

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

25 August 2022, 14.00 – 15.42 via Microsoft Teams

Present:

Jane Gardner (JG) (Chair)	Deputy Police, Fire and Crime Commissioner
Pippa Brent-Isherwood (PBI)	Chief Executive and Monitoring Officer, PFCC's office
Annette Chan (AC)	Chief Accountant, Essex Police
CC BJ Harrington (BJH)	Chief Constable, Essex Police
Suzanne Harris (SH)	Head of Performance and Scrutiny (Policing), PFCC's office
Mark Johnson (MJ)	Head of Research and Analysis, Essex Police
D/Ch/Supt Lucy Morris (LM)	Deputy Head of SCD, Essex Police
Rachel Nolan (RN)	Assistant Chief Constable, Essex Police
T/ACC Glen Pavelin (GP)	Assistant Chief Constable, Essex Police
Janet Perry (JP)	Strategic Head of Performance and Resources, PFCC's office
DCC Andy Prophet (AP)	Deputy Chief Constable, Essex Police
Christine Butler (CBu)	Minutes, PFCC's office

Apologies:

Dr Vicki Harrington (VH)	Director of Strategic Change and Performance, Essex Police
Debbie Martin (DM)	Chief Finance Officer, Essex Police
ACC Andrew Pritchard (Apr)	Assistant Chief Constable, Essex Police
Roger Hirst (RH)	Police, Fire and Crime Commissioner (Chair)

1 Introduction and welcome

JG welcomed all to the meeting. Apologies were received from RH, VH, DM and Apr. JP was joining for the main part of the meeting and would need to leave before the Deep Dive.

2. Minutes of last meeting and matters arising

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

3 Action Log

41/21 Action Log – Balanced Scorecard
Ongoing.

18/22 Quarterly Performance Report – The changes have been provisionally agreed by the PFCC's office but Matt Robbins to obtain agreement from the Force. To remain open.

21/22 Finance: Treasury Management Report
Cashflow reporting discussions ongoing. Due date December – no update due. To remain open.

26/22 O365 Programme. An action update paper had been shared in advance. Some questions were raised by the Chair, seeking more details and clarification.

Figure 2 showed a £4m savings that been distributed, and the Chair would like to understand what areas have been impacted and how those are spread across the Force?

Section 6.2 states there is less potential for stress due to reduction in travel, the Chair would like to understand this area in more detail.

Regarding non-cashable savings does the additional time savings go into wellbeing or efficiency?

8.2 refers to 332 duty days, this seems excessive when duty days and rest days are taken from this total.

BJH confirmed that this is a typo and should be corrected to 232 duty days.

BJH said that figure 4 breaks down the non-cashable savings, this could be attributed to various departments, but time savings are evidenced and are objectively calculated.

BJH suggested adding the following wording to the paper to clarify: 'This is absorbed in terms of more time for people to focus on existing roles of which they are already under pressure.'

JP said that it has been quoted that there is £45m of efficiency savings, and said it was important to understand how the benefits of this are realised.

BJH responded that this figure is calculated as time saved. He proposed that the narrative under section 5.1 be amended to describe and emphasize that this is the individual quality time that officers and staff can use to focus on the job they are meant to do, and the updated technology has better enabled that.

MJ and Rob Coan to rewrite the narrative in report regarding efficiency savings to show that is it time saved overall by staff.

This action to remain open with due date revised to September. The revised report will be published with the next set of papers.

29/22 Amendments to the Forward Plan – these have been made. Close

30/22 Annual Insurance Report – This report was proposed to be moved to September.

AC said there are several other reports coming up and the audit and closure of accounts need to be prioritised due to statutory deadline and could the Annual Insurance Report be pushed back to October/November, as there would be difficulties in achieving the September deadline. There are changes due to the report and there is a meeting due to discuss the PFCC requirements with RH.

JG commented that if this was pushed back there will not been enough time to influence decision reports. SH confirmed that most policy renewal dates are in October and receiving information in September would still give the Board an opportunity to influence the report, but if this is pushed back further then it would become an update report on decisions already made.

