

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

28 September 2022, 1400 to 1700 via Microsoft Teams and GF03

Present:

Roger Hirst (RH)	Police, Fire and Crime Commissioner (Chair)
Simon Anslow (SA)	South LPA Commander, OPC Command, Essex Police
Kevin Baldwin (KB)	Assistant Chief Constable, Essex Police
Annette Chan (AC)	Chief Accountant, Essex Police
Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner (for part)
Dr Vicki Harrington (VH)	Director of Strategic Change and Performance, Essex Police
Suzanne Harris (SH)	Head of Performance and Scrutiny (Policing), PFCC's office
Stuart Hooper (SHo)	Head of Investigatory Powers Dept, Essex Police
Darren Horsman (DH)	Strategic Head of Policy and Public Engagement, PFCC's office
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 Performance and Resources, PFCC's office
Andrew Prophet (AP)	Deputy Chief Constable, Essex Police
Camilla Brandal	Minutes, PFCC's office

Apologies:

Pippa Brent-Isherwood	Chief Executive and Monitoring Officer, PFCC's office
BJ Harrington	Chief Constable, Essex Police
Andrew Pritchard	Assistant Chief Constable, Essex Police

1 Introduction and welcome

RH welcomed all to the meeting. Apologies were received from those above.

2.i Minutes of last meeting and matters arising

- 2.i.1 VH asked if Action 18/22 could read 'The changes have been provisionally agreed by PFCC's office but Matt Robbins....'. This was agreed.
- 2.i.2 VH asked if Action 26/22 could be titled 'O365' instead of 'Efficiency Savings Programme'. This was agreed.

There were no further amendments to the minutes of 25 August 2022, and they were therefore approved. There were no matters arising.

2.ii Action Log

- 41/21 Action Log – Balanced Scorecard
It was agreed to close this action as the domain has been renamed and an additional measure inserted for savings against forecast. Close.
- 18/22 Quarterly Performance Report
The changes have been provisionally agreed by the PFCC's office and Matt Robbins to obtain agreement/feedback 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
Amendments received and paper can now be published. Close.
- 30/22 Annual Insurance Report
Now added to Forward Plan. Close.
- 32/22 Forward Plan
Draft Closure Timetable now added to Forward Plan for January. Close.
- 33/22 Use of Force/ Stop and Search
Meeting scheduled to discuss Taser paper. Remain open.
- 34/22 Use of Force/ Stop and Search
Revised Use of Force paper receive with typo corrected. Close.
- 35/22 Deep Dive
Children and Youth Persons strategy received on 16 September 2022. Launch planned 22 October. Close.

2.iii Forward Plan

RH noted that the Insurance Paper had been added to the Forward Plan for October but it was subsequently agreed that the paper would be moved to November in order to meet auditor deadlines.

**Action 36/22:
Insurance Annual Report to be moved to November on Forward Plan**

3 Monthly Finance Report

- 3.1 DM presented the 2022/23 Month 5 position for the Force and it was recommended that the appropriations to/ from earmarked reserves were noted. The Executive Summary included revenue forecasts on overspends, underspends, police officer strength, police staff strength, PCSO strength, vacancies, reserves, capital spends and forecast capital expenditure.
- 3.2 A discussion took place around the large movements of money and the inclusion/ non-inclusion of Op Hazel monies, South East Allowance, bonus payments, staff pay and overtime producing an underspend. It was agreed that DM and RJ would produce a one page Year to Date underspend (£5m) versus overspend (£2m) calculation against

the end of year forecast and circulate to SH to attach as part of the papers for the next meeting.

Action 37/22:

DM and RJ would produce a one page Year to Date underspend (£5m) versus overspend (£2m) calculation against the end of year forecast and circulate to SH to attach as part of the papers for the next meeting.

- 3.3 A further discussion took place around the capital programme and the investment in estates and slippage on the national IT programmes.

4 FMCRC Working Group (CIPFA Management Response) update

- 4.1 DM presented the update on the CIPFA Financial Management Capability Review undertaken in 2020 and to note the work being undertaken by CIPFA as part of their consultancy days.
- 4.2 A discussion took place around the recommendations that had been included in the action plan and the progress made, the next steps and feedback from the Chief Finance Officer Retreat (to follow from DM). RH asked about the KPIs and the Finance Service Plan and it was confirmed that the work is being produced by using the consultancy days and an early draft of the Finance Service Plan has been produced. RH asked how the action plan work is going to be monitored? AP confirmed that the delivery of the action plan is monitored by COG quarterly. It was agreed that a high level summary would be produced for this Board in February 2023.

