

## Police, Fire and Crime Commissioner for Essex

### ESSEX POLICE PERFORMANCE AND RESOURCES SCRUTINY BOARD

25 January 2024 10:00 – 12:00

#### Present:

Jane Gardner (JG)	Deputy Police, Fire and Crime Commissioner (Chair)
CC Ben-Julian Harrington (BJH)	Chief Constable, Essex Police
Suzanne Harris (SH)	Head of Performance and Scrutiny, PFCC's office
Rebecca Humphreys (RHu)	Head of Operational HR, Essex Police
Richard Jones (RJ)	Head of Financial Performance and Reporting, Essex Police
Dr Natalie Mann (NM)	Head of Research and Analysis, Essex Police
Debbie Martin (DM)	Chief Finance Officer, Essex Police
ACC Rachel Nolan (RN)	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

Brooke Knight (BK) (Minutes), Scrutiny Officer, PFCC's office

#### Apologies:

Pippa Brent-Isherwood (PBI)	Chief Executive and Monitoring Officer, PFCC's office
ACO Fiona Henderson (FH)	Director of Continuous Improvement and Analytics, Essex Police
Roger Hirst (RH)	Police, Fire and Crime Commissioner
ACO Richard Leicester (RL)	Director of HR, Essex Police
Andrew Mariner (AM)	Assistant Chief Constable, Essex Police
DCC Andrew Prophet (AP)	Deputy Chief Constable, Essex Police

## 1. Welcome and Apologies

1.1. JG welcomed all to the meeting, apologies were noted from those above.

## 2.

### 2.1. Minutes of Previous Meeting

2.1.1. The minutes were approved and agreed. There were no matters arising.

2.1.2. JP reminded attendees that when the minutes are circulated, those who have presented the items should check they are content with what is being said and that the information is accurate.

### 2.2 Minutes of Support for Victims of Crime Deep Dive

2.2.1 SH confirmed the formal process for approving the Deep Dive minutes; going forward they would be presented alongside the meeting minutes at each Board. The minutes of the Deep Dive held on 4 January 2024 were approved and agreed.

### 2.2. Action Log

**50/23 Monthly Finance Report - Op Hazel**

The proposal is to write the letter at the beginning of February 2024 with the view to closing the action next month.

**Remain Open**

**54/23 HR, Sickness and Attendance management, Staff Performance - Officer Availability**

Report on deployment figures was received. Some queries were raised and PFCC office now awaiting a revised version to be submitted.

**Remain Open**

**58/23** no update due until February 2024

**Remain Open**

**59/23** no update due until February 2024

**Remain Open**

**60/23** no update due until November 2024

**Remain Open**

**63/23 Forward Plan**

Code of ethics paper will be presented in the March 2024 P&R board.

**Close**

**64/23 Forward Plan**

The deep dive minutes have been added onto the agenda to be approved.

**Close**

**65/23 Monthly Performance Report**

Solved rates had been included on the report that would be presented in the meeting.

**Close**

**66/23 Monthly Performance Report**

Contact has been made with Ch/Supt Leighton Hammett about priority 12 but meeting has not yet taken place.

**Remain Open**

**67/23 Monthly Performance Report**

SH and NM to discuss the appendices for the overview of indicators and crime tree to be added back to the performance report.

**Remain Open**

**68/23 Monthly Performance Report**

Typo on slide 45 of the December report has been corrected and the report has been resubmitted.

**Close**

**69/23 Public Perception Survey**

SH has spoken to DH regarding the SMSR survey.

**Close**

**70/23 Recruitment of Specials**

Amendment to the Specials report has been received.

**Close**

**71/23 Crime Prevention Strategy – action plan and performance**

Clarification of the data period in the crime prevention paper has been added and revised paper received.

**Close**

### **72/23 Professionalism/Casey Review Update**

NM has spoken to chief officers and is going to link with SH to discuss this.

**Remain Open**

## **2.3. Forward Plan**

2.3.1. It was proposed that the new Code of Ethics paper would be taken to the P&RS Board in March 2024. There was a request to add an additional paper on Productivity Review. The proposal was for it to be added onto the forward plan for April 2024. JG confirmed the addition of these items to the forward plan in March and April respectively.

## **3. Firearms Licensing**

- 3.1. RN presented the firearms licensing report, the summary being that Essex Police is in a good position, with only 3 temporary licenses currently granted, out of circa 24,000 licences in the county. The current average waiting time for a new grant or renewal application to be processed is 30 days.
- 3.2. The Minister asked that PCCs/PFCCs undertake a review, every six months, starting in January 2023, of their force's firearms licensing performance, to be satisfied that caseloads are being well managed, and Essex Police are minimising the possible risk to public safety. RN noted the national firearms licensing review is ongoing and Essex Police are challenging how the Home Office can progress it further.
- 3.3. SH asked about the certificates that were revoked and the upcoming court hearings challenging these decisions. She asked if Essex Police had an expectation of what the outcomes might be and what is being done differently now. RN said it is uncharted territory, so a prediction of the outcome is unknown at present but the force has good cases to be made.
- 3.4. JP questioned if the information is captured for the crimes that involved licensed guns compared to how many guns involved were not licensed. RN confirmed anytime there is an incident involving a firearms license holder, its flagged for an immediate review; that could be anything from a suicide to a criminality. RN noted the unlikelihood of firearms license holders to use their guns for unlawful purposes.
- 3.5. SH asked about the open-source data checks and sought clarification as to whether Essex Police are in breach of the guidance due to the way the checks are being undertaken or not. She also asked about the Netwatch trial being inconclusive and queried in what way this was inconclusive. RN confirmed that the force are formally in breach of the recommendation, however that is with the same for every other force in the country. Essex Police are putting the pressure on the Home Office to deliver a national solution. RN confirmed the results from Netwatch were quite labour intensive and not one identified any concerns. RN stated a paper will be taken back to the Chief Officer Group next month outlining options on how Essex Police may achieve this as they are not comfortable with not being compliant with the national guidance. BJH supported RN comments and added that the force should only require one software system to gain intelligence through open source data checks to inform decision making which is cost effective and efficient.
- 3.6. JG questioned the gap between fees, income and running costs widening and how much it is widening by. RN noted the firearms licensing department should be cost neutral and at no cost to

the Essex taxpayer. The reduction in firearms license holders is causing the cost gap to widen. RN/DM agreed to take an action to expand on previous work looking at the running costs and to extrapolate to look at the expected future funding gap. It was agreed that the support of the PFCC in lobbying on this issue would be useful.

