

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

29 December 2022, 10:00 to 12:00 via Microsoft Teams

Present:

Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner (Chair)
CC BJ Harrington (BJH)	Chief Constable, 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
DCC Andrew Prophet (AP)	Deputy Chief Constable, Essex Police
ACC Rachel Nolan (RN)	Assistant Chief Constable, Essex Police
Supt Sharn Taylor (ST)	Supt HR Projects, Essex Police
Supt Morgan Cronin (MC)	Supt Strategic Change, Essex Police
Darren Horsman (DH)	Strategic Head of Policy & Public Engagement, PFCC's office
Christine Butler (CHB)	Scrutiny Officer, PFCC's office (Minutes)

Apologies:

Roger Hirst (RH)	Police, Fire and Crime Commissioner
ACC Baldwin	Assistant Chief Constable, Essex Police
Pippa Brent-Isherwood (PBI)	Chief Executive and Monitoring Officer, PFCC's office
Dr Vicki Harrington	Director of Strategic Change and Analytics, Essex Police
Janet Perry (JP)	Strategic Head of Performance and Resources, PFCC's office
Debbie Martin (DM)	Chief Finance Officer, Essex Police

1 Introduction and welcome

1.1 JG welcomed all to the meeting.

1.2 Apologies were noted from those listed above. DH was representing PBI and RJ representing DM.

2. Minutes of last meeting and matters arising

Action 46/22 - To be recorded as being closed on the minutes.

Action 67/22 – Wording to be clarified inserting “*by external subject matter experts Autism Anglia*” to confirm which review of the PPST training is being referred to, as there is more than one review taking place.

The previous minutes were agreed subject to the changes listed above.

2.i Action Log

SH apologised to the Board that as the recent minutes and actions were circulated late, there have been no written updates circulated in advance. Updates have been provided to SH and

she would give verbal updates on all actions due this month. It was acknowledged that due to late notification some actions due may need to be carried forward to the next meeting.

18/22 Quarterly Performance Report

SH confirmed feedback received from Mark Johnson and a revised proposal is to be considered by PFCC SMT before being considered by COG.

Remain open.

38/22 FMCR Working Group

Not due until February 2023. No update required. BJH informed the Board that this will also be going to COG to and has not yet been agreed by Essex Police.

Remain open.

40/22 Finance: Year to Date Information

Since the last P&RS Board a meeting had taken place on 19/12/2022 between DCC Prophet, Janet Perry, Annette Chan and Richard Jones, to consider the work associated with producing a waterfall presentation. It was agreed that a mock report, based on Month 8 figures, would be produced and shared with the PFCC office for endorsement, with a view to having the waterfall presentation included as a regular feature of the financial monitoring report from Month 9. RJ confirmed that a mock report will be brought to the next meeting.

Remain open.

41/22 Public Contact

It was **agreed** that the action would be amended to read: a formal briefing to be provided to the PFCC and the OPFCC by end of January on EP proposed change projects. SH clarified this is not due until January 2023.

Remain open.

44/22 SH confirmed that she had spoken to RL and **agreed** to schedule the Priority Assessment update for Supporting our Officers and Staff in November 2023.

Close

49/22 Report on Force's Attendance Policy

SH clarified this is not due until January 2023 when the next Balanced Scorecard report is due.

Remain open.

51/22 Monthly Performance Report

Essex Watch member figures are now included in monthly performance reports, but this does not include Neighbourhood Watch (which has been requested to be added with figures being updated on a quarterly basis). SH to speak to Claire Heath re the action ahead of the January meeting.

Remain open

52/22 Monthly Performance Report

It was agreed that the best reporting mechanism for the narrative update on Neighbourhood Watch would be the Deep dive on volunteering, scheduled for August. It was **agreed** that RN and SH would speak further outside of this meeting regarding the detail and expectations.

Close

53/22 Forward Plan (Draft Closure Timetable)

The Draft Closure Timetable will be provided for the January PRSB meeting.

Remain open

54/22 Forward Plan

It was **agreed** that SH would also note on the Forward Plan for January that future scheduling of the Firearms (FSEL) report should be reviewed when the January paper is received.

Close

55/22 Monthly Performance Report

The Monthly Performance Report now includes data for the period from January 2019 to current reporting month.

