

PFCC Decision Report

Please ensure all sections below are completed

Report reference number: 074 - 22
Classification; Not protectively marked
Title of report: Violence and Vulnerability Unit roles from 2022/23
Area of county / stakeholders affected: Countywide
Report by: Samantha Grant
Date of report: 20 May 2022
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1. Purpose of the report

- 1.1. To approve the allocation of up to £323,800 yearly from 2022/23 from the Violence and Vulnerability Fund to fund seven additional posts within the core Violence and Vulnerability Unit (VVU) team.

2. Recommendations

- 2.1. Approve the annual allocation of £323,800 from the Violence and Vulnerability Fund to fund seven substantive posts in the VVU team, to inform and support delivery of the Essex Violence and Vulnerability Work Programme and Police and Crime Plan.

3. Benefits of the proposal

- 3.1. This funding will enable the Essex Violence and Vulnerability Unit to support its partner organisations to deliver on their areas of work outlined in the Essex Violence and Vulnerability Framework (2018) and agreed by the V&V strategic board, that contribute to having a positive impact on reducing the risk of exploitation of young or vulnerable people by gangs, and reducing serious violence.
- 3.2. These are vital roles which will ensure we are leading the effective communication, performance management and evaluation of the work by the Violence and Vulnerability Unit to address serious violence and drug driven violence. This work will include providing appropriate reassurance and communication messages to the communities of Essex. It will enable the VVU to strengthen its approach to identifying what works and developing the evidence base to report back the impact of the VVU's work to stakeholders including Home Office, and also inform continued delivery, commissioning and investment.

It will also ensure we can efficiently and effectively manage the considerable operational and strategic workload of the Unit so that it can be proactive in developing initiatives, and also responsive to the needs of partners and other stakeholders.

4. Background and proposal

- 4.1. It has recently been confirmed that the Essex VVU will receive 3-years of Home Office funding from April 2022, providing financial stability to the programme and the small VVU team. This is also supplemented by partner contributions from the PFCC and Essex County Council. We will require the roles within this decision sheet to deliver the V&V work programme and ambitions in the Police and Crime Plan.
- 4.2. The costs of these roles are included in the 2022-23 V&V work programme, supported by the Round Table and Operations Board.
- 4.3. It is expected that these roles will last for a minimum of three years to reflect the longer-term funding arrangement secured through the Home Office and the commitment set out by the Violence and Vulnerability Round Table. To reflect this long term, need these roles will be advertised as permanent roles.
- 4.4. Previous attempts to recruit via short term agency contracts for roles within the VVU have been unsuccessful. Feedback indicated that whilst there were candidates who could fill these roles, there was insufficient interest in short term contracts and that these jobs would be more appealing as permanent opportunities.
- 4.5. The PFCC will provide the following funding allocations.

Role title	Costs
Communications and marketing officer (grade PO2)	£49,500
Policy and Partnerships officer (grade PO3)	£53,800
Evaluation and Impact Analyst (grade PO2)	£49,500
Data Scientist (grade PO3)	£53,800
Data Analyst (grade SO1/SO2)	£40,200
Project Support Officer (grade SO1) x 2	£77,000
Total	£323,800

5. Alternative options considered and rejected

- 5.1. The PFCC could opt not to allocate this funding, but that would impact on the ability of the VVU communicating, delivering, monitoring, and evaluating its work programme and the PFCC delivering on the Police and Crime Plan. These roles have been identified as vital resources for the VVU to support the work of the Unit and that of delivery partners. These roles will improve the capacity and capability of the VVU to deliver at pace and evaluate its work.

6. Police and Crime Plan

- 6.1. This funding will enable the VVU to support the priorities within the Police and Crime Plan, most notably reducing drug-driven violence and protecting vulnerable people.

7. Police operational implications

- 7.1. Essex Police is well engaged with this programme at a strategic and operational level. Essex Police's Head of Analysis will be responsible for matrix-management of the data scientist and analyst role.

8. Financial implications

- 8.1. The PFCC will allocate up to £323,800 from the 2022-23 Violence and Vulnerability Fund (and ongoing annually from V&V funds) to recruit seven substantive posts.

9. Legal implications

- 9.1. These will be substantive roles, adding to the establishment of the PFCC's office.

10. Staffing implications

- 10.1. These roles will be recruited via the PFCC's office but will be based in the Essex VVU. They will be managed by the V&V Programme Manager. The Data Analyst and Data Scientist will be matrix-managed by the V&V Programme Manager and Essex Police's Head of Analysis. Tasking would be via the V&V Programme lead and driven by the V&V work programme, Operations Board and Round Table.
- 10.2. This proposal has been reviewed by Essex Police HR to ensure it complies with our policies and practices.

11. Equality and Diversity implications

- 11.1. The allocation of this funding is not anticipated to have any direct equality and diversity implications. The recruitment for these roles will be undertaken through Essex Police HR as the contracted HR and Recruitment Service for the Police, Fire and Crime Commissioner. This recruitment process is set up to fully comply with all legal obligations and go beyond well beyond this statutory obligation to encourage recruitment from a broad and diverse range of people.

12. Risks

- 12.1. Whilst we anticipate that there will be funding available to support these contracts for three years, there is a risk that funding will not be available post-March 2025. As this is a clear strategic priority for the Commissioner within their Police and Crime Plan, it is anticipated that funds will be available within the PFCC budget to cover these costs in the event central Government funding does not continue after the agreed three-year period.

13. Governance Boards

- 13.1. This proposal is part of the V&V Business Case and the 2022/23 work programme. The Business Case and the work programme have both been discussed at the V&V Operations Board and V&V Round Table with positive feedback received from both.

Report Approval

The report will be signed off by the OPFCC Chief Executive and Treasurer prior to review and sign off by the PFCC / DPFCC.

Chief Executive / M.O. Sign: 

Print: Darren Horsman - Deputy MO

Date: 25.5.2022

Chief Finance Officer / Treasurer Sign: 

Print: Janet Perry

Date: 13 June 2022

Publication

Is the report for publication? YES NO

If 'NO', please give reasons for non-publication (Where relevant, cite the security classification of the document(s). State 'None' if applicable)

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If the report is not for publication, the Chief Executive will decide if and how the public can be informed of the decision.

Redaction

If the report is for publication, is redaction required:

1. Of Decision Sheet? YES NO 2. Of Appendix? N/a

If 'YES', please provide details of required redaction:

Date redaction carried out:

Treasurer / Chief Executive Sign Off – for Redactions only

If redaction is required, the Treasurer or Chief Executive is to sign off that redaction has been completed.

Sign:

Print:

Chief Executive/Treasurer

Date signed:

Decision and Final Sign Off

I agree the recommendations to this report:

Sign: 

Print: Roger Hirst

PFCC

Date signed: 21 June 2022

I do not agree the recommendations to this report because:

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Sign:

Print:

PFCC/Deputy PFCC

Date signed: