

MINUTES – PART A

POLICE, FIRE AND CRIME COMMISSIONER FOR ESSEX

and

ESSEX POLICE

PERFORMANCE AND RESOURCES SCRUTINY BOARD

28 November 2022, 10:00 to 12:00 via Microsoft Teams

Present:

Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner (Chair)
Mark Gilmartin (MG)	Director of Essex and Kent Support Services
Samantha Grant (SG)	Violence & Vulnerability Project Manager, PFCC (Observer)
Dr Vicki Harrington (VH)	Director of Strategic Change and Performance, Essex Police
Suzanne Harris (SH)	Head of Performance and Scrutiny (Policing), PFCC
Richard Jones (RJ)	Head of Business Partnering and Management Accounting, Essex Police
Debbie Martin (DM)	Chief Finance Officer, Essex Police
Lucy Morris (LM)	D/Ch/Supt Deputy Head of Serious Crime Directorate, Essex & Kent Police
Greg Myddelton (GM)	Strategic Head of Partnerships and Delivery, PFCC
Glen Pavelin (GP)	Assistant Chief Constable, Essex Police
Janet Perry (JP)	Strategic Head of Performance and Resources, PFCC
Andrew Prophet (AP)	Deputy Chief Constable, Essex Police
Tracey Quiller (TQ)	T/Ch Supt Head of Learning & Development, Essex Police
Helen McGrath (HM)	Scrutiny Officer, PFCC (Minutes)

Apologies:

Roger Hirst (RH)	Police, Fire and Crime Commissioner
Ben Julian Harrington (BJH)	Chief Constable, Essex Police
Pippa Brent-Isherwood (PBI)	Chief Executive and Monitoring Officer, PFCC

1 Introduction and welcome

- 1.1 JG welcomed all to the meeting. SH introduced Samantha Grant to the meeting, to observe proceedings.
- 1.2 Apologies were noted from those listed above.

2.i Minutes of last meeting and matters arising

- 2.i.1 Page 6, Item 5.i, last paragraph: VH clarified that there was not any inconsistency between the Balance Scorecard and the HMICRFS (Peel report). VH requested final sentence be amended to *'BJH confirmed that the areas highlighted in the Peel report were different to those reported in the Balance Scorecard and there was no inconsistency. The Peel report was referring, specifically, to impact statements and this area is being looked at'*. Amendment agreed.
- 2.i.2 SH clarified that there was a proposed change to the original draft minutes, relating to action 41/22, which had been circulated to all.

2.i.3 There were no further amendments to the minutes of 26 October 2022, and they were therefore approved. There were no matters arising.

2.ii Action Log

21/22 Finance: Treasury Management Report
SH confirmed that cashflow reporting will now feature in the above report on a monthly basis.

Close.

39/22 Public Contact
SH confirmed that this information will feature in other updates, as referred to in actions 41/22, 42/22 and 43/22.

Close.

42/22 Public Contact
SH confirmed that a paper on the realigning of the Force Growth Programme, for the March Strategic Board, has been added as a draft on the forward plan and is pending approval at the December Strategic Board meeting.

Close.

43/22 Public Contact
SH confirmed that a Performance Update has been added to the Forward Plan and will be presented to this Board in April 2023.

Close.

45/22 Monthly Finance Report
SH confirmed that further information on slippage to the Harwich Dovercourt Police Station project has now been received from AP.

Close.

46/22 Monthly Performance Report
SH confirmed membership figures for Neighbourhood Watch teams have now been received – 2,366 coordinators and a total of 92,500 members in Essex.

SH clarified that Neighbourhood Watch is a separate entity to the 'Watch Groups' that are overseen by Essex Police.

JG enquired about the best format to receive these figures periodically. AP happy for Rachel Nolan to provide update on figures for future meetings. VH suggested these figures be incorporated into the monthly performance report within Priority 10 'Encouraging Volunteers and Community Support'. JG agreed an update on figures, via the performance report, would be useful, with Rachel Nolan providing the important narrative behind the data, either in this report or the quarterly performance report. JG clarified that, unless there is a significant increase/decrease in membership numbers, figures only need to be updated on a quarterly basis. **Close**

Action 51/22

Neighbourhood Watch member figures to be included in future monthly performance reports with figures being updated on a quarterly basis.

