

## Performance and Resources Scrutiny Programme 2023

Report to: the Office of the Police, Fire and Crime Commissioner for Essex

<b>Title of Report:</b>	<b>Essex Police PEEL Inspection Report – Update on Areas for Improvement</b>
<b>Classification of Paper:</b>	<b>Official</b>
<b>Agenda Number:</b>	<b>7.0</b>
<b>Chief Officer:</b>	<b>ACO Fiona Henderson</b>
<b>Date Paper was Written:</b>	<b>12/01/2023</b>
<b>Version Number:</b>	<b>v1</b>
<b>Report from:</b>	<b>Essex Police</b>
<b>Date of Meeting:</b>	<b>28/02/2023</b>
<b>Author on behalf of Chief Officer:</b>	<b>Tim Bamforth-White Continuous Improvement Team</b>
<b>Date of Approval by Chief Officer</b>	<b>27/01/2023</b>
<b>COG meeting date / date of approval (Please indicate whether paper presented to COG or not)</b>	<b>11/01/2023</b>

### 1.0 Purpose of Report

The report provides an update on the actions taken and progress made by Essex Police against the 12 areas for improvement (AFI's) identified by His Majesty's Inspectorate of Constabulary (HMICFRS) during the force PEEL 2021/22 inspection.

### 2.0 Recommendations

The Board is asked to note the report and progress made.

### 3.0 **Executive Summary**

HMICFRS published their PEEL inspection report and judgements of our force in October 2022.

In making their judgements, HMICFRS reported that 'Essex Police has an ethos of early intervention to prevent crime. It uses analysis to identify crime hotspots and responds effectively with other organisations to tackle entrenched criminality and anti-social behaviour. It has developed a co-ordinated and forward-thinking approach to reducing crime'. In addition, His Majesty's Inspector commented that Essex Police is good at:

- Preventing crime and anti-social behaviour
- Treating people fairly and with respect
- Promoting an ethical and inclusive culture and supporting its workforce

HMICFRS have provided formal judgements for Essex Police in 9<sup>1</sup> areas of policing, grading us good in 4 areas (our treatment of the public; developing a positive workforce, use of resources and serious and organised crime), adequate in 4 areas (investigating crime; preventing crime; protecting vulnerable people and managing offenders) and requiring improvement in 1 area (responding to the public).

The inspection report also identified 12 AFI's for the force; 4 under responding to the public, 2 each in preventing crime, investigating crime and managing offenders and 1 each in protecting vulnerable people and use of resources.

These judgements reflected our own internal assessment, challenges identified in our Force Management Statement 2022 (FMS 22), strategic investment decisions and change programme.

Essex Police has strong governance and oversight processes in place to monitor progress against each AFI.

### 4.0 **Introduction/Background**

Since 2014, HMICFRS have assessed the performance of all 43 forces in England and Wales by the Police Efficiency, Effectiveness and Legitimacy (PEEL) programme. In 2021/22 HMICFRS made significant changes to the programme moving to a more intelligence-led, continual assessment approach rather than the annual PEEL inspections in previous years.

HMICFRS use inspection findings, analysis and professional judgment to assess how good forces are in ten areas of policing. For the first time in this round of PEEL inspections a new grade of 'adequate' was introduced moving from a four-tier grading system to a five-tier grading system of 'outstanding', 'good', 'adequate', 'requires improvement' and 'inadequate'. It should be noted that the introduction of the new grade 'adequate' makes comparison of judgements with previous years

---

<sup>1</sup> The Serious and Organised Crime Report has yet to be published pending pre-publication checks. The force is expecting the Vetting and CCU report at the end of February 2023.

more difficult. HMICFRS advise that a previous 'good' could be graded under the new system and assessment framework as 'adequate'.

The report provides a detailed update against each of the 12 AFI's made in the PEEL Inspection Report 2021/22 for Essex Police.

## **5.0 Current Work and Performance**

Appendix 1 provides a detailed update against each of the 12 AFIs.

In addition, in relation to AFI 1, the Collaboration Deep Dive paper submitted to P&RS (28.11.22, items 5.57 and 5.58) and the Crime Prevention Strategy report submitted to P&RS (29.12.22, items updating the thematic strands) both include additional details on current activity relevant to our approach to problem solving and tackling crime.

