity or timing (it was confirmed that it was timing and complexity of the projects). A brief discussion took place regarding the future appropriations and these will be dealt with at the Finance meeting on 11 April.

3.ii Efficiency Savings Programme

- 3.ii.1 MJ presented the monthly progress and confirmed that there was very little change from February's report due to the budget setting cycle. The combined cashable and non-cashable forecast for 2021/22 currently shows a surplus of £0.517m at present.
- 3.ii.2 JG thanked MJ for the report and it was no indication that the report is not hugely valued and informative, following the suggestion that the reporting be quarterly instead of monthly.

AC and RJ left the meeting at 1504

4 Monthly Performance Report

- 4.1 MJ presented the Monthly Performance Report which reported against the new Police and Crime Plan. The report presented 6 of the 11 PFCC priorities being graded as 'Adequate' and 5 of the priorities being graded as 'Requires Improvement' (4 Improving Safety on our roads, 6 Improving our service to support victims of crime, 7 Violence against women and girls, 9 Business crime, fraud and cyber crime and 10 Protecting vulnerable people and supporting victims of crime).
- 4.2 From the Executive Summary, Confidence is still being recorded at 80.1%, All Crime increased by 10.2% for the 12 months from February 2021, there was a 3.6% decrease in All Crime in the 12 months to February 2022 compared with the 12 months to February 2020 (equating to 6,085 fewer offences). There was a 28.6% increase in the number of those Killed or Seriously Injured and a 12.4% increase in the number of repeat victims for the 12 months to February 2022. The violence against the person offences against females increased by 10.1% and there was a 38.9% increase in the number of sexual offences against females in the 12 months to February 2022. The number of sexual offences against females solved had increased by 3.7% in the same period.
- 4.3 JG thanked MJ for the report and the work being done. A brief discussion took place around the Force Control Strategy and how it links in with the Performance Update assessment. MJ confirmed that the Balanced Scorecard also links to the Control

Strategy and the Strategic Assessment. A discussion took place around the 'Requires Improvements' items and the approach to improving the gradings.

5 Independent SMSR Survey

- 5.1 MJ presented the report on the survey results, with items to note being the overall confidence and satisfaction with Essex Police remains high, a growing perception that crime is becoming more of a problem, no significant differences between Ethnic minorities (excluding White minorities) and White respondents for most questions, victims continue to have a lower level of confidence than non-victims, and females continue to have higher confidence in Essex Police. MJ confirmed that Force comparison figures were not available at the point of the preparation of the report.
- 5.2 A discussion took place around the findings that victims feel that the Force do not understand their communities and the use of comms and social media, and how the data is used and triangulated with other data when dealing with the perception issues have been raised.

RN joined the meeting at 1530

6 Operational Policing Command

- 6.1 EW presented the update on the Force's OPC and the work being done towards the Force Plan and the Police and Crime Plan. The report updated on items that included the Dog Section, Resilience Department, Force Support Unit and Firearms Training, Taser Governance, Stansted Airport, Operational Support Group, Marine Unit, Specialist Operations, Serious Violence Unit, Public Order training (including working at height).
- 6.2 A brief discussion took place around the Marine launch's refit and the business case for the refit or purchase of a new vessel. A further brief discussion took place around Firearms officers and the welfare impact.

7 Recruitment of Specials

- 7.1 RN presented the quarterly update on recruitment for Specials, which included updates on Rewards and Recognition; Establishment, engagement and duties; Recruitment, training and retention; Non-operational and service exit; current work and performance, Employer supported Policing and Community Specials, issues and risks.
- 7.2 A discussion took place around the weekly pipeline meeting that is in place which is being overseen by Supt Kane, Take Over Days and Specials interaction with the Community Safety Partnerships, and thought to be given as to how to involve the communities in the recruitment of Specials.

MJ left the meeting at 1608

8 Crime Prevention Strategy

- 8.1 RN presented the paper on the two Strategies (2018-2021 and 2021-2025) with updates on each of the 14 strands of the Crime Prevention Strategy 2021-25. The report also updated on current work and performance, thematic strand updates, delivery/challenges, risks, and actions for improvement (of which there were none currently).

- 8.2 A brief discussion took place about the new length of the report and that it is being aligned to Safer Essex as well as this Board.

10 Deep Dive: Further investment in crime prevention

- 10.1 RN presented the overview of the objective to invest in activities and initiatives that prevent crime from happening, to reduce overall crime and keep our communities safe. The report focuses on responding to a set of questions and points of interest provided by the PFCC's office.
- 10.2 RN went through the responses set out in the report and after a brief discussion where JG thanked RN for her work done on the report, RN to send PBI an invitation to join the Strategic Coordination Group.

RN left the meeting at 1634

9 Strategic Policing Requirement

- 9.1 APri presented the paper on the response of Essex Police to the 2015 Strategic Policing Requirements and outlined the progress against the tactical plans for each of the 6 strands of the SPR (Terrorism, Organised Crime, National Cyber Security Incident, Threats to Public Order, Civil Emergencies and Child Sex Abuse and Exploitation).
- 9.2 A brief discussion took place around the review of the SPR which was undertaken in 2020 and whether the new SPR has been published yet – it has not. A further brief discussion took place around abstractions for the Force (which are coordinated by NPOC on a national level) and mutual aid contributions.

Action: 16/22

SH to share the PFCC's response to the 2020 consultation on the SPR with APri

11 Essex Police response to HMICFRS publication: A joint thematic inspection of the police and Crown Prosecution Service's response to rape – phase 2

- 11.1 KB presented the update and early feedback on the force position in response to the HMICFRS Review Findings on the three recommendations to inform the PFCC response.
- 11.2 JG thanked KB for the update and a brief discussion took place around what more can be done in this space.

12 Approval for publishing of documents

The papers for publishing were agreed as 3i, 4, 5, 6, 7, 8, 10 and 11.

13 Any Other Business

There being no other business, the meeting closed at 1707.