

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

4 July 2022, 1400 to 1600, via Microsoft Teams

Present:

Roger Hirst (RH)	Police, Fire and Crime Commissioner (Chair)
Pippa Brent-Isherwood (PBI)	Chief Executive and Monitoring Officer, PFCC's office
Scott Cannon (SC)	D/ Supt, Head of PSD, Essex Police
Morgan Cronin (MC)	Ch/Supt, Strategic Change, Essex Police
Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner
BJ Harrington (BJH)	Chief Constable, Essex Police
Suzanne Harris (SH)	Head of Performance and Scrutiny (Policing), PFCC's office
Darren Horsman (DH)	Strategic Head of Policy and Public Engagement, 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
Debbie Martin (DM)	Chief Finance Officer, Essex Police
Rachel Nolan (RN)	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
Ewen Wilson (EW)	Operational Policing Commander, Essex Police
Emilija Juseviciute	Apprentice PR and Comms Assistant, PFCC's office (observing)
Camilla Brandal	Minutes, PFCC's office

Apologies:

Dr Vicki Harrington (VH)	Director of Strategic Change and Performance, Essex Police
Glen Pavelin (GP)	T/Assistant Chief Constable, Essex Police
Andrew Pritchard (APri)	Assistant Chief Constable, Essex Police

1 Introduction and welcome

RH welcomed all to the meeting. Apologies were received from VH, GP and APri.

2.i Minutes of last meeting and matters arising

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

2.ii Action Log

- 41/21 Action Log – Balanced Scorecard
Ongoing.
- 16/22 Deep dive: Protecting Rural and Isolated Areas
Due date altered to July.
- 17/22 Deep Dive: Preventing Dog Theft
Due date altered to July.
- 18/22 Performance Reports
Discussions ongoing.
- 20/22 Finance: draft Statement of Accounts
Meeting took place on 14 June. Propose close.
- 21/22 Finance: Treasury Management Report
Cashflow reporting discussions ongoing. Due date altered to November.
- 22/22 Monthly Performance Report
Summer Plan sent to PFCC's office. Propose close.
- 23/22 Use of Force/ Stop and Search
Meeting scheduled for 6 July. Propose close.
- 24/22 Acquisitive Crime Electronic Monitoring
Presentation at Reducing Reoffending Board meeting took place. Propose close.

2.iii Forward Plan

After a discussion around the questions asked by the Police, Fire and Crime Panel regarding the Police and Crime Plan, it was agreed that a final closure report for the previous Police and Crime Plan would be tabled for August (prior to the next Panel meeting in September). This would be commissioned by the PFCC's office.

Action 25/22:

A final closure report for the Police and Crime Plan would be tabled for August (prior to the next Panel meeting in September).

3 Finance

3.i Monthly Finance Report

- 3.i.1 DM presented the Month 2 report which was not a full report but reported on the position on pay and any known variances on non-pay.
- 3.i.2 A discussion took place around the costs for Op Hazel and the workforce analysis figures.

3.ii Efficiency Savings Programme (end of year)

- 3.ii.1 MC presented the paper on the quarterly progress and updates against current and future efficiency and savings plans, along with an update on the MTFs and the current Operational Transformation Reserve.
- 3.ii.2 A discussion took place around how the O365 non-cashable savings are being tracked through the budget for reporting purposes. It was agreed that AP would look to bring an update to a future meeting on the understanding and clarity around the efficiencies and savings around O365.

Action 26/22:

AP would look to bring an update to a future meeting on the understanding and clarity around the efficiencies and savings around O365.

MC left the meeting at 1437

4 Monthly Performance Report

- 4.i.1 MJ presented the Monthly Performance report for May and reported that four of the eleven PFCC priorities have been given a grade of Good, five have a grade of Adequate and two have a grade of Requires Improvement. MJ updated on the confidence figures, All Crime figures, Killed or Seriously Injured, number of offences with a repeat victim, Violence Against the Person figures, solved sexual offences and proportion of ethnic minority employees.
- 4.i.2 A discussion took place around the Adequate and Requires Improvement gradings and how to improve these gradings to Good. RH expressed concern around the VAWG priority and the low solved rates, and asked when the Force thought that they would begin to see the results of the qualitative work that has been and is being undertaken. MJ confirmed that a very complex and comprehensive piece of analysis work is being carried out on these issues to be able to produce outcomes. JG commented that she was confident that the work done around domestic abuse (i.e. DARA, review of the risk modelling, downgrading cases etc) will produce good outcomes but the question always has to be 'what will you do differently to make this happen?'. JG commented that she was also concerned about the rape numbers. A discussion took place around the work that could be done with the CSPs in this regard in order to get districts to help address the All Crime figures.
- 4.i.3 SH asked about the encouraging volunteers and community support piece as the confidence in opportunities has reported a fall two reports in a row but the grading has moved from Adequate to Good. AP commented that the results from the confidence survey had been looked at and they did not reflect the large amounts of activity being carried out which has meant the change in grading.

