

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

27 April 2022, 1000 to 1200, via Microsoft Teams

Present:

Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner (Chair)
Terry Balding (TB)	Ch/Inspector, LPSU, Essex Police
Annette Chan (AC)	Chief Accountant, 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
Richard Jones (RJ)	Head of Business Partnering and Management Accounting, Essex Police
Shaun Kane (SK)	Supt, LPSU and CIP, Essex Police
Richard Leicester (RL)	Director of HR, Essex Police
Debbie Martin (DM)	Chief Finance Officer, 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
Camilla Brandal	Minutes, PFCC's office

Apologies:

Roger Hirst (RH)	Police, Fire and Crime Commissioner
Pippa Brent-Isherwood (PBI)	Chief Executive and Monitoring Officer, PFCC's office
BJ Harrington (BJH)	Chief Constable, Essex Police
Rachel Nolan (RN)	Assistant Chief Constable, Essex Police
Kevin Baldwin (KB)	Assistant Chief Constable, 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, PBI and RN.

2.i Minutes of last meeting and matters arising

There were no amendments to the minutes of 30 March 2022 and they were therefore approved. There were no matters arising.

2.ii Action Log

- 30/21 CIPFA Report on FMCR
Workshop took place on 25 April. Close.
- 41/21 Action Log – Balanced Scorecard
Meeting scheduled for 11 May. Due date revised to May. Remain open.
- 60/21 HR, Sickness and Attendance Management, Staff Performance reports
Information on police office promotions by ethnicity has been supplied in the Quarterly HR report for this meeting. Close.
- 08/22 Balanced Scorecard
Meeting taken place and processes explained. Close.
- 10/22 Homicide Scrutiny
SPO information has been provided. Close.
- 13/22 Action Log – Annual Insurance update
Meeting arranged for May. Due date revised to May. Remain open.
- 14/22 Forward Plan
Approach to Deep Dives has been agreed but Asperger's and Autism training to be confirmed at May's meeting. Due date revised to May. Remain open.
- 15/22 Forward Plan
Meeting invitations to be revised to 2 hours in length. Close.
- 16/22 Strategic Policing Requirement
SH shared PFCC's response to the consultation. Close.

2.iii Forward Plan

- 2.iii SH confirmed that the current Forward Plan contains the changes discussed at the March P&R meeting. SH confirmed that the Efficiency and Savings Report will now move to a quarterly reporting cycle of March, June, September and December. The November date for the report on training regarding Aspergers and Autism to be confirmed by the Force. SH confirmed that although the Deep Dives will be scheduled separately from the P&R Board meeting, she had left the titles on the Forward Plan for reference. SH proposed that an update from the FMCR Working Group (CIPFA Management Response) is scheduled for September, in accordance with a request from the RH. This proposal was agreed.

Action: 15/22

SH to add FMCR Working Group (CIPFA Management Response) Update to September on the Forward Plan.

3 Deep Dives

3.i Protecting Rural and Isolated Areas

- 3.i.1 TB went through the Executive Summary which dealt with information on rural crime, solved outcomes for rural offences, rural domestic abuse, unauthorised encampments, Rural Crime Strategy, hare coursing, wildlife crime, flytipping, heritage crime, public confidence and engagement, and the Rural Engagement Team and future planned

work. SK commented that the comms piece of work is gaining momentum along with the mobilisation of partners, volunteers and specials to areas that feel isolated and/ or vulnerable.

- 3.i.2 A discussion took place around how the Rural Engagement Team is deployed (through the LPSU, intelligence and reporting from the public). JG asked about the data on Heritage Crime as the report did not provide any, and it was confirmed that heritage crime is difficult to define which is why it is linked with wildlife at the moment. AP commented that over time the heritage crime items will be able to be defined. JG asked about the current resources which are showing as under establishment, and TB confirmed that interviews are taking place next week for the PCs and the Sergeant's post had now been filled. A brief discussion took place around how crime types of rape, sexual offences and DA solved offences will be reflected in the Rural Crime Strategy, and it was confirmed that the crime types will be included in the Rural Crime Strategy along with ongoing learning and training for the Rural Engagement Team.
- 3.i.3 A discussion took place around the fact that some of the questions posed for the Deep Dive paper had not been completely covered in the written response. It was agreed that these questions and answers would be followed up after the meeting. It was also suggested that the Deep Dive starts with the questions and answers (and if there is no answer, for this to be referenced).