Action 38/22:

A high level summary on the FMCRC Working Group CIPFA Management Response to be provided in February 2023.

5 Performance Reports

5.i Monthly Performance

- 5.i.1 VH presented the monthly report (year ending August) and from the Executive Summary, four of the eleven PFCC priorities were graded as 'Good', four had a recommended grade of 'Adequate' and three had a grade of 'Requires Improvement'. Confidence in the local policing is at 77.9%, All Crime had decreased compared to the 12 months to December 2019 however, there had been an increase of 9.2% compared with the 12 months to August 2021. The Force had been graded at Outstanding in relation to its Crime Data Accuracy but work is currently being undertaken around whether the Force are over-recording Stalking and Harassment offences. There had been a 9.4% increase in the number of offences with a repeat victim, Violence Against the Person offences against females increased by 6.2%, a 15.3% increase in the number of sexual offences against females, a decrease of 10.5% of the number of solved sexual offences committed against females, a 21.1% increase in the number of those Killed or Seriously Injured for the 12 months to August 2022 compared to the 12 months to August 2021.

RJ left the meeting at 1500.

- 5.i.2 VH went through the priorities and their gradings and a discussion took place around the new breakdown of outcomes by gender supplied in the report (Slide 28), the sexual offence solved rates between males, females and data for which no gender is recorded along with the Home Office specific crime categories.

SA and SHo joined the meeting at 1510

- 5.i.3 A further discussion took place around the road safety campaigns, mobile phone driving offences, drug driving offences and activity driven by funding from the Safer Essex Roads Partnership.

6 Efficiency and Savings Programme and OTR update

This paper was noted for information at this Board as it had been covered in detail at the Strategic Board on 26 September 2022.

7 Independent SMSR Survey

It was taken that the report had been read and the meeting went straight to questions. A discussion took place around the increase in the perception of stop and search powers being used fairly, the increase in the confidence of the Force understanding the issues affecting your community and how to improve the number of minority ethnic and white respondents (which the Force is starting to see) and the disparity between the confidence of minority ethnic and white communities, with the results from the recent two quarters of data which being monitored. A further discussion took place around the numbers of people being dissatisfied after an 'interaction with the Force' mainly regarding victims and progress/ outcomes of cases compared with previous numbers and whether this was being addressed. AP confirmed that work on the victims outcome/ progress of cases was being addressed with a refresh of the allocation policy, points of contact being put in place and it is hoped that this disparity in different areas of the County will be closed shortly, thereby seeing an increase in the satisfaction levels for victims.

KB joined the meeting at 1530.

8 Operational Policing Command (annual report)

- 8.1 SA presented the OPC annual report which updated on how it delivers against the Force Plan and Police and Crime Plan, current resourcing, finance, areas of responsibilities, performance and future plans. Items for noting were updates on Operational Planning, Resource Management Unit, Resilience Department, Public Order Training, Operational Support Group, Force Support Unit, Weapons Training, Stansted Airport's policing team, Roads Policing, the Serious Violence Unit, Marine Section, Serious Collision Investigation Unit, Firearms Licensing, Drones, Specialist Operations, Dog Unit and Drug Expert Witnesses.

GM joined the meeting at 1535.

- 8.2 A discussion took place around capacity in Roads Policing, resourcing in the Serious Violence Unit (and specific county lines operations), capacity within the Force for dealing with drug driven violence, the introduction of the MoRile assessment which is now being used as opposed to the Hampshire Index which has resulted in a reduction in reporting of harm scores. RH asked if the base line figures could be fed into future reports to show how the longer term development is progressing. A further brief discussion took place around Taser training, kennel capacity and RMU which is being looked at thematically to work out whether the spending and resources are being placed in the correct areas.

SA left the meeting at 1553.
DM left the meeting at 1554.