Close

56/22 Monthly Performance Report

RN suggested that this data could be covered between the DA Deep Dive in January and the Rural Crime Deep Dive later in 2023. It was **agreed** that SH would confirm to Claire Heath that this should be included in the Deep Dives.

Close

57/22 Monthly Performance Report

AP/SH to ensure electronic tagging is included in the DA Deep Drive remit. AP has advised ACC Nolan and Supt Cornish of this requirement.

Close

58/22 Monthly Performance Report

The Taskforce is sent copies of the various documents - 4P Plan, Risk Register and evidence of actions - for them to review. The September return has been provided to OPFCC as part of this action update, and C/Supt Waldie will be asked to share the contents of future submissions to the OPFCC going forward.

Close

59/22 Monthly Performance Report

Carried Forward to January 2023.

Remain open

60/22 Monthly Performance Report

Carried Forward to January 2023.

Remain open

61/22 Monthly Performance Report

Carried Forward to January 2023.

Remain open

62/22 Monthly Performance Report

AP to confirm whether Essex has the largest Special Constabulary, outside of the Metropolitan Police. As of the 20th December 2022, Essex Police has the second largest Special Constabulary after the MPS, standing at 355 Special Constables.

Close

63/22 Use of Force Stop and Search

Carried Forward to January 2023.

Remain open

64/22 Homicide Scrutiny

Suitable scheduling of the Essex Homicide Prevention Strategy to Strategic Board, following sign off from COG, will be discussed at the Strategic Board Planning Meeting on 12 January 2023. It is anticipated that this action will close at the January P&RS Board.

Remain open

- 65/22 Homicide Scrutiny
Homicide data over 5 year period showing homicides per million population, with national and MSG comparison, will be included in the next Homicide Scrutiny paper, due in February.
Remain open
- 66/22 Homicide Scrutiny
Carried Forward to January 2023.
Remain open
- 67/22 Engaging with People with Asperger's Syndrome/Autism
The findings of the review will be considered by L&D leadership team once the results are known and will then be discussed between JG and AP.
Remain open
- 68/22 Approval for publishing of documents
The paper had been resubmitted.
Close

2.iii Forward Plan

No changes to the Forward Plan are proposed.

3. Finance

Monthly Finance Report

RJ went through the highlights of the report to include -

- 3.1 Force overspend has reduced from £4.5m to £3.6m at month 8 due to the Op Hazel funding. If the Force receive full reimbursement of the Op Hazel expenditure is achieved, a further £4m funding would be receive which would create an underspend of £.454M.
- 3.2 Three separate Appropriations are being sought to the transformation reserve totalling £920k for utilisation in 23/24. If there were approved the bottom line would remain unchanged with the Appropriations transacted sometime between now and the financial year end. COG approved this approach, and this will now pass through the appropriate governance in the PFCC office.
- 3.3 EP have an overspend because of policing on a national issue re the Just Stop Oil Protests and this has reduced the capability of local policing and RH has made a request to the Home Office for reimbursement and BJH via the NPCC to the Home Secretary.

Action 69/22

It was agreed to proceed with the formal process to approve the appropriations. Decision Sheets to be prepared and sent to the PFCC's office for approval. DH to liaise off-line with RJ on this.

- 3.4 RJ referred to the main forecast movements. It was noted that there were less Police Officer leavers in November and December than previously forecast and the material uplift for utilities is forecasted following updated pricing information received from the energy suppliers.

- 3.5 Regarding Capital, the forecast expenditure has reduced by £1.1m due to slippage for various projects and EP are presenting the need to borrow during the final quarter of 22/23.
- 3.6 JG asked if the capital expenditure was expected to increase further. RJ confirmed there is still a gap to close but the Force is aiming to be where it needs to be by the financial year end. RJ added that the Capital Programme had been reprofiled at the last Strategic Board prior to Christmas to obtain a realistic forecast going forward.

4. Insurance Annual Report

RJ talked through the Insurance Annual Report and gave the highlights.

