

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

30 May 2022, 1400 to 1600, via Microsoft Teams

Present:

Roger Hirst (RH)	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
Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner
Dr Vicki Harrington (VH)	Director of Strategic Change and Performance, Essex Police
Suzanne Harris (SH)	Head of Performance and Scrutiny (Policing), PFCC's office
Lucy Morris (LM)	Head of Major and Economic Crime, SCD, Essex Police
Rachel Nolan (RN)	Assistant Chief Constable, Essex Police
Glen Pavelin (GP)	T/Assistant Chief Constable, Essex Police
Janet Perry (JP)	Strategic Head of P&R and S151 Officer, PFCC's office
Andy Prophet (AP)	Deputy Chief Constable, Essex Police
Matthew Tokley (MT)	Head of Corporate Accounting, Essex Police
Camilla Brandal	Minutes, PFCC's office

Apologies:

BJ Harrington (BJH)	Chief Constable, Essex Police
Debbie Martin (DM)	Chief Finance Officer, Essex Police
Andrew Pritchard (APri)	Assistant Chief Constable, Essex Police

1 Introduction and welcome

RH welcomed all to the meeting. Apologies were received from BJH, DM and APri.

2.i Minutes of last meeting and matters arising

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

2.ii Action Log

41/21 Action Log – Balanced Scorecard
Ongoing.

- 13/22 Action Log – Annual Insurance update
Meeting with SEERPIC taken place – JP to be included in motor insurance tender. Close.
- 14/22 Forward Plan
Asperger’s And Autism training briefing paper to be prepared for November’s board meeting, confirmed on Forward Plan. Deep Dives now scheduled separately from P&R meetings, but remain noted on the Forward Plan in preference to a separate record. Close.
- 15/22 Forward Plan
FMCR Working Group update added to Forward Plan. Close.
- 16/22 Deep dive: Protecting Rural and Isolated Areas
Due date altered to June.
- 17/22 Deep Dive: Preventing Dog Theft
Due date altered to June.
- 18/22 Performance Reports
Discussions ongoing.
- 19/22 Performance Reports
Discussion taken place around merging Quarterly Report with Balanced Scorecard – not agreed. Close.

2.iii Forward Plan

SH asked for agreement for the suggested amendments to the Forward Plan: namely, the PSD Report to move to 4 July meeting (for June), and the Quarterly Balanced Scorecard Report to move from August to July (and quarterly subsequent to that). It was agreed that the PSD report at this Board would remain as an annual update. A brief discussion took place around adding and removing items from the Forward Plan and the length of papers that are being presented.

3 Finance

3.i Provisional Outturn Report

- 3.i.1 AC presented the Provision Outturn Report and noted that there were possibly three outstanding issues that may impact on the final figure, namely, immediate detriment, the outcome of Allard v Orr and the creation of an insurance reserve. AC updated on the underspend figures which impact on these issues: Essex County Council have provided confirmation of the immediate detriment adjustments which is now an underspend of £1.72m; the reserve and provision amounts will not be impacted regarding Allard and the figure will remain the same; it is proposed that the insurance reserve is created but not until 2022-23 (and following an assessment of needs) and the £600k underspend as reported would be moved to the General Reserve and adjusted in 2022-23.
- 3.i.2 AC asked for agreement of the appropriations to earmarked reserves (virements and journals) as set out in the paper, and the year end balances to be approved, i.e. £17.107m on earmarked reserves with an updated balance of £14.818m on the General Reserve.

- 3.i.3 AC went through the highlights of the report, with the final capital outturn position reflecting an underspend of £6.909m, the Police Officer strength forecast at end of March being 3,572 FTE, the provisional outturn overspend on Police Officer Pay and Allowances being £1.0m , the Police staff strength at the end of March at 2,151 FTE, vacancies at end March being 16 FTE and the underspend on Police Staff Pay and Allowances reported at £0.5m.
- 3.i.4 RH thanked AC and DM and the team for their work done on the Budget which had involved healthy discussions on reserves and underspends, and wanted to also thank the Force for their engagement in the process.
- 3.i.5 A brief discussion took place around the immediate detriment adjustments and the proposed insurance reserve.

3.ii Draft Unaudited Statement of Accounts

- 3.ii.1 AC confirmed that work had been progressing since the paper was written and she confirmed that there were no items of 'yellow highlight' outstanding on the extracts as presented.
- 3.ii.2 RH thanked the team for the work done on the SOA and a brief discussion took place around the growth and funding messaging. A further brief discussion took place regarding the timeline for the first full draft, publishing and auditors in August. RH was concerned about the August date for the auditors but it was confirmed that they will be auditing PFCCFRA first and then PFCC accounts (whereas previously they would have done both concurrently). RH requested a meeting be arranged ahead of the Strategic Board to discuss the draft SOA.

Action 20/22:

Meeting to be arranged to discuss the draft SOA ahead of Strategic Bord on 16 June.