BJH suggested going ahead with the scheduled meeting on 30 August and ensuring finance understand what the challenges are with this report. The report may well be far more concise and shorter than it currently is, and which will be more achievable to do in time for the September meeting. If this is not achievable, then we can convene outside of this meeting to ask if it can be delayed.

It was agreed that the meeting on 30 August would consider the appropriate timing for this report to be presented. The action would remain open for update at the next meeting (September).

31/22 Colchester Community Policing Team– this has been received. Close.

4. Forward Plan

- 4.1 SH highlighted the proposed changes to the Forward Plan: the removal of the Treasury Management Update as this would be taken at Strategic Board in future. This had been agreed at Strategic Board but needs to be formally agreed today (agreed)
- 4.2 Moving of the bi-annual Public Sector Equality Duty Updates to December and June to fit with half yearly reporting on four quarters. It was noted that Darren Horsman has confirmed this would not impact on statutory publishing requirements (agreed)
- 4.3 SH advised the Board of additional requests received: a request had been received for the Budget Setting Updates to be removed in line with the new Budget Setting Timetable. It was agreed to defer this decision as the Budget Setting Timetable has not yet been approved. Although the Decision Report has been received, the Forward Plan should not be changed until this has been approved. PBI suggested adding a recommendation to the Decision Report to state that the Forward Plan for the relevant Boards is amended accordingly and then it does not have to come back to the Board for ratification (agreed)
- 4.4 A request was made to move the Draft Closure Timetable from November to January. AC said that finance was originally in support of the move to November and was hopeful that there would be some clarity of the statutory deadlines but this is not currently the case. JP said she would prefer to retain the item on the Forward Plan in November. PBI requested that a complete and accurate paper needs to be brought to the Board at the earliest opportunity. AC said that she would provide Janet with a draft timetable in line with previous years dates but proposed not take it to a formal meeting for a decision and reviewed by the S151 until it is more certain. BJH agreed so long as it was a minuted discussion at any meeting.

Action 32/22

Draft Closure Timetable - SH to speak to JP and others to determine the correct Board and timing for the Draft Closure Timetable to be presented, and bring a proposal to the next P&RS Board.

5. Monthly Finance Report

- 5.1 AC presented the Month 4 Report which reported on the latest position and the Revenue overspends and forecasts.
- 5.2 There was a discussion regarding actuals and forecasts and staff pay awards, regarding the forecasts being too reactive on a monthly basis where it should be smoother for the year ahead. Some of the issues are due to timing as there needs to be cut off point in the month for information to be collated. Staff pay should also be built in to the forecast as it is a realistic assumption within the MTFS. Month 5 will show items that have not been in this month forecast due to timing i.e., Southeast Allowance and Op Hazel 2 costs.
- 5.3 BJH said that there will be a cost implication for Op Hazel and Op Hazel 2.

5. Insurance Annual Report – Verbal Update

Dealt with under Action 30/22.

6. Performance Reports

- 6.1 MJ presented the Performance report which included: Four of the PFCC priorities are graded as “Good” and the VAWG priority is re-graded as ‘requires improvement’. There is strong performance in confidence data although this has dropped slightly, Crime increased for 12 months to July 2022 compared to 12 months to July 2021, Excellent levels of Crime Data Accuracy, increase in of number of offences and victims, violence against the person has increased, increase in those killed or seriously injured, solved sexual offences committed against females, general improvements in other areas such as DA, child abuse and business crime, improvement in solved rates in violence with injury.
- 6.2 SH asked for an insight into repeat victims and areas of crime affected. MJ replied that the data is being looked at and EP have a better picture with regard to “hot areas” in terms of repeat victimisation around VAWG work with high harm, harassment and controlling behaviours. There is a lot of analysis behind the figures which feeds through the tasking process. SH was concerned that crimes against the person are impacted by that but good to see an understanding of the breakdown.
- 6.3 BJH said that within VAWG there is a detailed Problem Profile established by MJ and the team and 45-50% of VAWG is in the DA space. There are some good processes in place to influence this area.
- 6.4 BJH noted the concerns that more could be done around Roads Policing and there is work in process around drug testing, drink driving and being more proactive around enforcement. He recognised the importance of working together with SERP.
- 6.5 BJH said that most of the aggravated burglaries are due to Drug Driven Violence as they are often based upon drug debts. A decision had been made to increase drug testing on arrest. Heroin drives acquisitive crime and there is a large amount of Cocaine that is regularly seen, and the feeling is that once more drug testing on arrest is underway, it is expected that Cocaine will figure largely in the violence profile, as drugs fuel violence.