Similarly, in relation to AFI 8, the Crime Prevention Strategy report (29.12.22) and the thematic strand updates outline delivery achieved and future scheduled initiatives to make sure that the requirements of the Victims Codes of Practice are complied with.

## **6.0 Implications (Issues)**

There are no current risks recorded on the force strategic risk register relating to the 12 AFI's. Instead, they are recorded and tracked on the Force Action Tracker and HMICFRS Monitoring Portal. The AFIs will remain open and internally monitored until they are formally closed by HMICFRS during our next PEEL inspection.

The Force has a robust governance process for monitoring progress against each AFI. This includes oversight at the monthly ACC led Governance and Oversight Boards, the DCC led monthly Force Performance Board and each month by the Chief Constable at the Chief Officer Group. All groups review the progress, direction of travel and agree the level of risk.

There are no areas where HMICFRS found Essex Police to have a 'Cause of Concern'. However, it should be noted that under the HMICFRS continual assessment and monitoring process, forces can receive a cause of concern within each formal PEEL reporting cycle. If forces fail to respond or do not succeed in managing, mitigating or eradicating the cause of concern, it is probable they will be moved to the Engage phase. There are currently six forces which have been placed into the HMICFRS Engage phase.

### **6.1 Links to Police and Crime Plan Priorities**

The PEEL performance assessment framework links to all priorities set out in the Police and Crime Plan. Action to meet the AFI's makes a positive impact and contributes to one or more of the priorities with an emphasis on the six priorities below;

- Further investment in crime prevention
- Protecting vulnerable people and breaking the cycle of domestic abuse

- Reducing violence against women and girls
- Improving support for victims of crime
- Supporting our officers and staff
- Increasing collaboration

## **6.2 Demand**

The DCC led Strategic Demand Board reviews how effectively the force is working internally and with our partners to make sure officers and staff are given the time, space and support to focus on our priorities of preventing crime and catching criminals.

This will include any impact on the force in delivering against one or more of the 12 AFIs.

## **6.3 Risks/Mitigation**

If areas for improvement are not delivered there is potential risk of HMICFRS issuing a cause for concern about the force's performance, which in turn poses potential risk to members of the public and the levels of public confidence in our force. As described under section six, there are strong internal governance processes overseeing the progress of each AFI to ensure appropriate action takes place to identify and mitigate any risk.

## **6.4 Equality and/or Human Rights Implications**

There are no protected characteristics adversely affected by the PEEL assessment. Whilst there are no specific equality and/or human rights implications identified in providing progress updates against the PEEL AFIs, any activity or changes required will take account of such matters, ensuring compliance with relevant legislation and the force Diversity, Equality and Inclusion Strategy. This includes the completion of an Equality Impact Statement for any amendments to existing or development of new policy and procedures.

## **6.5 Health and Safety Implications**

No Health and Safety implications have been identified in the provision of progress updates. Any activity or changes required will take account of health and safety implications and ensure compliance with relevant legislation.

## **7.0 Consultation/Engagement**

Chief Constable  
DCC Prophet  
ACC Nolan  
ACC Pavelin  
ACC Baldwin  
DCC Prophet  
ACO Richard Leicester  
Claire Heath

## **8.0 Actions for Improvement**

The report provides detailed updates against each of the 12 AFI's from the PEEL Inspection Report. Progress is monitored through the internal governance arrangements described in section six.

## **9.0 Future Work/Development and Expected Outcome**

Regular update meetings are held between the HMICFRS Force Liaison Officer (Claire Heath) and the HMICFRS Force Lead Inspector. Any areas of concern in our progress against the AFIs will be reported to the Chief Officer team through the monthly HMICFRS update paper presented at the Chief Officer Group. The force expects to achieve all AFIs. These will be formally reviewed and closed in our next PEEL Inspection.

Internal audit meetings with Chief Officers have taken place to inform the internal audit programme for 2023/24. Each meeting has considered the PEEL AFIs for areas of potential agreement for internal audit activity and mechanisms for independent assurance of the force progress. Proposals for the 2023/24 internal programme are due to be presented to COG on 8<sup>th</sup> February 2023 and at the Joint Audit Committee meeting on 24 March 2023.