- 4.1 A large content of this report is retrospective. It was noted that the next report will be presented in July 2023, ahead of policy renewals in October.
- 4.2 RJ focused on the recommendations section, each of the three options involves the creation of a new insurance reserve. 5 of 6 7F forces hold a similar reserve for this proposal and the main advantage is to smooth out the impact of the insurance claims volatility during the year and to ensure that the Force have sufficient earmarked reserves, and resources available to meet insurance related liabilities as they fall due. This covers potential claims that have not yet been received or costed as set out in the most recent annual fund audit exercise, which evidenced that the Force does not hold sufficient resources to meet the ongoing claims as they fall due.
- 4.3 Chief Officers are supportive of the creation of the earmarked reserve, which eliminates any adverse impacts on the general reserve on the basis that the general reserve has already been set at optimal level for 22/23 and 23/24 and removes any adverse impact on the insurance claims budget. As the 22/23 claims budget is forecast to overspend, it would be prudent not to reduce the base budget. It is recommended to adopt option 3 as there will be no impact on the 2022/23 financial year with a recurring annual uplift of £0.200m which is already been built into the draft 2023/24 budget setting position. The Reserve value will be reviewed annually to ensure alignment with the Fund Auditor Report.
- 4.4 JG feels that this is about affordability and what needs to be done in budget setting to set this reserve. RJ confirmed that there is £0.2m is factored into the 2023/24 MTFS moving forward as well. JG is pleased to see that we can see this before the renewal new year and it is quite helpful for all concerned.
- 4.5 JG noted that the paper talks about property insurance premium level increasing by 65% due to 'external factors' and asked for clarification on the external factors. RJ said that he would take this point away and come back to the Board. *This was subsequently addressed in the meeting – ref 4.11.*
- 4.6 SH referred to table 2 which gives the yearly figures for claims expenditure and questioned what the approximate split is, with the cost to the Force and the amount that is paid out by insurance companies. RJ replied that there is a recurring budget of £1.3m for insurance claim expenditure that is incurred in each financial year, but it does not necessarily relate to the claim, i.e. EP may incur costs in 21/22 in relation to a claim in 17/18 and this is the cost to the Force and this is effectively what the Force self-insure in terms of annual expenditure year on year.
- 4.7 RJ clarified that the insurance types are split between Motor, EL and PL, Motor constitutes largely £0.5m of the annual claims expenditure with the remainder for EL and PL. For 22/23 an overspend of £0.2m is currently projected with £1.5m forecasted

expenditure in year. AP added that table 3 which refers to the breakdown of the types of insurance.

- 4.8 JG said that this the first time that she has seen the negative impact of agile working in the form of mental anguish claims coming through from support officers as opposed to front line officers.
- 4.9 RJ clarified that he does know the precise amount of earmarked reserves for 7F Forces who hold an insurance reserve. In terms of the nature of the reserve they differ across the forces but in essence they are all held for insurance but RJ can obtain the information if required.

Action 70/22

RJ to explore if the other 5 forces in 7F have similar reserves or a higher level than Essex

- 4.10 BJH commented that the Force effectively self-insure for most issues due to the high premiums. The issue with the Reserve that if the reserve is created over a four year period topped at £800k, already this year there will be an overspend of the budget provision made for the self-insurance and this will be difficult next year. In 2023/24, a reserve would have created £200k and instantly there becomes a decision in the terms of the future to raise funds to pay it off. EP will need to build this up as it will involve a significant overspend that would have a detrimental impact on the rest of the year. EP do need to start growing these reserves or build up the General Reserve to cover this. It would be good to understand the external pressures. By taking action with SEERPIC and Motor Insurers where EP have been able to influence the premium by taking action to understand the external pressures it might give EP some opportunities to lower costs.
- 4.11 AP responded to JG on her question on the increase in property insurance premiums. 5.1.4 is regarding a review on what are the weather related risk properties and premiums and of the 10 Forces in the consortium, there has been a perceived risk in weather related risk to include coastal flooding, extreme rain, extreme heat etc and because Essex is in one of those 10, the premiums have been increased based on a 10 year view on what weather may do to risk, which accounts for a £70k increase.
- 4.12 SH sought clarification that a decision report would be needed to create the proposed insurance reserve. JG agreed. This will not need to go to the Strategic Board as it has been discussed here.

Action 71/22

A Decision Report regarding creation of an Insurance Reserve (option 3) to be prepared and sent to the PFCC's office.

