

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

27 June 2023, 1100 to 1330 via Microsoft Teams

**Present:**

Roger Hirst (RH)	Police, Fire and Crime Commissioner - Chair
Pippa Brent-Isherwood (PBI)	Chief Executive and Monitoring Officer, PFCC's office
Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner
Leighton Hammett (LH)	Ch Supt, LPSU and Citizens in Policing, 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
Richard Jones (RJ)	Head of Business Partnering and Management Accounting, Essex Police
Debbie Martin (DM)	Chief Finance Officer, Essex Police
Janet Perry (JP)	Strategic Head of Performance and Resources, PFCC's office
Andrew Prophet (AP)	Deputy Chief Constable, Essex Police
Claire Talbot (CT)	Ch Supt, Professionalism, North LPA, Essex Police
Camilla Brandal	Minutes, PFCC's office

**Apologies:**

BJ Harrington	Chief Constable, Essex Police
Andy Mariner	Assistant Chief Constable, Essex Police

**1 Introduction and welcome**

RH welcomed all to the meeting and noted apologies from those listed above.

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

There were no amendments to the minutes of the previous meeting held on 30 May 2023 and they were agreed. There were no matters arising.

## 2.ii Action Log

- 20/23 Crime Data Accuracy  
On Forward Plan for October. Leave open.
- 22/23 Monthly Finance Report  
Spreadsheet sent to RH. Close.
- 24/23 Use of Force/ Stop and Search  
Information supplied. Close.
- 25/23 Use of Force/ Stop and Search  
On Forward Plan for August. Leave open.
- 26/23 Approval for publishing of documents  
Redacted paper sent through to PFCC's office. Close.
- 27/23 Action Log  
On Forward Plan for July. Leave open.

## 2.iii Forward Plan

After a discussion, it was agreed that the Policing Vision 2030 would be added to the Forward Plan for July (as requested by the Chief Constable) and the HR Quarterly and Vulnerable Groups papers would be moved to August.

## 3 i Monthly Finance Report

- 3.1 DM presented the 2023/24 Month 2 monitoring report which updated on the latest position for Police Officer, Police Staff and PCSO Pay and Allowances in advance of a full reported pay position at Month 3. The report also noted inflationary pressures and material cost pressures for non-pay expenditure in advance of a full reported non-pay position at Month 3.
- 3.2 A discussion took place around the forecast and headcount figures (if headcount figures are achieved as currently fully costed in the budget, the full £2m revenue will balance the £1.8m projected deficit), forecasts and overspends, workforce monitoring, (the cashflow forecast graph for January to be looked at as it does not appear to be correct), the original forecast line to remain in the table as a benchmark against the future figures, external borrowing and Home Office third party payment system.

## 4 Efficiency and Savings Programme

FH confirmed that there were no changes to the high level targets previously agreed and went through the in year work (slight slippage in the transformation programme) and the next year's savings work. It was confirmed that an informal meeting had been set up between the Force and the PFCC's office to go through the 2024/2025 assumptions for the MTFS.

## 5 Monthly Performance Report

- 5.1 FH presented the monthly Performance Report for May and confirmed that five of the twelve PFCC Priorities are at a grade of Good (Priorities 2, 3,4, 6 and 7), five have

been graded at Adequate and two graded at Requires Improvement (5 and 9). There was no change in grading from the last meeting's report. Confidence was at 73.5%. there had been a decrease in in All Crime and Rural Crime, an increase in Business Crime, an increase in all theft offences, and a decrease in the number of offences with a repeat victim. Home Office Counting rules had changed for Stalking and Harassment offences, resulting in fewer offences being recorded. Violence Against the Person offences had decreased, along with a decrease in the number of those Killed or Seriously Injured on our roads, 86 more OCG disruptions were carried out in the 12 months to March 2023 and officer numbers stand at 3,770.

- 5.2 A discussion took place around reducing drug driven violence, vehicle crime, public confidence, Night Time Economy, domestic abuse work, Street Safe app, length of investigations on high harm crime, Rural Crime Forum and extraction from Rural Engagement Team, dog thefts, cyber crime and volunteers.