Action 52/22

RN to consider the best reporting mechanism for the narrative update on Neighbourhood Watch.

47/22 Crime Data Accuracy

SH confirmed that additional detail required in the report has been noted on the forward plan.

Close.

48/22 POA

SH confirmed that in future POA will be scheduled alongside other finance items on the agenda.

Close.

50/22 Report on Force's Attendance Policy

SH confirmed attendance paper was resubmitted by GP to Pippa Brent-Isherwood.

Close.

18/22 Quarterly Performance Report

SH confirmed feedback received from Mark Johnson and is now being considered by PFCC SMT. **Remain open.**

38/22 FMCR Working Group

SH clarified this is not due until February 2023. **Remain open.**

40/22 Finance: Year to Date Information

SH explained that a revised version was submitted on 17th November to the PFCC however requires further consideration, as ideally would be a waterfall presentation. JP added that information needs to reflect how figures have been derived for each month and, ultimately, easier for all to digest. AP commented that EP are keen to get this element right and sought further clarification on what is actually required. JP to work with RJ on requirements for month 8.

Remain open.

41/22 Public Contact

SH clarified this is not due until January 2023. **Remain open.**

44/22 Public Contact

SH and RL due to meet later today (28/11/2022). **Remain open.**

49/22 Report on Force's Attendance Policy

SH clarified this is not due until January 2023 as will show in Balance Scorecard report.

Remain open.

2.iii Forward Plan

Insurance Report

SH informed the meeting that the Insurance Report has been requested for deferral by Essex Police until December 2022. JG commented this report is normally received pre scrutiny as opposed to post scrutiny and therefore requested that next year's report be submitted earlier in the year with any deferral requests to go through SH, in the first instance. DM agreed an earlier submission would have been favourable and explained Matt Tokley was already committed on the Statement of Accounts closure and so a deferral for this Insurance Report was agreed by JP. To avoid this delay in the future, the Finance Team are being restructured to manage capacity and a new position is proposed 'Head of Financial Strategy' with responsibility for insurance reporting.

JP concurred that she was aware of the deferral request for this month given the clash with other financial commitments and suggested the report be submitted as originally programmed i.e. in July, to avoid the same situation next year.

JG agreed this new post would be a positive way forward in dealing with items as programmed.

AP asked if the Insurance Report must be submitted in Autumn or whether there is flexibility around its submission date. DM advised that, given other financial commitments, it is best placed in the Autumn but would be helpful to agree the timescales. JG concurred and clarified the priority is to be able to scrutinise the information before Essex Police enter into any contracts. SH added that the report was originally timetabled for July and the Commissioner would like to adhere to this timescale for 2023, before year end accounting commences.

Draft Closure Timetable

SH confirmed this item has now been moved to January on the Forward Plan. DM added that only draft deadlines will be known in January. JG noted and commented draft timescales will at least provide a benchmark. Conversation concluded for draft dates to be shared by DM with the caveat that dates could be changed, with notification/approval from this meeting, to align with statutory deadlines.

Action 53/22

DM to provide draft closure timetable in January.

Firearms Update

An annual report is scheduled for July. Due to a requirement for information to be shared at national level, the PFCC has requested an interim update be provided in January 2023. The Chief Constable was already aware of the request and AP confirmed agreement. SH noted that the annual paper already scheduled may need to be moved to meet the future national reporting requirements; this would be confirmed when the interim paper is received in January.

Action 54/22

Firearms Update to be added to Forward Plan for January. SH to update Forward Plan.

Finally, SH asked the Board to note that the Forward Plan has been extended to April, populating the regular items (no new items) and Deep Dive Schedule has been circulated as agreed at the last meeting. VH highlighted the agreed timescale for deep dive questions was 8 weeks in advance, however yet to receive the questions for the first deep dive of 2023. SH apologised for the delay and assured the meeting that this is a priority and she is working to resolve.