5. Efficiency Savings Plan

MC was covering this item for Dr Harrington and went through the highlights of the Executive Summary

- 5.1 This update is in terms of this year's efficiency savings from the November board, all of the savings and areas of work (apart from ASB co-ordinator position) have an additional area of savings from SCD, the Force have already met the cashable savings target. The Cashable and non-cashable achieved from Vital Signs and the Office 365 work, that brings a total of £8.566m savings for this year's Efficiency Savings Plan and all these are on track to be delivered by the end of the financial year.
- 5.2 In terms of the forthcoming year, the plans were presented at the November Board and at stage EP were outlining £9.255m in cashable savings and £8.959m recurring and that

continues to be subject to ongoing work in terms of the budget setting process and those figures are still subject to amendment, but EP are at an advanced stage of that process.

- 5.3 There have been some slight changes highlighted: -
- Increase to force non-pay which has almost doubled that target to £2.96m.
 - Reduction in the estate's disposal due to the delay of the ability to dispose of some of the police premises that were anticipated in this financial year, and this will be rolled to the next year.
 - slight increase in overheads at Stansted due to commercial pressures.
 - Three OTR project remain open. The only change since the September report is that the SCL digital hub the project is no longer required and the £41k that was allocated was returned to the general reserve.
 - The force has undergone a full review of the operating model for contact management, and EP will no longer be building the additional hubs within the Force Control Room as the existing model is sufficient
- 5.4 The rollover for the IT and research funding in the support costs have been fully spent and EP still predict a residual balance of £85k going into next year and propose to spend all of that on the full budget and close the OTR funding streams at the end of the next financial year.
- 5.5 SH referred to the contract management review and the digital hub funding decision made and was keen to understand when that review is due to be completed or are there other decisions that will be made ahead of the completion. MC confirmed that the operating model was discussed at a recent away day and, but no decisions were made but the paper is being presented to COG on the 20th of January which will then seek to formalise the recommendations that were agreed and that will then flow through governance and to the PFCC. SH thanked MC for clarification on the timeline.
- 5.6 BJH confirmed that a briefing on the operational deployment would be provided to the PFCC in January. In terms of the funding for the digital hub, this is no longer required. JG commented that EP did not want to invest money into projects that are not needed, any future designs need to incorporate all that the Force need to ensure that it is fully funded.
- 5.7 MC confirmed that there has been less property sales this year than originally thought and there is a number of reasons for this
- Consolidating where EP are on Estates and review of the longer term of 5 year plan
 - There were some things out of the Force Control
 - There has been a slight slowing down of the property market over the last year

6. Performance Reports

MC talked through the Performance Report and Executive Summary to include:-

- There have not been any changes to the 11 priorities since last month.
- There has been a decrease in all crime including rural and business crime measures.
- Crime Data Accuracy has been graded as outstanding in the HMICFRS inspection
- The Force have been reviewing the crime and practices of stalking and harassment following some changes in the Home Office counting rules to rectify any overreporting and misunderstanding of the guidance.
- The total number of investigations for the rolling year have decreased with 812 fewer investigations

- 2.4% increase with offences that involve a repeat victim but a decrease in the number of individual repeat victims
- VAWG offences have increased by 0.6% and in the same period 21 fewer sexual offences against females have been solved by Essex Police
- 10.9% increase in the number of those killed or seriously injured on the roads in the last 12 months in Essex.
- There was significant increase in death or serious injury caused by unlawful driving in the month of November.
- Essex Police now has the highest number of officers in its 182 year history and is on track to achieve a total of 3,755 officers by March 2023, with a steady increase in officers that are female and those from ethnic minority backgrounds.

6.1 JG thanked MC for the report and noted that the 6.% increase on Violence Against the Person (VAP) offences committed against females was concerning. BJH responded that this Performance Report is based on November information but on the crime tree the data states 4.9%, so there is some progress being made.

6.2 JG noted although EP are signed up to Vision Zero the number of KSI from road traffic incidents seems to be heading in the wrong direction and wondered how EP are going to make the difference required? AP clarified that this is an area of focus for Essex Police and a regular topic of conversation. The Drink & Drug Drive Campaign in December was heavily promoted. In the SERP and partnership space they are looking at the 'harder to do' things such as how to improve road design. Working in partnership EP are happy to take a more sophisticated approach and this is part of the ongoing conversation that we are still having.

6.3 DH asked that as the Crime Data Accuracy (CDA) team have got a better grip of the new classification, will the cases that have been recorded historically be changed or does it just refine what we record going forward? MC clarified that EP have changed how they record going forward and where EP have over recorded inaccurately previously, EP can retrospectively update those crime records. A reduction will be expected in future reporting.