## 6 SMSR Survey

FH presented the most recent results from the SMSR survey where the Force's level of public confidence is currently at 74%. The Force are addressing issues where the public feel more action needs to be taken, including property and vehicle crime, and the communications channels will become more specific around particular issues to aid this. A brief discussion took place around the service satisfaction levels, the contact with the public, Comms, Community Policing Teams and stakeholders.

## 7 PEEL Inspection AFIs update

- 7.1 FH presented the update report on actions taken and progress made by the Force against the 14 Areas for Improvement (AFIs) identified by HMICFRS during the Force's PEEL 2021/22 inspection and two outstanding elements of PEEL, SOC/ Vetting and Counter Corruption. There were 1 red, 6 ambers and 5 greens from the 12 AFIs that remain to be worked on along with 2 new AFIs for SOC (recording disruptions) and Vetting and Counter Corruption.
- 7.2 A brief discussion took place around the AFIs and it was agreed that FH would identify the ones that had moved from amber to green and highlight these along with reasons for movement in future updates.

### **Action: 28/23**

**FH to include historic RAG ratings and show movement since last report in future reporting**

## 8 Reflections on the Casey Review

A discussion took place around the recommendations for the Metropolitan Police Service, Essex performance in these areas and the work that has been done and is being done in the Force. It was agreed that the action plans in development would be brought back to P&RS Board meetings as they are being updated. It was also agreed that the marking on the paper of Official Sensitive would be revised to Official (with any sensitive information removed or redacted) and resubmitted to the PFCC's office.

### **Action: 29/23**

**Professionalism Action Plans developed following the Casey Review to be brought back to P&RS Board meetings**

**Action: 30/23**

**Paper for item 8, Reflections on the Casey Review, to be resubmitted with an 'Official' marking, including any necessary removal or redaction of sensitive information**

**CT joined the meeting at 1240.**

9 PSD Annual Report

- 9.1 CT presented the annual report which gave an overview of Professional Standards Department performance for the year 2022/23.

**SH left the meeting at 1304**

**JW left the meeting at 1307**

- 9.2 A discussion took place around the establishment of the Counter Corruption Engagement Team, how due process is going to be evaluated, how to understand trends and reflective practice, internal behaviour reporting and reporting on the outcome of complaints by ethnicity.

**CT left the meeting at 1312**

**SH re-joined the meeting at 1313**

**JW re-joined the meeting at 1314**

10 Recruitment of Specials

LH presented the half yearly update for recruitment under the Special Constabulary Development Programme. The report updated on reward and recognition, establishment, engagement and duties, recruitment, training and retention, current work (including Community Special Constables), leavers and future work and development. A brief discussion took place around the Community Specials and media campaigns.

11 Crime Prevention Strategy – action plan and performance

- 11.1 LH presented the update on the work and progress carried out on the Essex Crime Prevention Strategy 2021-25 and the 14 key strands of focus within the Strategy. A brief discussion took place around the substantial reductions in crime, partnership working (thanks were given to PBI and LH and the partnership working through Safer Essex), the Night Time Economy plans for the summer, mental health issues and EPUT figures.
- 11.2 RH asked about monitoring of aggregate crime harm figures. FH agreed to look into this and report back on what is happening to aggregate crime harm in the county. JG added her thanks to LH for all his work done with partners.

**Action: 31/23**

**FH to report back to the Board regarding monitoring of aggregate crime harm in Essex**

**LH left the meeting at 1337**

12 Performance and Resources Scrutiny Board Terms of Reference (ToR) review

It was agreed that the Chief Constable would be included as a member of this Board, JW would not be part of the regular membership but would substitute for JP as required. The ToR would clarify that the decision around urgent papers falls to the PFCC as Chair, and the amendment noted for the Strategic Board ToR around recording of meetings (decided on 21 June 2023) would be also added to the P&RS Board ToR.

**Action: 32/23**

**SH would update the ToR as agreed and circulate for information**

13 Approval for publishing of documents

It was agreed that the papers for publishing would be 3i, 5i, 6, 7, 8 (to be reviewed prior to publication), 9, 10, 11 and 12.

14 Any Other Business

There being no further business, the meeting closed at 1340.