5 Independent SMSR Survey

- 5.1 MJ presented the latest survey results which reported on public confidence being reported as 79% which is a sustained level of performance. A brief discussion took place around perceptions of fairness if you were to make a complaint and whether the researchers ask whether they have made a complaint or not, and is it followed up within the Force if they have made a complaint. It was confirmed that the researchers do not ask this question. MJ went through the report's key findings and a further discussion took place around Stop and Search and whether specific work can be done

in certain areas to address the unfairness perception and levels of confidence. JG suggested that this may be worth taking up with the Community Safety Partnerships.

RN joined the meeting at 1505

- 5.2 A discussion took place around the confidence in complaints figures, the public's understanding issues and feeling informed, trends over the last few quarters, and the drivers around the awareness of the PFCC and the PFCC's office. DH to speak to MJ outside the meeting.

SC joined the meeting at 1515

6 District Engagement Plans

- 6.1 RN presented the paper which reported on the answers on the District Engagement Plans following specific questions from the PFCC's office around the Plans. RN also updated on the engagement that is being carried and will be carried out in schools.
- 6.2 RH commented that following a recent meeting he had had with Secondary School Headteachers, the safeguarding leads were in contact with the CYPOs but the Headteachers would like to have direct contact with the CYPOs to aid them. RN commented that she would pick this up with the officers who were in the meeting.
- 6.3 RH suggested that perhaps the relationship between the District Commanders and county councillors could be improved in certain areas, e.g. letting the county councillors know when the relevant Community Safety Partnerships are taking place. It was agreed that PBI would take this to Safer Essex to have the discussion with the CSPs.

Action 27/22:

PBI would take the issue of the relationships with county councillors and CSPs to Safer Essex or included as an item in the CSP review.

7 Professional Standards Department – Annual report

- 7.1 SC presented the annual report which contained an overview of PSD performance following the changes in Police (Conduct) Regulations 2020, Covid and challenges from national themes.
- 7.2 A discussion took place around the national terminology used for Independent Scrutiny Boards (where members of the public are on the Board) and whether it should be referred to as an Independent Review Panel or Independent Advisory Group.
- 7.3 A further discussion took place around the Professionalism Strategy and the need for more resources and investment in order to deliver against the Strategy, and it was agreed that RH and BJH would discuss benchmarking offline.

SC left the meeting at 1605

8 Recruitment of Specials

- 8.1 RN presented the quarterly update on recruitment of the Special Constabulary Development Programme.

- 8.2 A discussion took place around the recruitment retention challenges with the work being done, the alignment of the Specials media campaign ('My Other Life') with the 'We Value Difference' campaign, recruitment of Community Specials, recruitment events and vetting.

9 Crime Prevention Strategy – action plan and performance

- 9.1 RN presented the update for Q4 in relation to the progress of the Essex Crime Prevention Strategy 2021-25.
- 9.2 A discussion took place around partnership involvement, with the increase in DA high risk cases and mental health issues - does this place a bigger burden on MARAC and EPUT? It was agreed that an update on the DA high risk and mental health issues will be brought to a P&R Board in six months' time.

Action 28/22:

An update on the DA high risk and mental health issues will be brought to a P&R Board in six months' time.

10 Firearms Licensing Annual Report

- 10.1 EW presented the annual report on the Firearms, Shotguns and Explosives Licensing Department, the post Covid 19 recovery, 2022 peak renewal period and longer term service delivery considerations.
- 10.2 A discussion took place around the fees and it was suggested that a case study be produced for RH to take to the APCC.

11 Approval for publishing of documents

The papers for publishing were agreed as 3i, 4, 5, 6, 7, 8, 9 and 10.

12 Any Other Business

There being no other business, the meeting closed at 1631.