3.iii Treasury Management Report

- 3.iii.1 MT reported on the outturn position for 2021/22, with key points to note being the low interest background, investment income slowly starting to rise, external borrowing (none due to capital programme slippage), updates on the Treasury Management Strategy, and compliance (including changes to 2022-23).
- 3.iii.2 RH requested that overdraft borrowing be noted as external borrowing within reports. A brief discussion took place around quarterly cash flow forecasting reporting due to volatile markets, how to refine the external borrowing reporting, and whether cashflow reporting needs to be included in the monthly reporting pack. JP would take the cashflow issue offline with EP Finance.

Action 21/22:

JP to speak to EP Finance about cashflow reporting to possibly included in monthly reporting pack.

7 Police Objective Analysis ('POA') Outturn Report

- 7.1 AC presented the POA Outturn Report which identifies the main in-year variances to budget and the year on year outturn comparisons.

- 7.2 RH thanked the Finance Team for the report which he finds increasingly useful and asked whether the Force use it at all? AP commented that it is used widely at Chief Officers' Group for budget and efficiency savings. RH asked about the investigations piece which is showing an underspend and AP confirmed that some of the growth that has been identified has not been delivered as quickly as the Force had wanted (usually around people and process). A brief discussion took place around filling vacancies in teams and how this is being addressed.

MT left the meeting at 1448

- 7.3 AP asked that the Force's thanks are passed on to the PFCC's office for their engagement and assistance with the POA.
- 7.4 AC asked (and it was agreed) that the draft Statement of Accounts would not be published on the PFCC's website as part of these meeting papers.

AC left the meeting at 1450

4 Monthly Performance Report

- 4.i.1 VH presented the Monthly Performance Report for April and confirmed that Business Crime and Cyber Crime had been upgraded from Requires Improvement to Adequate. Seven of the 11 PFCC priorities had a recommended grade of Adequate, four had a recommended grade of Requires Improvement. VH went through the Executive Summary which contained updates on confidence (79%), All Crime increased by 10.7% for the 12 months to April 2022 (compared with 12 months to April 2021), there was an 1.6% increase in All Crime in the 12 months to April 2022 compared with the 12 months to April 2020, there was a 25.7% increase in the number of those Killed or Seriously Injured for the 12 months to April 2022 (compared with the 12 months to April 2021). Repeat victims reported a 12.9% increase for the 12 months to April 2022, VAP offences against females increased by 9.2% and a 30% increase in the number of sexual offences against females in the 12 months to April 2022 (which compares to a 14.4% rise in VAP offences committed against males and a 33.6% rise in sexual offences against males in the same period. The number of solved sexual offences committed against females increased by 3.3% in the 12 months to April 2022 and there had been a slight increase (0.1%) in the proportion of ethnic minority employees in April 2022. No statistical outliers were reported for April 2022.
- 4.i.2 VH went through the rest of the report updating on each priority that had changed. RH asked whether it was possible to have the same categories in the same order, for example, Priority 1 Confidence is the first item and number of crimes is the second but it gets switched about for the others. After a discussion around comparator years and reporting against pre-Covid levels, it was agreed that VH would look at the ways to compare the data, i.e. whether just to compare on a rolling 12 month basis or how to include the pre-Covid and then lockdown figures against the rolling current 12 months.

GP joined the meeting at 1457

- 4.i.3 JG asked about Priority 10 (DA offences) figures and when partners and policing will see a return on the investment. A discussion took place around the Domestic Abuse Problem Solving Teams and how they link with partners, ISVAs and IDVA work, perpetrators, mobilising the Community Safety Partnerships around Night-Time Economy and domestic abuse, and the links to getting the DAPST and partners to deal more with offenders. A further discussion took place around the Force's plans for

policing over the summer months. AP confirmed that he would send through the Force's summer plan (which includes partnership working) to the PFCC's office.

Action 22/22:

AP confirmed that he would send through the Force's summer plan (which includes partnership working) to the PFCC's office.

- 4.i.4 A discussion took place around the Adequate grading for Cyber Crime and Business Crime and the measures as they stand, the work of the Town Centre Teams, the increase in retail crime (which is covered under Business Crime). A further discussion took place around how to take the domestic abuse piece to Essex Leaders and Chief Executives and the intended outcomes.

KB joined the meeting at 1520

5 Balanced Scorecard

- 5.1 VH confirmed that this report will be the last report that shows such a big gap between the reporting periods. VH commented that the 5 grades that are to be implemented by HMICFRS will be reset against the principles.
- 5.2 VH confirmed that the final grades from the Cycle 12 of the Balanced Scorecard based on the new terminology used by HMICFRS were Keeping People Safe (Requires improvement), Efficiency and Effectiveness (Adequate), Our People (Good) and Community Focus (Good). Efficiency and Effectiveness was upgraded to Adequate from Requires Improvement due to the improvements made in relation to file quality. A discussion took place around each of these items with particular interest around Resolution Centre wait times and completion rates on PDRs.

6 Use of Force/ Stop and Search

- 6.1 GP confirmed that the highlights from the paper were that the paper included some new information around Stop and Search strip searching and that good progress had been made in terms of disproportionality.
- 6.2 RH asked about the increase in Taser incidents (65 to 153) and what was driving it? RH also asked about the decrease in the percentage of people reporting that confidence that stop and search powers are being used respectively and fairly? GP confirmed that the increase of Taser incidents could be due to the beginning of the summer months and an increase in Night-Time Economy and some of the increase could be due to the increase in the number of officers who have been trained in the use of Tasers (737 officers). GP confirmed that the Taser numbers are being monitored but the number of incidents is expected to increase in the next quarter due to the summer. GP commented that with regard to the confidence figure decreasing, the Force had looked at this through the Stop and Search Board where nothing had happened in Essex to indicate the decrease. GP commented that maybe it was the national picture which had caused the decrease, however, the Force will be promoting their media campaign around Stop and Search (why and how and keeping you safe) for the summer.

RN joined the meeting at 1536

- 6.3 JG asked about the paper stating that mental health was the biggest impact factor on forms and the subsequent recording. GP commented that officers had a number of

factors that could be recorded when filling in the Mobile Data submission, and in some of the cases there will be multiple impact factors (where it is, behaviours being exhibited etc), one of which will be mental health rather than alcohol or drugs.

- 6.4 RH asked if the extremely useful report could be made shorter in any way but also if timeline or benchmark comparators could be included for reference. SH confirmed that she would pick this up with GP offline.

Action 23/22:

SH to discuss format and content of future papers with GP.

LM joined the meeting at 1542

8 Homicide Scrutiny

- 8.1 LM presented the quarterly update paper on the Force's activity on Homicide Prevention. The Executive Summary contained an update and review of the analytical position on homicides, more detail on the new Home Office outlier data, the criteria to trigger as an outlier and the current Essex performance against these criteria. The report included items on current work and performance, overview of performance analysis, Home Office Homicide data, Homicide Prevention Action Plan, NPCC National Homicide Prevention Coordination, future work and expected outcomes.
- 8.2 RH thanked LM for the paper and the insight into the work that has been undertaken. RH asked about the Homicide Prevention Board and whether there is a PFCC office representative on it? LM confirmed that the Homicide Prevention Board is a relatively new board but that the membership could be revisited. GP commented that he would speak to PBI about a representative from the PFCC's office attending outside of this meeting. RH asked if the Violence and Vulnerability Unit could be more engaged with the Homicide Prevention work, and LM commented that the Unit will be included in the Homicide Prevention work more as the partnership work increases.
- 8.3 JG asked how many homicides in the last year were domestic related? LM confirmed it was 2. JP asked if sections 8, 9 and 10 could be completed in the paper for future reports.

LM left the meeting at 1606

9 Compliance with Statutory Duties under Section 10 and 11 of the Children's Act 2004 (Annual report)

- 9.1 KB presented the annual paper on the Force's compliance with the Children's Act 2004. The paper included items on the legislative and national framework, local arrangements (three individual multi-agency children's safeguarding arrangements), current work and performance, recent areas of focus, implications, funding contributions, actions for improvement and future work/ development.
- 9.2 A discussion took place around how far the Force was from compliance and when it expected to be compliant. KB confirmed that the Force are compliant but that more work is being done around confirming and using funding, the referral process is currently being reviewed, and the work being done on the Victims Code. A brief discussion took place around the funding and whether a decision report was needed to be submitted to the PFCC's office (it was not). RH commented that if any assistance was needed with the referral process from the PFCC's office, to please be in contact.

RH also offered his assistance with any issues arising with the MASH units with the local authorities.

10 Acquisitive Crime Electronic Monitoring

- 10.1 RN presented the paper on the progress of the Acquisitive Crime Electronic Monitoring Pilot and the anticipated future growth. The paper included updates on the benefits of the project for policing, current work and performance, implications and issues, and future work/ development.

GP and KB left the meeting at 1619

- 10.2 A discussion took place around whether there are any anticipated resourcing and capacity issues in the future, the Ministry of Justice pilot, the use of sobriety tags, and it was agreed that RN would provide an update to the Reducing Reoffending Board on the Acquisitive Crime Electronic Monitoring project.

Action 24/22:

RN would provide an update to the Reducing Reoffending Board on the Acquisitive Crime Electronic Monitoring project.

11 Approval for publishing of documents

The papers for publishing were agreed as 3i, 3iii, 4, 5, 6, 7, 8 (redacted), 9 and 10. The Force confirmed they would send a redacted version of paper 8 to the PFCC's office.

12 Any Other Business

There being no other business, the meeting closed at 1627.