Action: 16/22

AP would address the missing answers to the questions not covered in the report, including those on partnership working, drug dealing issues, Tri-service pilot, with the team and provide a written update.

- 3.i.4 A brief discussion took place around crime reporting and how officers are trained to respond and spot other issues that do not present themselves on the initial contact.

DM joined the meeting at 1030

- 3.i.5 JG thanked TB and SK for the paper and the update on the work done by the Rural Engagement Team and the rural communities.

3.ii Preventing Dog Theft

- 3.ii.1 TB presented the Deep Dive paper on the overview of the work done by the Force in preventing dog theft and forecasting next steps on reducing/ preventing dog theft which is a measure in the new Police and Crime Plan. The paper contained updates on Performance, data recording, priority areas, achievements and forward look.
- 3.ii.2 A brief discussion took place around the 'We Wills' from the Police and Crime Plan as the Deep Dive identified six priorities but made no reference to the Police and Crime Plan. A further discussion took place around the use of Therapy Dogs, Comms messaging, Dog Watch and solved rates. [It was subsequently confirmed during the meeting that there had been 2 solved dog thefts in the last 12 months].

Action: 17/22

AP would address the missing answers to the questions not covered in the report with the team and provide a written update.

- 3.ii.3 JG thanked TB and SK for the paper and the work being done in this space.

3.iii Preventing Business Crime, Fraud and Cyber Crime

- 3.iii.1 APri presented the Deep Dive which contained an overview of the work done to invest in activities and initiatives that prevent and reduce business crime, fraud and cybercrime from occurring in Essex. The report also included updates on the key areas of delivery, performance, how priority areas are assessed, and the Forward look and the answers to the questions posed for the paper.
- 3.iii.2 JG thanked APri and the team for the paper and commented that Essex Police are being highly praised for their work done in the business space following her attendance at an Essex Chamber of Commerce event and would like the thanks to be passed back to the Team.
- 3.iii.3 A discussion took place around how to engage with under 18's as there was a high proportion of young people being impacted by cybercrime and fraud. A brief discussion also took place around scam messaging and how this is communicated.
- 3.iii.4 JG thanked APri for the report and the work that is being done by the Team.

TB, SK and APri left the meeting at 1102

4 Monthly Finance Report

- 4.i.1 DM presented the Month 12 position for the Force and the board were asked to note the contents of the report and to endorse and approve the appropriations to earmarked reserves (virements and journals). From the Executive Summary, the revenue forecast underspend at Month 12 is £0.640m (an increase of £0.219m from Month 11, the capital position for Month 12 reflects a forecast underspend of £6.731m, the Police Officer strength forecast at end of March is 3,578 FTE with the final position due to be presented in the Provisional Outturn Report. The overspend on Police Officer Pay and Allowances is at £1.2m. The Police Staff strength at the end of February is at 2,164 FTE with vacancies at end February at 3 FTEs above the budgeted vacancy factor. The Month 12 detail reflects an interim update in advance of the final position being reported on in the Provisional Outturn report in May 2022. It was confirmed that a Decision Report would be submitted in relation to the appropriations to earmarked reserves.
- 4.i.2 JG thanked DM and the team for the Month 12 report. A discussion took place around reserves (where a significant amount is attributed to Safer Streets funding) and where reporting could be useful at year end to understand where the underspend came from initially.

RL left the meeting at 1106

- 4.i.3 It was confirmed that a Decision Report would be required for the appropriations for virements and journals which would be sent through the PFCC's office for processing.

5 Performance Reports

5.i Monthly Performance Report

- 5.i.1 VH presented the Monthly Performance Report and confirmed that there were no changes in the recommended grades since the February report, and no change in the Confidence in local policing grade (showing at 80%). VH went through the Executive Summary which contained updates on each of the priorities, and items to note were an

increase in the solved sexual offences, and an increase in the solved violence with injury offences for the last three months.