6.4 DH referred to the reduction in crime compared to 2019, particularly the reduction in rural and business crime. He asked what was driving this, as business crime has reduced more than other crime. BJH clarified that this is largely around Retail Crime which has been a huge driver.

6.5 DH referred to the previous conversation on SERP; EP are now reporting similar numbers to those in 2016 and DH was interested in those serious and killed cases being broken down and to analyse if EP are getting the same mix of drunk driving, speeding, and all other factors that they were in 2016, or have the dynamics shifted and is it now driven by different types of offences. AP clarified, the mix has not fundamentally changed but there are some different causal factors for the level of KSI's we see now versus 5 years ago. It was **agreed** that there are questions to ask SERP, to include: does SERP have a dedicated analyst for this, are they happening geographically, when are they happening, what car, what causation factors, speeds, drugs, drink; road architecture, inexperience etc?

7. Independent SMSR Survey

7.1 MC this Survey Report covers Q2 and talked through the headlines of the report, to include:-

- 76% of response believe EP do an excellent job
- Confidence continued to be higher than pre-pandemic

- Poor and very poor data responses have been reviewed, this was largely due to lack of police presence in certain areas and concerns at EP being understaffed and underfunded.
- 10% fall of respondents feel that EP deal with crime and ASB effectively
- A reduction in how EP use stop and search powers
- There is no longer any significant disparity between ethnic minority and white respondents and no difference between those two questions sets and metrics
- There has been a reduction to 39% in residents who feel unsafe walking alone
- Increase in perception of how EP police the roads
- Decrease of perception of EP Understanding community issues.
- Re Victims and non-victims, there has been stabilization of the gap which remains at 16% but when you look into the wider metrics there are a number of categories looking at victims' perception have reduced.

7.2 JG thanked MC for a helpful report and commented it is interesting how EP are perceived. AP commented that you can never tell enough positive stories.

7.3 AP advised that the Force is doing what is possible to increase the understanding of what people were saying. In some instances districts are neighbouring other forces and opinions may be influenced by stories from outside the county, e.g. Epping residents would hear London Evening News, therefore some of the stories are more difficult for EP to counteract and this sometimes impacts the Essex confidence levels.

7.4 BJH said that what people want is different in various parts of the County. Good crime fighting stories are important to share a positive message. BJH referred to advocacy and the example of the reinstatement of 'retirement get-togethers'; one of the key bits is how we get those people who are connected to Essex Police to tell our stories.

7.5 SH noted that the data is fascinating and troubling, but we are aware that a lot of what people think is unfounded. Despite perception that things have got worse, the statistics show that this is not the case in many areas. When perceptions improved during the covid period we put this down to people's experiences and interactions being more positive. One of the key things that changed in the pandemic was that surveys moved to be conducted by telephone and face-to-face interviews were paused. Now that we are returning to face-to-face interviews, the tide is turning a little and there is potential that the two things could be related. The data in the SMSR survey does not always correspond with performance data, for example there is discrepancy between the percentage of survey respondents who have been subject to Stop and Search, and the recorded data showing this as a percentage of the population of Essex. For that, and the question about being a victim of crime, we do not give a time limit; this could also encourage people to subconsciously refer back to an historic experience when they reflect on how they perceive things they are asked about in the survey. What we want to know is about information that is up-to-date and based on recent experience. SH said that the survey showed the perception of fair treatment when filing a complaint is at its lowest level since the tracking began, but based on complaints and our work with PSD, we know that they have not increased significantly in the past quarter or year. Requests for complaint reviews have also not increased in recent years. SH reflected that we gather data about survey respondents age, gender and location, but there is a lot of demographic data not gathered (such as economic characteristics, education level, occupation, family/dependents, income, political affiliation) which might help us to understand the responses given and make us better placed to implement positive changes.

7.6 AP reinforced that it was a good time to do this piece of work and to also consider where the survey asks questions we do not understand, or are out of date. It is important the survey feels contemporary and informs what the force and PFCC's office need to do next, because it is really helpful but it may be a good time to see how we sharpen it.

- 7.7 DH referred to national comparisons, it is interesting to see what is happening nationally as if you think the non-victims are the ones that are the most volatile and are the ones that are influenced by the London and national media, and to look if there is anything we could do to track against those.
- 7.8 BJH commented that one of the core aims is to continue to improve the service that we give to victims and therefore the victims continue to report any improved service and this is an ongoing and key challenge and is a fundamental part of that performance and being informed by national/local media in terms what the Force has and has not done.
- 7.9 JG thanked MC for an interesting report and a good discussion on improving the way we ask the questions and collect the data, and ensuring that we share information about activity of the Force.

8. Recruitment of Specials

- 8.1 JG attended the Specials Review Board to represent Darren and was really excited about some of the plans that are in place.
- 8.2 RN commented that it is a mixed picture, as the energy, enthusiasm, diversity and the broad range of activity that is evident in the Specials is growing from strength to strength, however this is not reinforced by our establishment numbers which are falling. Recruitment and retention prove challenging and that is subject of an external audit by the end of the financial year.
- 8.3 RN talked through the highlights of the Exec Summary: -
- 359 officers as of November 2022
 - 5.45% of our establishment are from ethnic minority groups
 - Commitment of Specials is really significant with 65,000 operational hours in the past 6 months.
 - 60 business support 88 officers in the ESP Scheme and has shown a significant increase in operational hours worked
 - 14 Community Special Constables covering 10 councils with their role being broadened for more local issues as well as mainstream issues to increase attraction.
 - There has been a significant increase in leavers although 40 are now Regulars. This is impacted by the cost of living challenges and the changing nature of volunteers. RN confirmed that the Force encourage leave of absence as an alternative to leaving, and there are currently 60 who are non-operational or on leave of absence.
 - Essex is the second largest Special Constabulary in England, just behind the Met.
 - EP were the only Special Constabulary to provide motorcyclists for the commonwealth games and EP Specials also move around the country on mutual aid e.g Jubilee celebrations and the funeral of the late Queen.
- 8.4 The main issue is recruitment and retention; the audit commission looks at both those areas to see if there has are any gaps that we have missed. This is national challenge but EP pride themselves that they can make a difference and are very committed to this.
- 8.5 DH said that the numbers are difficult, but the work is impressive. As regular recruitment slows down nationally over the next six to nine months, the team may have a sense that this will result in a decrease in the number of people transitioning into regulars but an increase in the number of people who want to experience policing, so we may see a decrease in the number of people entering, and how will this affect specials? The real challenge will also be the cost of living and people needing to earn more with the economic climate and the exceptional amount of dedication that we ask Specials to give in order to enable them to discharge the duties we give them. One of our greatest risks

right now is capability and capacity, and specials bring a level of experience that we do not get from regular new recruits.

- 8.6 JG praised the latest recruitment advertisements, using audience segmentation and the creative way of thinking and recruiting Specials. SH said that if any assistance is needed from the PFCC office to assist with the recruitment campaigns then let to let her know.

9. Crime Prevention Strategy – action plan and performance

RN talked through the Crime Prevention Strategy.

- 9.1 Safer Essex, chaired by Pippa Brent-Isherwood, was very supportive of the approach of the strategy. Although they are not responding as quickly as we would like, there is some great work being done to encourage partners to join the meetings so that we have a police lead and a partnership lead for each Thematic Strand of the Strategy.
- 9.2 The updates are included in the Safer Essex Board Plan too; the report currently looks like the one that this Board are getting now and would be nice as it evolves to be more joint people led.
- 9.3 The Night-time economy has had a significant increase, there has been good work in this space and linked in with VAWG work and is the most established area of partnership business too. There is a focus on being innovative with plain clothed operations, the response together with drink spiking has fed into the National Plan and we have been inputting into the embargoed report that is due to be released today.
- 9.4 JG this is a good, detailed report, the work that is being done with Safer Essex to jointly lead the strands of work takes time, but it is a really good way to go and that is where you will start to see a decrease in some of those areas as there will be a commitment to it. Safer Essex will be getting stronger by the day especially by getting those partners together. This is going to be very important in bringing together the Crime Prevention Strategy overall.
- 9.5 AP observed that Safer Essex has embraced an opportunity regarding the Serious Violence Duty, and areas now have to assess where they think there are drivers of serious violent crime in their locality and come up an action plan to deal with that that is becoming a duty, this is very important one for us to watch as an EP/PFCC team.
- 9.6 BJH observed the good work taking place, especially in engaging people on each of the five pillars. He would like to see it reporting continuing through Safer Essex and EP to support RN, with CSPs reporting back against the prevention strands. We need to use Safer Essex to influence local leaders and local authorities to make them look at how they are measuring assessing and supporting performance, particularly around points 4 and 5 as we see clear reporting around 1,2 and 3. EP understand the challenges and the processes, but also need PFCC support with CSP's to focus on performance. JG added that the PFCC does fund CSPs, albeit in a small way, and we need to ensure that they are delivering against this strategy.

10. Performance against the Public Sector Equality Duty (PSED)

- 10.1 RL introduced the paper, confirming the EP position on the PSED. There is a lot of work outlined here; EP are fully compliant with PSED, and this gives an insight as to what we need to do to monitor progress and impact. Sharn Taylor talked through the report and went through the headlines
- 10.2 There is a final push to meet the Police Uplift Programme and the increase in officers.

This paper focuses on the first two quarters of the year looking at the representation regarding female applicants and those from Ethnic Minority backgrounds to be representative of the communities that we serve. In Q1 & Q2 there was a good increase of applications from both of those of those groups.

- 10.3 There has been Focus from the Media and Communications department on the areas that they would like to advertise in with a clear channel plan which has worked with the Positive Action Team doing events in diverse areas.
- 10.4 There were a number of staff vacancies in the Force Control Room. A successful campaign ('What would you do?') was launched in May which resulted in a substantial increase in applications. The campaign reached over 36,000 people across social media, and was a good example of an interactive, innovative social media campaign.
- 10.5 In terms of police uplift we have seen the highest ethnic representation of officers which was in January 2022 at 4.30%. Representation is important in policing and working with communities and this report shows that at the end of the September reporting period 4.03% of our officers are from Ethnic Minority backgrounds. The next reporting period is expected to show an increase.
- 10.6 There has been a significant amount of work over the past few years on the trajectory of the numbers of ethnic minority officers across ranks of Sergeant and above. This shows good work from Media and Communications Team (on the advertising campaign) but also with the Positive Action Team who reach out to really talented individuals across the Country to encourage them to come to Essex. It is also important to have female officers across all ranks and we are attracting females in the organisation which we can then support and develop.
- 10.7 Data is carefully treated with those with protected characteristics to understand our work Force, the needs for support and to ensure we are representative off the communities that we serve. The 'Safe to Say' Campaign is still running internally at the moment.
- 10.8 Disproportionality is a key focus. ACC Pavelin Chairs the Equality, Diversity, Inclusion Cohesion group, that looks at the force's Stop and Search data and considers if there is any disproportionate application of the powers that we have.
- 10.9 A key area is the training especially in face to face EDI training across the whole force, It was previously reported that all leaders had taken part in their training but in this reporting period EP have looked at the general workforce, including police staff, PCSOs and police constables. Currently 4,148 officers have been trained and should be able to report in the next training period that this has been completed the training and will be moving into the next phase of videos of lived experiences of those in the workforce.
- 10.10 Consultation has happened on the National Police Action Plan with the final reiteration due in March 2023. There is already work going in the Force to look at all the points coming out of that plan to put us ahead of the game. This will be refocussed in March, and this will be launched across the organisation.
- 10.11 DH said that the paper is very thorough and the processes in place driving this, and the breadth of work, are very impressive, and reaching out to officers in other Forces is good news. DH was interested in the new recruits and recognising that the diversity of the Force is at its highest level, the exit interviews do not show any trends, are those numbers in context showing that ethnic minority and black student officers are leaving at a higher proportion than white officers and if it does is there way to explore what the reason is behind that. ST replied that every day the Positive Action Team monitor the leavers, whether it is resignation, transfer, retirement etc they will look to see if contact has been made and have a conversation with someone outside of your line management

structure who may then open up and talk to about other concerns that they would not normally do with their own line manager. ST gets the leavers report every Monday and there are not any trends. Sometimes we find alternative roles within the organisation if their present role is not suitable for them. There is a detailed exit process, line managers and commanders are expected to interact with that individual as soon as they are aware that they are intending to leave. EP would like to keep individuals in the organisation and retain skills wherever possible.

