

PFCC Decision Report

Please ensure all sections below are completed

Report reference number: 093-22

Classification (e.g. Not protectively marked/restricted):

Title of report: Why Me? Restorative Justice and Business Crime Project Pilot

Area of county / stakeholders affected: Countywide

Report by: Emma Goddard

Chief Officer: Greg Myddelton

Date of report: 30/06/2022

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1. Executive Summary

- 1.1 National Restorative Justice charity, Why Me? have approached the Essex Restorative and Mediation Service to be a pilot site in a Home Office backed project around Restorative Justice and Retail Crime.
- 1.2 The project lasts for 18 months and will have a budget of £50k, £10k of which is expected to be contributed from the PFCC with the remainder being contributed from Retailers and the Home Office.

2. Recommendations

- 2.1 It is recommended that the PFCC give initial approval for Essex to be considered as a pilot site for this project.
- 2.2 The PFCC approves the allocation of £10k from the PFCC's Victims' 2022-23 budget

3. Background to the Proposal

- 3.1 National Restorative Justice charity, Why Me?, approached the Essex Restorative and Mediation Service as part of a Home Office funded pilot that they hope to start in September 2022.
- 3.2 455 violent or abusive incidents a day nationally are against retail staff and only 6% end in a prosecution. This project aims to get a better outcome for victims of retail crime.
- 3.3 The project is an 18-month restorative victim-centred retail project initially within a defined geographic location (Essex) with a view to rolling out the model nationally. It aims to gain evidence, identify improvements, increase Police RJ activity and produce guidance for Police and retailers based on its findings.
- 3.4 The project aims to increase victim satisfaction and confidence in the police, reduce reoffending and assaults on staff and improve staff absences.
- 3.5 The project aims to run between September 2022 and February 2024
- 3.6 The project will receive £50k of funding. Some will be a contribution from PFCCs, some from retailers and the majority from the Home Office. We expect that the PFCC contribution will be somewhere around £10k for the 18-month project.
- 3.7 The funding will pay for a post within the local service to be responsible for the project. We understand that this post will sit in the Essex Restorative and Mediation Service.
- 3.8 The offer is in initial stages currently, and more detail will be worked out with Why Me? should Essex demonstrate a desire to be one of the sites for consideration.

4. Proposal and Associated Benefits

- 4.1 The proposal is for Essex to be a pilot site for this project. Why Me? hopes to get up to 3 pilot sites to take part in the project.
- 4.2 The PFCC will be expected to contribute around £10k towards the project and in return will receive a staff resource for 18 months.
- 4.3 The project officer will sit within the Essex Restorative and Mediation Service team and be managed accordingly. Why Me? will project manage the pilot
- 4.4 The extra resource will allow the rest of the Essex Restorative and Mediation Service to focus on other areas of the criminal justice system.
- 4.5 The Pilot has the potential to significantly improve the experience of retail staff and prevent retail crime.

5. Options Analysis

- 5.1 An option is for the proposal for Essex to be engaged in this project to be rejected. Whilst this would not have a detrimental impact, it would prevent Essex from being at the forefront of a change in culture in the retail crime space. The project fits well with the Essex Police and Crime Plan and Crime Against Business Strategy and therefore shows action against the PFCC's commitments.

6. Consultation and Engagement

- 6.1 The Essex Restorative and Mediation Service team are supportive of the proposal and once approval is secured further engagement would be undertaken with the Strategic Business Board and Business Crime Team.

7. Strategic Links

- 7.1 The Police and Crime Plan makes reference to promoting and expanding Restorative Justice to aid recovery for victims. This project recognises a gap in achieving positive outcomes for victims of retail crime and aims to prove that Restorative Justice is an effective method of improving this.
- 7.2 The Police and Crime plan refers to working with businesses and partners to keep shop workers safe and reduce violence against them. This project effectively answers that 'we will' statement.
- 7.3 The Police and Crime Plan refers to the Essex Police Business Crime Strategy which aims to encourage the reporting of retail crime, improve confidence of victims and tackle those who commit crimes against businesses. These mirror the aims of the proposed project.
- 7.4 The Essex Crime Against Business Strategy 2020-2024 commits to promoting the use of restorative justice to tackle those who commit crime against businesses and to use restorative justice to give confidence and support to those who fear crime.

8. Police operational implications

- 8.1 The project implies some operational police resource will be required to support this project. More details and clarity will be sought should the proposal be accepted.

9. Financial implications

- 9.1 This project requires a one-off financial contribution from the PFCC of £10k. This contribution will be made from the PFCC's 2022-23 victims' fund
- 9.2 The remaining £40k will be match-funded by local retailers and the Home Office.
- 9.3 The PFCC would be expected to recruit and undertake appropriate vetting for this post.

10. Legal implications

- 10.1 This project would run for the length of the pilot. There would be no expectation of the post being sustained beyond the life of the pilot. No expectations to retain the post would be conferred on the PFCC as a result of this project

11. Staffing implications

- 11.1 The staffing for this project is intended to be one project officer role who will join the Essex Restorative and Mediation Service team for the 18-month duration. They will be managed and supported by that team including line management and admin support.

12. Equality, Diversity and Inclusion implications

- 12.1 The project will allow more equal access to Restorative Justice across the county and then nationally, if successful.
- 12.2 It is expected that a formal evaluation will be carried out, which may look at the impact of the project with consideration to equality and diversity implications.

13. Risks and Mitigations

- 13.1 There is a risk of Essex being able to meet the timelines of this project. Why Me? are proposing a start date of September 2022 to start the project. With current recruitment and vetting processes in place it is unlikely that someone external to the organisation would be in place before this deadline. To mitigate this, we could look to existing staff who are already vetted or discuss a delayed start date with Why Me?
- 13.2 A risk remains that the project will put extra pressure in a small team and impact on its ability to focus on other areas which are priorities, such as domestic abuse. Mitigation for this risk would include open, clear discussions with Why Me? around the remit of the designated post and the expectation and boundaries of the role of the rest of the team.
- 13.3 A final risk may be that the project is not successful and offers none of the expected benefits. The project will be regularly reviewed and managed by Why Me? who would be responsible for this risk. The financial and resource investment is minimal in comparison to this risk.

14. Governance Boards

- 14.1 This proposal has not been discussed at any governance boards.

15. Links to Future Plans

- 15.1 This proposal is linked to the Crime Against Business Strategy and Police and Crime Plan 2021-2024. However, beyond these there are currently no links to future plans for this project. This may be reviewed later.

16. Background Papers and Appendices



Restorative Justice for Retail Crime Why Restorative Justice for NBCC PCC meeting 31



2022 June

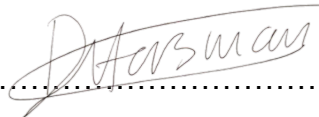


NBCC Presentation -

Report Approval

The report will be signed off by the PFCC's Chief Executive and Chief Finance Officer prior to review and sign off by the PFCC / DPFCC.


Chief Executive / M.O.

Sign: 

Print: Darren Horsman - Deputy MO

Date: 15/8/2022

Chief Finance Officer

Sign: 

Print: Janet Perry

Date: 15 August 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? YES
NO

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

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Date redaction carried out:

Chief Finance Officer / 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 / Chief Finance Officer

Decision and Final Sign Off

I agree the recommendations to this report:

Sign: 

Print: Roger Hirst

PFCC

Date signed: 31st August 2022

I do not agree the recommendations to this report because:

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Sign:

Print:

PFCC/Deputy PFCC

Date signed: