

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

28 February 2023, 1400 to 1600 via Microsoft Teams

**Present:**

|                      |   |
|----------------------|---|
| Jane Gardner (JG)    | Deputy Police, Fire and Crime Commissioner (Chair)                  |
| Simon Anslow (SA)    | South LPA Commander, OPC Command, Essex Police                      |
| BJ Harrington (BJH)  | Chief Constable, Essex Police                                       |
| Suzanne Harris (SH)  | Head of Performance and Scrutiny (Policing), PFCC's office          |
| Fiona Henderson (FH) | Director of Continuous Improvement and Analytics, Essex Police      |
| Roger Hirst (RH)     | Police, Fire and Crime Commissioner (for part)                      |
| Richard Jones (RJ)   | Head of business Partnering and Management Accounting, Essex Police |
| Rob Kirby (RK)       | Head of Major, Economic and Cyber Crime, Essex Police               |
| Debbie Martin (DM)   | Chief Finance Officer, Essex Police                                 |
| Lucy Morris (LM)     | Deputy Head of Serious Crime Directorate, Essex Police              |
| Rachel Nolan (RN)    | Assistant Chief Constable, Essex Police                             |
| Glen Pavelin (GP)    | Assistant Chief Constable, Essex Police                             |
| Janet Perry (JP)     | Strategic Head of Performance and Resources, PFCC's office          |
| Jeremy White (JW)    | Finance Manager, PFCC's office                                      |
| Camilla Brandal      | Minutes, PFCC's office  |

**Apologies:**

|                       |   |
|-----------------------|---|
| Pippa Brent-Isherwood | Chief Executive and Monitoring Officer, PFCC's office |
| Andrew Prophet (AP)   | Deputy Chief Constable, Essex Police                  |
| Andrew Pritchard      | Assistant Chief Constable, Essex Police               |

**1 Introduction and welcome**

JG welcomed all to the meeting. Apologies were received from those above. It was confirmed that RH would attend for item 8 on the agenda.

A brief discussion took place around the Deep Dive schedule and it was agreed that this would be brought to the next P&R meeting for sign off.

**2.i Minutes of last meeting and matters arising**

- 2.i.1 There were no amendments to the minutes of 30 January 2023, and they were therefore approved. There were no matters arising.

## 2.ii Action Log

- 18/22 Quarterly Performance Report  
Meeting taken place. New style report to be received before closing action. To remain open.
- 38/22 FMCR Working Group  
On the agenda for today. Close.
- 41/22 Public Contact  
Update scheduled for March. Remain open.
- 59/22 Monthly Performance Report  
Street Safe Data now included in Performance Report. Close.
- 60/22 Monthly Performance Report  
Victims Data now included in Performance Report. Close.
- 63/22 Use of Force/ Stop and Search  
Ethnicity clarification and data now provided. Close.
- 65/22 Homicide Scrutiny  
Graphs to be included in future reporting. Close.
- 67/22 Engaging with people with Asperger's syndrome/ autism  
Update scheduled for March. Remain open.
- 69/22 Monthly Finance Report  
Decision Report received. Query outstanding. Remain open

### **BJH joined the meeting at 1407**

- 01/23 Draft Closure Timetable  
Dates received. Close.
- 02/23 Monthly Performance Report  
Victim support work – deadline extended to March. Remain open.
- 03/23 Monthly Performance Report  
Victim support work – deadline extended to March. Remain open.
- 04/23 Monthly Performance Report  
Collaboration data - deadline extended to March. Remain open.
- 05/23 Monthly Performance Report  
Meeting scheduled for March. Remain open.
- 06/23 HR, Sickness and Attendance Management, Staff Performance  
Information received. Close.
- 07/23 Firearms Update  
Update to Forward Plan complete. Close.
- 08/23 Firearms Update  
Breakdown of information received. Close.

09/23 Firearms Update  
Content discussed at meeting. Close.

### 2.iii Forward Plan

There were no items to note for the Forward Plan.

### 3 Monthly Finance Report

- 3.1 DM presented the 2022/23 Month 10 position for the Force and it was recommended that the appropriations to/ from earmarked reserves were noted, along with additional funding of up to £1.2m in relation to overachievement of Police Officer Uplift allocations. 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. JP asked if the 3,755 officer target would be achieved. BJH confirmed that the PUP target would be met and that anything above that would be known by 31 March, but not possible to confirm sooner.
- 3.2 Discussions took place around the Op Hazel monies and the use of the operational reserve monies, and the overachievement of the Police Officer Uplift allocations. A desire to move monies back to the Operational Reserve was noted and it was confirmed that a Decision Report would be required for this. A further discussion took place around the internal and external borrowing position.
- 3.3 It was noted that the Decision Report processes can sometimes impact on the timelines set out at the beginning of the year. It was agreed that the Decision Report processes would be looked at and JG confirmed that all within the PFCC's office are committed to making the process as efficient as they are able to.
- 3.4 JP sought clarification that the borrowing would be short term and DM confirmed this was the case.