9 Public Contact (to include monitoring of 101 and LiveChat performance) annual report

- 9.1 SHo presented the annual report and assessment of Essex Police's performance around public call handling or emergency and non-emergency contact routed through the Contact Management Command. The report updated on Request for Service, Incident Response, current performance, Emergency 999 calls, Non-Emergency 101 calls to the Force Control Room, Resolution Centre Non-Emergency calls, abandoned rates, digital demand, LiveChat, issues, risks, actions for improvement and future work/development.
- 9.2 A discussion took place around the 999 and 101 calls with times for processing an individual through to resolution and whether it should be being reported again as an issue. SHo confirmed that he looks at the call times monthly, weekly and sometimes hourly in terms of the performance for the command. 101 is part of the national system where it goes through to a self-help menu, then the switchboard and are then triaged. There are 2 call taking systems in place at the moment but it is hoped that the new ICCS system (in September 2023) will address any issues that arise with the 2 systems presently. A further discussion took place around the DAMS iHub system (part of Single Online Home) where Essex is the pilot lead for national work being run for victims being able to report directly into the iHub and through to the Athena system, thereby avoiding the double keying effect. RH offered to promote the pilot at the PFCC's public meetings and SHo confirmed that details of the media campaign had been sent over to the PFCC's office. SHo would send over an updated version of the Appendix document produced in 2021, with data from July 2021.

Action 39/22:

SHo to provide an updated version of the Appendix document to this paper to include figures from July 2018 to date.

- 9.3 A brief discussion took place around the potential system that would deal with the public or victims being able to access the system to update/ upload information without having to go through 101. A further brief discussion took place around the possibility of Police call handlers working out of the ECFRS control room.

SHo left the meeting at 1618.

10 Rape and serious sexual violence performance review

- 10.1 KB presented the RASSO report which contained an assessment of performance across recent years including the number of rape and sexual offence records reported and recorded compared with other MSG Forces. The report contained an update on activity, current performance, issues, actions for improvement and future work.

RN joined the meeting at 1620.
AW joined the meeting at 1625.
JG joined the meeting at 1626.

- 10.2 RH thanked KB for the report and a discussion took place around how to engage more victims with the process to lead to prosecutions as the numbers of solved outcomes were too low. Other topics discussed were potential solutions to increase the numbers of solved outcomes, the relationship with the CPS, the barrister strike, court backlogs and whether more ISVAs would have an impact on the initial victim contact and

possible joint commissioning with services. It was agreed that KB would approach the Team for ideas on how to address and solve some of the issues that they are facing and would report back to the PFCC's office.

11 Police and Crime Plan 2016-2020/2021 closure report

Not discussed at this meeting.

12 Approval for publishing of documents

It was agreed that the papers for publishing would be 3i, 4, 5i, 7, 8, 9 and 10.

13 Any Other Business

There being no further business, the meeting closed at 1640.

The meeting paused at 1640.

The meeting reconvened at 1648.

Deep Dive: Priority Reducing Violence Against Women and Girls

Present:

Roger Hirst (RH)	Police, Fire and Crime Commissioner (Chair)
Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner
Dr Vicki Harrington (VH)	Director of Strategic Change and Performance, 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
Greg Myddelton (GM)	Strategic Head of Partnerships and Delivery, PFCC's office
Rachel Nolan (RN)	Assistant Chief Constable, Essex Police
Janet Perry (JP)	Strategic Head of Performance and Resources, PFCC's office
Andy Waldie (AW)	Ch/Supt, Head of Serious Organised Crime and Covert SCD
Camilla Brandal	Minutes, PFCC's office

- 1 RN presented the summary of the key updates and priority workstreams on the Force's response to tackling violence against women and girls. The report contained an overview of the VAWG performance, resourcing and innovation, details on numbers of sexual offences against female victims, assessment of the priority area, victims and support, offenders and offences, engagement and partnership and future work.
- 2 AW asked if there was some way of bringing the partnerships together (as noted in the recommendations section of the report), widening out the reach to the business sector, and the discussing the online issue of VAWG with politicians.
- 3 RH thanked RN and AW for the report and confirmed that the PFCC's office would pick up the areas that the Force had requested help with. It was agreed that partnership working with Chief Executives is already in place but there is a gap in health and education, where RH could take an item to the Essex Health and Wellbeing Board, and how these issues can be taken to education partners. RH asked if he could have a list of the schools that AW has. A discussion took place around how the SETDAB can

assist, the work of the ECC Safety Advisory Group, the DA in Businesses pilot being run by Essex Chamber of Commerce via the Business Crime Board, whether there were programmes that worked with and focused on perpetrators, the Reflect campaign, the monies that the PFCC's office have available through the Safer Streets programme, Young Persons Violence Advisors, JP's work with the regional School's Commissioner, the PFCC's office to have sight of the quarterly report to the VAWG group, the challenge to tackle misogynistic behaviour in the Force and work in place to address this.

- 4 RH thanked RN and AW for their report and there were clear asks from the Force to the PFCC's office which will be looked at further.

There being no other business, the meeting closed at 1732.