

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

28 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
Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner
BJ Harrington (BJH)	Chief Constable, 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
Richard Leicester (RL)	Director of HR, Essex Police
Debbie Martin (DM)	Chief Finance Officer, Essex Police
Rachel Nolan (RN)	Assistant Chief Constable, Essex Police
Andrew Packer (APa)	D/Ch/Supt, Public Protection Commander, Essex Police
Andy Prophet (AP)	Deputy Chief Constable, Essex Police
Sharn Taylor	Supt, HR, Essex Police
Camilla Brandal	Minutes, PFCC's office

**Apologies:**

Janet Perry (JP)	Strategic Head of P&R and S151 Officer, PFCC's office
Matt Tokley (MT)	Head of Corporate Accounting, Essex Police

**1 Introduction and welcome**

RH welcomed all to the meeting (especially APa and ST). Apologies were received from JP and MT.

RH thanked the Force for the hard work in producing the substantial amount of papers for this meeting but asked if, in future, they could be sent through to the PFCC's office by the specified paper deadlines.

**2.i Minutes of last meeting and matters arising**

There were no amendments to the minutes of 4 July 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  
Responses received by PFCC's office. Close.
- 17/22 Deep Dive: Preventing Dog Theft  
Responses received by PFCC's office. Close.
- 18/22 Performance Reports  
Discussions ongoing. Feedback to Matt Robbins to be provided shortly.
- 21/22 Finance: Treasury Management Report  
Cashflow reporting discussions ongoing. Due date altered to December.
- 25/22 Forward Plan  
Closure Report for the Police and Crime Plan 2016-2020/21 added to Forward Plan for August. Close.
- 26/22 Efficiency Savings Programme  
Due in August.
- 27/22 District Engagement Plans  
Being picked up through the local CSP review work through Safer Essex.  
Close.
- 28/22 Crime Prevention Strategy  
Update on DA High Risk and Mental Health Issues added to the Forward Plan for December. Close.

## 2.iii Forward Plan

SH confirmed that the changes to the Forward Plan were: update on the DA high risk and mental health issues to December, closure report on Police and Crime Plan to be moved to September (workshop would be arranged with the Force and the final report would go to P&RS in September for noting, and then to P&C Panel), proposal to add an item on Rape and Sexual Violence performance review in September (agreed), the frequency of the Crime Prevention Strategy update and the Specials papers to be moved to six monthly reports (removing from September and March), Public Sector Equality Duty updates to move to April and October, the title of the Quarterly Finance Report to change to Monthly Finance Report (as quarterly reporting is now included in the monthly reporting). An additional item under non-attendance at high harm crime (which was raised as a concern by the Police, Fire and Crime Panel) to be added to the October Forward Plan and then presented at the December Panel meeting. All changes were endorsed.

### **Action 29/22:**

**SH would make all agreed amendments to the Forward Plan**

## 3 Finance

### 3.i Monthly Finance Report

- 3.i.1 DM presented the Month 3 report which reported on the latest position and the appropriations to/ from earmarked reserves.
- 3.i.2 A discussion took place around staff underspends, headcounts, budgeted savings movements between Months 2 and 3, whether staff underspends are having any impacts on service delivery, non-pay inflation figures which will be reported on in Month 5 and be factored in to the MTFS.

### **BJH joined the meeting at 1423.**

#### 3.ii Treasury Management Report

- 3.ii.1 DM presented the Quarter 1 report which set out the treasury management activity during the previous 3 months of 22/23 and the onward plan for the remainder of the year. A brief discussion took place around the opening and closing cash position.
- 3.ii.2 RH thanked DM and the team for the report.

#### 4 Insurance Annual Report

It was agreed that the Insurance Annual Report would be deferred to the August meeting. Feedback on the report would be provided ahead of the meeting to assist with questions being answered.

#### **Action 30/22:**

**Insurance Annual Report to be moved to August 2022 and feedback to be provided ahead of the August P&RS Board meeting.**

#### 5 Performance Reports

##### 5.1 Monthly Performance Report

- 5.1.1 VH presented the Monthly Performance report for June 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 (i.e. no change from May). VH 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.

### **JG joined the meeting at 1450.**

- 5.1.2 A discussion took place around Crime Data accuracy figures and Home Office reporting, rates for newly defined crimes, VAWG, solved outcome figures and how to increase these solved rates.

##### 5.2 Quarterly Performance Report

- 5.2.1 VH presented the Quarterly Performance report which contained an update on the work done against all 11 Police and Crime Plan priorities.
- 5.2.2 RH asked if he could have some further information on the focus work done in May in Colchester relating to prolific offenders so that he could take it to the next Police, Fire

and Crime Panel. JG commented that she was really pleased to see the significant activity in the DA space across policing and the partnership board, and was hopeful that this would produce results shortly.

**Action 31/22:**

**Information on the focus work done in May in Colchester relating to prolific offenders to be provided to RH ahead of the September Police and Crime Panel.**

6 Balanced Scorecard

- 6.1 VH presented the overview of the final grades for Cycle 13 of the Rebalanced Scorecard, the rationale for the Force-level grades with the data review period for this cycle being January to March 2022 inclusive.
- 6.2 A discussion took place around the gradings, the renaming of 'efficiency and effectiveness' to 'how we work' in the next cycle, keeping people safe will be re-framed, wait times in the Resolution Centre (which were expected to improve), victim satisfaction and public confidence.

7 Force Performance against National Crime and Policing Measures

- 7.1 VH presented the performance report for June 2022 which contained key findings, performance overviews in priority areas and metrics and measures information.
- 7.2 A discussion took place around the new measure pack and the parameters that have been set by the Home Office, and how the measures feed through to the Beating Crime Plan and Crime and Policing Board.

8 HR, Sickness and Attendance Management, Staff Performance

- 8.1 RL presented the report which contained items on attendance, establishment, strength FTE, turnover and diversity profiles, promotions, redundancies, business cases and an update on Learning and Development. RL noted that there was a mistake on Page 12 of the report and the 'increase in police staff absence to 2.34 for April to June 2022/23' where the figure should read '2 for April to June 2022/23'. RL went through the current recruitment challenges, vacancies, pay awards, sickness absence, and Specials recruitment.
- 8.2 RH thanked RL for the report and commented on the work that has been done to look after the workforce.

9 Police Objective Analysis (POA) Report

- 9.1 DM presented the POA report which set out the underspends and overspends and the main in-year variances to budget. It was noted that year-on-year comparison between 2022/23 and 2021/22 will be included in the next POA update which is due in Month 6 following completion of the CIPFA annual statutory return.
- 9.2 A discussion took place around possible operational impact (Op Hazel), the underspend against investigations, and extra information on significant changes where it was agreed that the commentary will be expanded under the variances in Level 1 to include the highlights of level 2.

## 10 Vulnerable Groups annual report

- 10.1 APa presented the annual report on the activity from the Force relating to vulnerable groups over the time period April 2021-April 2022. The report contained items on the Management of Sexual Offenders and Violent Offenders ('MOSOVO'), online investigations, Child Sexual Exploitation ('CSE'), Criminal Exploitation and Missing Persons, mental health and fraud and vulnerability of the elderly.

### **RN and DM left the meeting at 1558.**

- 10.2 A discussion took place around the work being done and still to be done around partnership working and mental health, and the increase in the numbers of the MOSOVO visits.

## 11 Performance against the Public Sector Equality Duty (PSED) report

- 11.1 ST presented the PSED report which contained an overview of the response to the duty to report under the Equality Act 2010, and contained items on the progress made against each of the objectives contained within the Diversity, Equality and Inclusion Strategy.
- 11.2 RH asked if a compliance statement could be included in future reports and this was agreed that this would be included. RL commented that the Force were graded as compliant against the PSED requirements. A brief discussion took place around the Race Action plan, future reporting on females, PCSOs and the SMSR survey results in the PSED report.

## 12 Approval for publishing of documents

The papers for publishing were agreed as 3i, 3ii, 5i (with a corrected grading on VAWG), 5ii, 6, 7, 8 (with noted alteration as per paragraph 8.1 above), 9, 10 and 11.

## 13 Any Other Business

There being no other business, the meeting closed at 1624.