3. Finance

3.i Monthly Finance Report

Report circulated in advance of meeting and summarised by DM.

- Forecast overspend at £4.513m, last month it was £5.5m so equates to a £1m movement month on month. Op Hazel has been included in figures.
- September pay award for Police staff has now been incorporated into the forecast but will not be paid to staff until the December pay date.
- Costs associated with the force (not those recharged to London Bridge), for the 19th September Bank Holiday (for QEIII funeral), have now been included.

- Police staff pay award reference of £900k, which relates to pay award over 17 months as opposed to 12 months, hence the variance.

In terms of the cashflow statement, the bar graph indicates external borrowing, of approx. £3.17m, which is expected in March 2023.

Will be reporting to the Strategic Board as follows:

- December 2022 meeting – upto month 10
- March 2023 meeting – upto month 12 and will confirm borrowing intentions

JG sought clarification on Op Hazel, the underspend on officers yet an overspend on overtime. AP explained that overspend may have been necessary in certain areas e.g. Contact Management, to deal with emerging pressures e.g. public protests. DM concurred and confirmed the overtime overspend was attributed to staff in Contact Management, Crime and Public Protection, OPC and SCD, all of whom have underspends on their pay budgets, with the exception of Contact Management.

JG probed whether resourcing is accurate given this overspend on overtime. DM clarified that it relates more to vacancies than distribution of resources. AP added there will always be an overtime element, to deal with operational contingencies, however it would be beneficial to consider vacancy levels, in budget setting for 2023/24, given the impact it may have on overtime spend.

JG referred to the £2.6m to £1.5m underspend on Police staff and sought further clarification given the significant variance. DM explained that this predominately relates to the pay award, which was originally forecast for 12 months but is actually 17 months.

JG questioned the large variance between Year to Date income figures for budget (£23.06m) and actual (£13.6m). DM explained this relates to the receipt of grant funding, which can vary in payment e.g. paid quarterly in arrears or paid in month 13. RJ suggested this extra narrative be built into future reporting for clarity in conjunction with action 40/22. **Agreed.**

JG enquired about the £1.6m National Insurance figure. DM explained this relates to the indecision from central government on national insurance contributions and so staff will have received an increased pay due to the reversed decision.

In relation to the dependency on January to March starters, JG asked whether this recruitment focus is achievable. Following regular dialogue with Richard Leicester, Director of HR, the force is on track to recruit as planned. JP concurred.

JP suggested the figure for external borrowing (long-term, invested on capital) be determined earlier than March 2023. DM explained that determining a figure any sooner than March 2023 would be challenging but confirmed this item is being discussed with budget holders.

JP highlighted the importance of a realistic capital programme. Having attended a Capital Management Programme Board meeting last week, DM feels confident the 2023/24 budget will be different due to the work done to date, particularly in relation to Estates and IT. AP concurred with DM's comments and added that a significant amount of work has been undertaken with Estates and the procurement of the delivery partner, Bailey Garner, will allow the programme to be achieved against the agreed timescales.

3.ii Draft Closure Timetable

Discussed elsewhere, to note for future requirements for the PRSB Forward Plan.

4. Insurance Annual Report
Deferred to December meeting.

5. Performance Reports

5.i Monthly Performance Report

Report circulated in advance of meeting and summarised by VH.

Slide 2 – Executive Summary

- No change to grades. VH highlighted slide 23 – Police & Crime Plan Performance Indicators: Priority 2 'Reducing drug driven violence' – direction of travel for number of drug related homicides has gone from stable to deteriorating due to one more case this year, compared with last year.
- Confidence – this refers to the period upto June 2022 however colleagues will be aware of the headline results for year ending September, following the Public Confidence Check Point meeting held last week, which were: 76% for September 2022 for the rolling 12 months, which is a 2% decrease compared to the previous rolling year and there has also been a decrease in this quarter. This is a national issue, highlighted in the YouGov confidence report, but worth noting this figure is still higher than pre covid confidence figures.

Weekly audits of Stalking and Harassment offences continue to ensure crime data accuracy and effective coordination. In the last 3 months, there has been a 15% reduction in stalking and harassment offences and, in the last year, an 8.6% reduction. Given its relevance, AP interjected that Malicious Communications is the next area of focus for VH's team, with approximately 10,000 cases, currently, per year.

In terms of officer numbers, VH advised that Essex Police has the highest number of officers in its 182-year history with a steady increase in the recruitment of female colleagues as well as those from minority backgrounds.

JG thanked VH for her report and summary.

In relation to Priority 1: Further investment in crime prevention, SH enquired whether the crime/harm scores are analysed to LPA and district level and whether this information is used to inform intervention at that level. VH explained that crime/harm scores are not applied at district level due to the crime weightings and so an average sentencing rule would need to be applied but this would not be as accurate as when analysed at force level and would reflect volume more than the actual harm in that area.

With reference to the overall gradings reported in the Executive Summary, JG asked whether 'Good' was a fair descriptive if we were not improving. When reviewing drug driven violence figure, VH appreciates that one additional case has changed the direction of travel however does not feel this is statistically significant and when compared to pre covid, this is a reduction.

JG requested that graphs in future reports include data for all months from January 2019 to current reporting month. VH and AP happy to provide the requested data to ensure expectations are met for future reporting.

The importance of trend data was also discussed and it was noted that this was being discussed as part of the future requirement for Quarterly reporting.

Action 55/22

Future Monthly Performance Reports to include data for January 2019 to current reporting month. (VH/SH to discuss this additional data request if necessary.)

JG mentioned the Domestic Abuse annual conference that she recently chaired, with Rachel Nolan as vice chair, and attended by 220 people. The event offered an overwhelming sense of achievement through partnership work. JG specifically highlighted the work undertaken by D/Supt Matt Cornish, which was further endorsed by the CPS. With this work in mind, JG asked whether it would be possible to analyse the Domestic Abuse data by rural/urban area and the timescale for rolling out electronic tagging. In response to the data request, VH confirmed this would be achievable. With regards to electronic tagging, AP advised that the POET team are specifically looking into this and suggested a specific update be included in the DA Deep Dive, scheduled for February 2023.

Action 56/22

VH to provide Domestic Abuse data for rural Essex.

Action 57/22

AP/SH to ensure electronic tagging is included in the DA Deep Drive remit, for February 2023.

In relation to Violence Against Women and Girls (VAWG), slide 4 mentions regular reporting to the national VAWG Taskforce, with this in mind, JG asked whether those reports could be shared with the PFCC Office. AP agreed to share reports.

Action 58/22

AP to share EP reports to the VAWG Taskforce with the PFCC Office, as/when submitted.

In future reporting, SH requested a trendline for the Street Safe data to determine the direction of travel, how that compares to previous data and the location which cases are being identified. VH confirmed that trend is going up and agreed to provide the requested data in future reporting.

Action 59/22

Monthly Performance Report to include additional Street Safe data that shows trend, comparison against previous data and location.

In reference to Priority 5 'Improving support for victims of crime', JG enquired whether this information could be provided with a breakdown by crime type. VH responded that this would be achievable and aware a similar type of report is submitted to the Chief Officer Group (COG) however unsure of the frequency. AP concurred this information could be provided possibly on a quarterly basis.

Action 60/22

Data breakdown of 'Improving support for victims of crime' to show crime type to be included in future reporting, with quarterly updates.

11:08am GP joined the meeting.

With regards to Priority 6 'Protecting rural and isolated areas', SH sought explanation for data showing a decline in confidence despite an increase in resources. AP offered that while confidence is on a downward trend, it is relatively stable and higher than pre covid. AP continued that EP are not complacent about the issue of confidence, with regular discussions about engagement and recognising the importance of communicating the positive work being undertaken by the force, through the media team and community safety engagement officers. Furthermore, engaging with the neighbourhood teams allows this message to be cascaded even further.

VH reiterated that while the confidence figure has reduced, it is stable and significantly higher than pre covid.

Referencing the Business Crime Offences solved rate, JG enquired as to why this rate had reduced given the investment in the Business Crime Unit. AP explained that the Business Crime Unit do not handle shoplifting offences but instead focus on preventative work, strategic alignment, building confidence etc in order to prevent crimes. Notwithstanding this, AP advised that shoplifting remains a priority and Rachel Nolan is working with the Town Centre Teams to ensure such offences are sufficiently actioned.

With business crime, it is understood that many fraud cases are passed to the National Fraud Intelligence Bureau (NFIB) and so JP sought clarification on the process for Essex residents/businesses who may not be satisfied with the NFIB response and whether EP would get involved at that stage. AP clarified that the NFA have a clear remit for their role but conscious of the duty to those that live/work in Essex. VH added that the NFIB Fraud and Cyber Crime Dashboard (link on page 16 of performance report) contains useful and comparative information and EP also report cyber related matters through the National Crime and Policing Measures.

In relation to Priority 9 'Improving safety on our roads', JG sought feedback on what could be achieved if sufficient drug wipes were available, given the increase in driving offences. AP aware there is a focus on the availability of wipes and for teams to use them proactively. JG offered the support of the PFCC team, as members of SERP and committed to Vision Zero. GP concurred and commented that the EP drink/drug-drive campaigns are now live, and use of drug wipes is a key part to that initiative. GP confirmed that, currently, EP has sufficient availability of drug wipes, and are not constrained by the toxicology submission rates. GP concluded that the drink/drug-drive campaign and its use of drug wipes reiterates the proactive approach being adopted by EP and agreed to keep this group updated accordingly.

Action 61/22

GP to provide an update on the use of drug wipes in Essex.

Focussing on Priority 10 'Encouraging volunteers and community support', JG concurs with the overall grading as our volunteer capacity is good and asked whether Essex still has the largest Special Constabulary, outside of the Metropolitan Police. AP believes that is still correct but agreed to confirm and respond.

Action 62/22

AP to confirm whether Essex has the largest Special Constabulary, outside of the Metropolitan Police.

In relation to the Crime Tree (slide 27), SH noted the risk figures for Domestic Abuse:

- High Risk – increased by 15.4% (reducing in the last month and previous 3 months)
- Medium Risk – increased by 7.3%
- Standard Risk – increased by 0.6%

With these figures in mind, SH asked whether these increases were due to the profiling changes or the reclassification of individuals within these levels. AP gave assurance that there has been no fundamental shift in the level of harm but relates to the way in which risk assessments are carried out.

JG welcome GP to the meeting and invited him to highlight key points from the Use of Force/Stop and Search paper, circulated in advance of the meeting.

- Training on the Use of Force recording continues to be a key focus to ensure officers are fully aware of the correct procedures for using the systems.
- Some disproportionality still exists in the Use of Force/Stop and Search, as illustrated on page 13 of the report, and work is ongoing through various board in understanding this trend. Relating to this, GP confirmed the force have received the agreed actions from the Race Action Plan which will assist in considering disproportionality.
- On a positive note, use of the procedural justice framework is active across all areas of the force.
- Aware the recent Peel Report recommended improvements for better engagement with the IAGs, as a result of Use of Force, and have therefore replicated some of the established Stop and Search mechanisms to meet this requirement.
- GP remains the Chief Officer Lead for Use of Force/Stop and Search and two thematic leads have recently been appointed to assist in this work:
 - Superintendent Phil Stinger – now leading on Stop and Search (following handover from Superintendent Nick Morris)
 - Chief Superintendent Waheed Khan – now leading on Use of Force
- Relating to the Use of Force, GP confirmed no adverse incidents had been reported in this quarter, no firearms had been discharged and there were no hospitalisations as a result of this intervention.
- In relation to Stop and Search, although not mentioned in this report, future reporting will likely reflect an increase in the use of Section 60 following events in Basildon and to work as a preventative tactic against serious violence. GP clarified that officers will continue to patrol areas covered by a Section 60 order.

JG thanked GP for the informative and comprehensive update.

In relation to future reporting on ethnicity, on behalf of the Commissioner, SH requested the ethnicity data provided on page 15, be presented to show those that are going equipped for crime, by ethnicity e.g. the percentage of black and white individuals stopped and search, who were found to be carrying weapons or drugs.

Action 63/22

SH to clarify to GP the data required for future reporting on ethnicity.

JG asked for clarification on the difference between AEP and a Taser, following a meeting with FCR and Resolution colleagues. GP/AP explained that AEP stands for Attenuating Energy Projectile; a weapon that fires small rubber bullets (formerly known as a baton gun), it has a 20 metre range and is not considered a lethal firearm. JG thanked GP and AP for the explanation and commended the work of the FCR and Resolution teams.

11:35am LM joined the meeting.

7. Homicide Scrutiny

JG welcome LM to the meeting and invited her to highlight key points from the Homicide Prevention paper, circulated in advance of the meeting.

Homicides have unfortunately increased to 12, since circulation of the paper. Solved rate remains around 92% for this year and is a significant decrease in the number of homicides compared with last year (2021: 22 in total).

No significant changes analytically since the last report, gender position switching back to post covid pattern of predominately male victims, as opposed to female.

Remain on national trend line for homicide, based on population.

As part of the Beating Crime Plan measures, Essex is closely reviewing its position against the Home Office outlier criteria. The latest data shows Essex as hitting only one of the four criteria, and are therefore not considered an outlier.

Work continues on completing the Essex Homicide Prevention Strategy, which incorporates national guidance and the four key areas: Domestic Abuse, Drugs, Serious Violence and Vulnerability. Feedback recently received from COG, with a view to sign off in the new year.

The Rapid Debrief Process continues positively with robust discussions highlighting training and organisational change actions, which is evident in the number of completed actions (51 out of 66 to date). Furthermore, the Essex Rapid Debrief Process is recognised nationally on many platforms.

Links between Domestic Abuse and the Homicide Prevention teams remains strong to ensure a combined approach in satisfying the strategies of both areas.

With the World Cup and Christmas approaching, night-time economy plans are being reviewed and reference made to the VAWG initiative - university walk with females, currently being undertaken in Colchester.

A bid has been made to the Homicide Prevention Fund, a Home Office initiative, to bolster the Rapid Debrief team with a Prevention Coordinator and Analyst.

JG thanked LM for her informative presentation.

JG asked whether the Essex Homicide Prevention Strategy could be shared with the Strategic Board, due to this key area of work. AP agreed to share this strategy following sign off from COG.

Action 64/22

AP to propose suitable scheduling of the Essex Homicide Prevention Strategy to Strategic Board, following sign off from COG.

JG pleased to hear that Essex is considered a pioneer for its Rapid Debrief Process and asked whether relevant departments receive feedback from the process e.g. D/Supt Matt Cornish for DA related matters, so that information can be cascaded to partners. LM assured JG that D/Supt Cornish is always involved in DA related debriefs and partners are involved on a case by case basis, where the benefit of their attendance is evident. A key aim is to avoid duplication and ensure all actions are captured from the outset, with this in mind, D/Supt Rob Kirby, Head of Major, Economic and Cyber Crime, operates a working group that sits beneath the Rapid Debrief Process to coordinate all actions and ensure they are either discharged locally or referred to the relevant board. JG encouraged to hear of this proactive response and reiterated LM's comments about the importance of cross learning.

In relation to the data on homicides per year, SH requested this information over a 5-year period, per 1 million in Essex, with the MSG and National comparison. LM happy to provide but clarified that the county setup for some MSG forces for homicide can differ. AP reiterated LM's point, that Essex is in line with the national trend, and confident the work being undertaken by EP will result in lower figures in future years.

Action 65/22

LM to provide homicide data over 5 year period showing homicides per million population, with national and MSG comparison.

With regards to the Homicide Prevention Fund bid, JP enquired as to whether this intention was shared with the Commissioner before submission. LM explained that the Home Office issued a notification to all Commissioners with only a 2-week turnaround. The bid was discussed at COG, and the need to liaise with the PFCC was recognised, but due to the timings for completion, it was not viable, within the governance board structure, to circulate the bid in draft. JP offered her assistance, to avoid this situation in the future and ensure sign off from the Commissioner. GP added that a briefing note was issued to the PFCC, subsequent to the bid submission. AP commented that the Commissioner may wish to provide feedback on the two-week turnaround for submission, as prescribed by the Home Office. Noted.

Action 66/22

PFCC to be alerted to the issue so that he can consider the appropriateness of providing feedback to the Home Office on timeframe offered between notification and submission of bid for the Homicide Prevention Fund.

SH sought clarification with regards to the publication of documents. LM agreed to check through content of the report and concurred that the appendices were not for publication.

JG thanked LM and GP for their great work in this area.

11:54am GP and LM left the meeting.

8. Engaging with people with Asperger's syndrome/autism

JG welcome TQ to the meeting and invited her to highlight key points from the engaging with people with Asperger's syndrome/autism report, circulated in advance of the meeting.

In developing this paper and our training, a wide consultation was undertaken with:

- Police staff
- Essex Inspector Tracy Betts, who is currently the Interim President of the National Disability Police Association
- Active disability and carers support networks
- National Autistic Society; and the
- Advocate Gateway (learning resource)

Training on this area, has been looked at holistically to develop understanding, upskilling and effective communication across the force, particularly with public facing departments of both uniformed and non-uniformed staff. Annual refresher training is also provided.

Taser courses are offered, with a key focus on communication and engagement, and over 700 officers have received this training.

In a bid for continual improvement, the force have engaged with Autism Anglia to provide an external and expert review of the initial and refresher PPST training provision.

JG thanked TQ for the comprehensive presentation.

SH enquired about the link between the 10-page leaflet provided and the 54-page guidance issued to all new officers. TQ explained the 10-page leaflet is a summary of the guidance document, to allow for quick access and digital toolkits are also available on mobile devices. TQ confirmed that all appendices are in the public domain and therefore can be published. JP commended the 10-page summary document.

JG interested to learn that an independent review has been requested of the PPST training and asked whether the outcome of that review could be shared with this group and the Police, Fire and Crime panel. TQ and AP agreed.

Action 67/22

JG and AP to consider the independent review outcome by external subject matter Autism Anglia on PPST training and then determine how to cascade.

12:07pm TQ left the meeting.

9. Collaboration annual report

Report circulated in advance of meeting and summarised by VH.

Page 2 Collaboration dashboard –since the last annual collaboration report there have been two changes in the RAG rating:

- NLEDP has gone from amber to green.
- 7F Network remains ungraded but is currently at consultation stage so vision, plan, strategy are all in development and will be shared across the region at the appropriate time.

In reference to collaboration with ECFRS and the profiled 10-year benefits, SH enquired whether the shortfall was a result of timing of delivery, scale of the benefit or projects not being delivered as expected. AP advised it was a combination and had been discussed in detail at the last Collaboration Board meeting, which concluded that some additional work could be undertaken to reduce this deficit.

GM explained that some projects, from the original business case, have not been delivered due to viability and some projects have started but the benefit is not yet apparent e.g. arson prevention.

10. Approval for publishing of documents

Item 8 – agreed paper can be published, however version provided is marked ‘official-sensitive’. AP/TQ to change classification of paper and resubmit.

Action 68/22

AP/TQ to change classification of engaging with people with Asperger’s syndrome/autism paper and resubmit.

11. Any Other Business

11.1 As this will be VH's last P&R meeting, JG offered her thanks and best wishes to VH (on behalf of the PFCC team) for the exceptional work undertaken, which is much appreciated by all.

There being no other business, the meeting closed at 12:10.