### 4 FMCR 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 the Working Group and the monitoring of the action plan. DM confirmed that a financial analyst had been appointed and would be dealing with the 3 outstanding recommendations of the 24 recommendations from the report. A discussion took place around the Achieving Finance Excellence ('AFEP') programme and it was agreed that DM and JP would meet with the CIPFA representative to talk about the third phase of the programme.

### **GP joined the meeting at 1440**

### 5 Use of Force/ Stop and Search

- 5.1 GP presented the quarterly update on the Force's use of force and stop and search powers. There were no recommendations to note. From the Executive Summary, there were 5,116 instances of use of force recorded during Q3 which is a decrease of 501 forms completed compared with the same quarter for 2021/22. 33 forms showed Firearms as a first tactic which was an increase of 24 from last quarter. There had been 3,984 stops recorded in Q3 of 22/23 which is showing a decrease of 4.1% on the previous quarter.

**JP left the meeting at 1447**  
**JP joined the meeting at 1450**

- 5.2 A discussion took place around the data accuracy issue with Firearms recording and public confidence around stop and search. The positive outcome rates in relation to ethnicity suggested no evidence of disproportionality. A further discussion took around the use of force figures and whether they were now back to normal. It was agreed that GP would provide more information on the under 18s who had been stopped and subject to strip search as there was no outcome provided in the report.

**Action 10/23:**

**GP would provide more information on the under 18s who had been stopped and subject to strip search, as there was no outcome provided in the report.**

**GP left the meeting at 1507**

6 Monthly Performance Report

- 6.1 FH presented the monthly report and from the Executive Summary; three of the twelve PFCC priorities were graded as 'Good', seven had a recommended grade of 'Adequate' and two had a grade of 'Requires Improvement'. Confidence in the local policing is at 76.3%, All Crime had decreased compared to the 12 months to January 2023 however, there had been an increase of 1.6% compared with the 12 months to January 2022. There had been a 2.8% decrease in the number of offences with a repeat victim, Violence Against the Person offences against females had decreased by 3.9%, a 1.3% decrease in the number of sexual offences against females, an 8.5% increase in the number of those Killed or Seriously Injured for the 12 months to January 2023, 37 more OCG disruptions in the 12 months to December 2022, and an increase in offences for Theft from a Vehicle.
- 6.2 A discussion took place around the gradings for adequate and whether these are likely to change in the future and how Essex Police is linked in with the VAWG work that is being carried out by local councils and partners. A further discussion took place around KSIs (noted as the single biggest cause of death) and it was agreed that FH would send through figures on the percentages of KSIs that are not attributable to criminality and crime recording standards.

**Action 11/23:**

**FH would send through figures on the percentages of KSIs that are not attributable to criminality and crime recording standards.**

7 PEEL AFIs

- 7.1 FH presented the update on the actions taken and progress made by Essex Police against the 12 Areas For Improvement ('AFI's) identified by HMICFRS during the Force's PEEL 2021/22 inspection. A discussion took place around the AFIs and the work being undertaken and planned to address issues. The PFCC would be receiving a more detailed briefing from the Chief Constable on 17 March.

**LM and RK joined the meeting at 1545**  
**RH joined the meeting at 1548**

8 Homicide Prevention

- 8.1 RN introduced the Homicide Prevention update and LM presented the update report on the activity undertaken since the previous report which was discussed at the November 2022 P&R Board meeting.
- 8.2 From the Executive Summary; the report provided an update on Homicides in Essex and an analysis of trends as well as an assessment of Homicide prevention activity and investigation performance. The report also included an update on the four key areas of Domestic Abuse, Mental Health, Gangs and drugs lines and Serious Violence.
- 8.3 A discussion took place around the work that has been carried out and is planned, which included items on domestic abuse and suicide prevention, national averages for homicide figures, the Serious Violence Unit work, the use of MORILE, the knife crime model pilot, RUI cohorts, missing persons work and Night Time Economy and VAWG.
- 8.4 A discussion took place around the activities that are currently being undertaken which included items on the reduction of the use of DVPOs and the related Bail and RUI figures, the use of DVPNs, available Serious Violence comparator statistics, the information available around the success of the interventions around Night Time Economy and mental health (and the link between the outcomes). A brief discussion took place around the unsuccessful bid to the Home Office for the Homicide Prevention Fund monies around rapid debriefs, and it was confirmed that although the funding had not been successful, rapid debriefs would still be delivered. RH offered the PFCC's office for any assistance for future funding bids.

## 9 Approval for publishing of documents

It was agreed that the papers for publishing would be 3i, 4, 5, 6, 7 and 8 (paper only not the appendix).

## 10 Any Other Business

There being no further business, the meeting closed at 1632.