- 10.12 RL commented that regarding the national onboarding results, 15% of those who join the service do not understand the role of policing and we need to invest in providing a realistic job preview, and this is just as important for the unrepresented communities as it for general population that we recruit. There will be more opportunity in 2023 to review this issue.
- 10.13 DH had spoken to colleagues in other areas who suggested that ethnic minority and black officers tend to leave a little earlier than their white colleagues. He asked if this is the same in Essex and if there might be more pressure on retaining officers of black and minority ethnicities when the growth/recruitment slows next year, and if that would be a challenge. RL responded that this is part of the Positive Action Strategy and the wider DNI Strategy, but the focus has had to be on recruitment. We are looking for next year at the investment of retention and development and being careful about not being seen to progress people too quickly so our aspiration to be representative has an adverse impact on the pressure on individual but that we open the opportunity. There has been very successful work where people are joining us from underrepresented groups with ethnic minority backgrounds and they have becoming advocates of Essex as our lived strategy.
- 10.14 JG thanked RL and ST for a very thorough paper

11. Update on the DA high risk and mental health issues (from the June P&R Board)

- 11.1 RN reminded the Board that this paper was requested under an action 6 months ago, linking DA and mental health and the approach to such incidents.
- 11.2 There is no indication that the risk in high risk DA cases is linked to mental ill health. The report has uncovered a lack of joined up reporting across MARAC, EPUT and policing. The paper describes the various processes with MARAC and MAPPAs and the reporting that is currently in place.
- 11.3 EPUT engage with both MARAC and MAPPAs. It was acknowledged that data collection can be an issue and they are not actively recording every case where a DA perpetrator is suffering mental ill health and data is not held in a searchable format. EPUT are now recording MARAC referrals which more clearly makes the link. EP have also begun to determine who is engaging with people from other health services and making sure that teams are recording incidents when the subject is confirmed as having mental ill health.
- 11.4 This has been a useful piece of work and the processes are in place to manage those individuals. Where data gaps were identified plans are in place now to fill those gaps. Significant engagement is ongoing with the EPUT team, and EP know the challenges that mental health places on them as an organisation but feel they are in a reasonable position to deal with domestic abuse.
- 11.5 JG thanked the Chief as he has managed conversations with the CEO of EPUT and the relationship is growing stronger which has been very helpful. The report is very interesting and highlights the links between DA & suicide, which has links with mental health, which we need to take forward to have a conversation about what more can be

done to support perpetrators and DA where we know there is the potential for suicide. There is lots of good work being done in this area.

- 11.6 SH said that this is a very interesting report and some of the more poignant data was not the topic that we had asked to look at but the piece that stood out was the snapshot of data in October with three detained individuals, with 102.5 policing hours spent just on that day on those people. SH that this type of data is not in the reporting we normally see. SH understands that the data was provided in response to a data request – was that an internal or external request and is this type of data being reported regularly elsewhere and are we keeping track on that and is there anything we can do to help improve those figures? BJH said this is benchmarking that the National Productivity Review asked for, which requested reporting on how much time is spent on certain things, including mental health. This leads a piece of work around how much time we spend on mental health, EP are working on this. This is data that is acted upon with partners and working with the NPCC at the Productivity Review sponsored by the Home Office.
- 11.7 BJH said that there is a huge amount of work going forward on this. EP are beginning to see a reduction in the number of DA victims reporting and that is everyone working together to reduce harm. The reporting is joining up on some of the elements and the relationship between mental health and mental ill health and DA can be seen. There has been good progress with involvement of the MARACs with reporting and getting people the right support.
- 11.8 BJH highlighted the relationship between section 136 and 135. There has been a reduction in use of Section 135 (intervention before there is crisis) and that sees the pressure and increase in use of Section 136. The ongoing support EP do with the Health and Wellbeing Board is helping mental health provision for those people who are in crisis. EP is playing a leading role, but there is a need to bring system wide urgency to deal with some of these issues.
- 11.9 JG is disappointed around the section 136 as a lot of work was done on this area and working with health partners and it is important to keep up the pressure constantly and collectively within the system to get people the right care in the right place which is not a custody cell or with an officer as it is not fair on the person in crisis and police cannot offer the same intervention as practitioners. Any support the PFCC office can assist or to hold partners to account please let JG know.

11. AOB

All papers to be published apart from the Paper for item 5 the Efficiency and Savings Programme.

There being no other business, the meeting closed at 12.06