RL rejoined the meeting at 1113

- 5.i.2 A brief discussion took place around Killed and Seriously Injured and how this ties into the Safer Essex Roads Partnership's Vision Zero strategy. AP confirmed that the Roads Policing Deep Dive is scheduled for next month and would aim to address some of these issues.
- 5.i.3 A discussion took place around what items are to be included on the Quarterly report for future reporting. It was confirmed that SH was speaking to the Force about the report format and it was suggested that the requirements for the Quarterly report may be impacted by the Board now receiving separate reporting on the National Crime and Policing measures and the Beating Crime Plan. Following the discussions with the Force, SH would bring back suggestions for the format of the Quarterly Report to a future meeting.

Action: 18/22

SH would bring back suggestions for the format of the Quarterly Report to a future meeting.

5.ii Quarterly Performance Report

- 5.ii.1 VH presented the Quarterly Performance Report and highlighted the main changes on the Aspirations slide – meeting the aspiration in one area (Trafficking of Drugs – solved rate), not meeting its aspirations in eight areas, the position on Violence with Injury – solved rate has improved and has deteriorated in one area, namely Homicide – Solved Rate.
- 5.ii.2 JP asked if it would be possible to merge the Quarterly Report with the Balanced Scorecard reporting and it was agreed that JP would speak to VH about this.

Action: 19/22

JP would speak to VH about possibly merging the Quarterly Report with the Balanced Scorecard reporting.

6 Force Performance against National Crime and Policing Measures

- 6.1 VH confirmed that this is the report that could replace the Aspirations document, which is currently part of the Quarterly Performance report. The summary confirms that for five of the measures, no national data is available for comparison purposes but as the Force has already prepared proxy measures for performance across Essex, the information shown in the report is a very good starting point for future comparison when the data becomes available. VH also confirmed that 999 performance data/ measures will be reported on through the Beating Crime Plan.
- 6.2 VH went through the report and the trends for each measure (and where the data had been extracted from).
- 6.3 A discussion took place around how to increase victim confidence and work that was being done to address victim care and service, and the reporting on firearms which will have more information available as the data becomes available.

7 HR, Sickness and Attendance Management, Staff Performance

- 7.1 RL presented the report which contained items on attendance, establishment, strength full time equivalent, turnover and diversity profiles, redundancies and business cases along with an update from Learning and Development.
- 7.2 RL commented that there were 4 areas for noting; the recruitment of Specials had slowed somewhat, recruiting to meet the uplift figures is ongoing, the work being done around diversity, and the Force is now in year one of the first cohort of PEQF recruits.
- 7.3 A discussion took place around transferees into the Force and how they are inducted into the Force and culture, the PCSOs vacancies and absences, how the absence rates compare against most similar forces, and headcount figures versus FTEs.

8 Crime Data Accuracy

- 8.1 VH presented the biannual update on relating to the progress of Crime Data Accuracy by Essex Police. VH confirmed that the crime recording compliance levels have been maintained at a high level, the pilot scheme introduced in December 2021 to assist the NCRS Support and Review Team has yielded positive results, an audit carried out on sexual offences resulted in 36 unrecorded crimes being identified out of 183 incidents reviewed, the Strategic Force Crime and Incident Registrar and the Head of Serious Crime have been working closing together to provide advice and guidance regarding the requirements of the Home Office County Rules and recording of suspicious deaths, CDA is now featuring as part of the newly launched Virtual Crime Academy and CDA will not be included in the Victim Service Assessment as part of the PEEL inspections.
- 8.2 A discussion took place around the bespoke one day training for the Force (1500 people already received the training), Domestic Abuse risk assessments being reviewed on a regular basis, and where the overall compliance rate for the internal audits are reported.

9 Approval for publishing of documents

The papers for publishing were agreed as 3i, 3ii, 4, 5i, 5ii, 6, 7 and 8. SH would check with APri as to whether 3iii needed redacting before publishing.

10 Any Other Business

There being no other business, the meeting closed at 1206.