APr joined the meeting at 15.15

6 Use of Force/Stop and Search

- 6.1 GP talked through the presentation. The Use of Force is consistent and in line with the previous data from last year. There are improving processes within Stop and Search that are expected to lead to an increase in confidence.
- 6.2 The HMICFRS inspection (PEEL Inspection) around Section 60 of Stop and Search was "Good", and reassured EP that they are in a good place, this included the publication of data and the public facing websites.
- 6.3 There is still some disproportionality illustrated with Use of Force and Stop and Search which is looked at by the EDIC Group. EP are working hard on the reasons and working with strategic partners to fully understand the issue. EP are waiting for the final census demographical data to come through in November from ONS and will update the figures within the report. GP and SH met with Dan Youngman who is the analyst behind this report and EP are making some changes to the data included in future papers.

Action 33/22

SH and GP to discuss the Taser Data included in the report.

- 6.4 SH asked if the positive outcomes were going up or down or remaining stable, GP replied that they are stable in Stop and Search and are well placed within the MSG; there are no concerns with the positive outcome rate.

Action 34/22

SH noted a suspected typo on pP12 and requested this be reviewed prior to publication. GP and MJ will take offline and will check this. An updated report will be provided if appropriate and confirmation will be provided if no changes are required.

- 6.5 SH noted that there is increase in Strip Searches and asked for clarification as to what and why is driving that, as 35% is quite significant. GP said that that Strip Search is any search that requires the removal of more than the jacket, outer coat and gloves. The policy is very clear, and this is required to happen at a police station in an area of custody and is supervised. The number will change due to the proactive nature of the work, the use of Strip Search will be directly linked to a threat, harm, or risk issue or due to direct intel that people or groups may be concealing items that may not be found through more regular searches. The rise in numbers is not of concern.

LM joined the meeting at 15.27

7 Homicide Scrutiny

- 7.1 LM talked through the paper. To date there have been 10 homicides in 2022 including two in July. There is good work being done through the rapid debrief process which has generated a lot of interest from the College of Policing, APCC and others, which is due to the amount of attention being placed in this area and that Essex are leading the way.
- 7.2 SH noted that the last paper talked about the solved rate but it did not seem to be referenced in this paper and enquired if there had been any changes to the percentages. LM apologised and said it should have been referenced in this paper and will ensure that it is included in future papers.
- 7.3 JG was interested in the proposal regarding the Mental Health Risk Management Board and the support that EP would expect from partners. The engagement with EPUT is very strong and BJH is keen to work with partners in this area. One of the key outcomes of that Board will be to ensure appropriate ownership of activity around individuals and tracking that activity to ensure that there are tangible outcomes in order to reduce risk and prevent some of the homicides that have been seen in the mental health space. JG

added that this follows on from the last Health & Wellbeing Board that BJH is now a member of, and the new Board will be a helpful additional to take forward actions at that strategic level.

AP confirmed he has a meeting with Paul Scott next week to discuss strategic risk management as that top level buy in is very important.

GP & LM left the meeting 15.39

8 Approval of Publishing Documents

8.1 SH confirmed all papers can be published, subject to any amendments to the Stop and Search paper as noted during the meeting.

9 AOB & Close

There being no other business, the meeting closed at 15.42