3.7. JG was pleased to hear about the work and thanked the team for the work they're doing.

#### **Action 01/24**

**RN/DM agreed to compile some figures on firearms department running costs and income to show the size of the funding gap and any expected change to this.**

#### **4. Monthly Finance Report**

- 4.1. DM presented the monthly performance report advising that the position at month 9 is showing very little change from month 8 with a current underspend of £189k. The capital underspend is forecasting £4.6m. The main forecast movements can be found in table 3.5 on pg13 of the report.
- 4.2. JP noted the monthly finance report is discussed in preparation stage with the PFCC Office and this works very well.
- 4.3. JP advised the PUP grant information is being sent back next week on 31 January to confirm the position for September 2024 and it is looking that September 2024 money will be achieved along with the money for March 2025.
- 4.4. JP requested to separate PUP and pension grants from the government grants and to just have two levels of government grants as this would be helpful to identify what all the other grants are. DM noted the control report will go into further detail but within the report it can be broken down. BJH noted up the importance of correct and consistent terminology describing types of grants for when the papers are published.
- 4.5. BJH talked about budget setting and how cost pressures can arise from things such as policy changes which are not contractual budget pressures or new demand challenges, but they can be significant and need to be captured in future. JP suggested it would be helpful to keep a running total of the cost pressures which are not within the reports to help plan the 2025 budget setting. DM confirmed this is being captured. BJH confirmed to have this data long before the discussions for the next budget setting.

#### **5. Police Objectives Analysis (POA) Report**

- 5.1. DM presented the Police Objective Analysis report, advising that the probationer posts total 158. Explanations are as expected in terms of where the probationers are shown and the underspends and the overspends are in line with the commentary that has taken place for the monthly monitoring report.
- 5.2. DM noted in comparison with the last financial year there is a lesser figure on the Local Policing side for 2023/24 and within the report it explains the way that the grant is being treated.
- 5.3. RJ talked about Dealing with the Public and that there will be an adjustment as part of the provisional outturn work at year end in connection with the major change program and additional 37 officers in that area. As a result of the change that the team need to make as part of year end, that will effectively move into 2b and is all connected to the major change programme of work that's occurred in the year and been implemented.

- 5.4. JP asked if the minuses that are highlighted red within the report can be changed to black so that it doesn't distinguish between good and bad and remains consistent. RJ confirmed he would change the minuses to black in the report in the next quarterly report.

**Action 02/24**

**RJ to change the minuses within the report from red to black in the next POA paper.**

**6. Performance Reports**

**Monthly Performance Report**

**Quarterly Performance Report / MSG Aspirations**

**Force Performance against National Crime and Policing Measures**

**Balanced Scorecard**

- 6.1. NM gave a verbal update on the above four performance reports. In relation to the monthly report priority three, protecting vulnerable people and breaking the cycle of domestic abuse had been downgraded from good to adequate, due to the continuing decrease in the number of solved DA investigations. No gradings to any of the other priorities have changed.
- 6.2. JP raised concerns around the Efficiency and Effectiveness heading that has been brought back into the Balanced Scorecard. It was noted that the area does not cover all efficiency and effectiveness and that that is a statutory duty of the PFCC. JP requested that rewording might be considered for that part of the Balanced Scorecard. BJH explained the Balanced Scorecard is a force performance measure and not a PFCC performance measure, and the force have tried to rearrange it in a way that puts more focus on preventing, responding, and investigating.
- 6.3. JG asked SH to arrange a meeting for the PFCC with Essex Police (and relevant colleagues) to discuss the new Force Performance Framework.
- 6.4. RN added some context to contact management within priority 1. She talked about the new ICCS system that has gone live this month, which is essentially an integrated command and control phone system. The system will enable the force to have a better performance measure for call handling and 101 calls. It also gives better understanding of abandoned calls. JG was pleased to hear the new ICCS system has been implemented and found the context helpful.
- 6.5. RN referenced priority 9 – Improving Safety on our Roads. She noted more work needs to be done in the partnership space. SERP is well supported by the Commissioner and the force but requires a full partnership commitment to be able to deliver.
- 6.6. RN spoke about priority 4, Violence Against Women and Girls and priority 3, which includes domestic abuse.
- 6.7. JG supported the need for more partnership work through SERP. She also spoke about the positive work related to domestic abuse and violence against women and girls in a partnership space. JG noted incredible work done by policing.
- 6.8. BJH stated vehicle crime would be discussed in a 1:1 with the PFCC along with the national data and how this could be prioritised. JG thanked BJH for mentioning this specifically and looks forward to an update in due course.

- 6.9. SH raised a typo on slide 2 of the presentation. Domestic Abuse, priority three, moved from good to adequate, but in the summary of good, adequate and RI, it was grouped with RI. She asked that this be corrected before publishing.
- 6.10. SH asked about the peak in December for KSIs which was not apparent in previous years. RN confirmed December was exceptional in terms of KSI's but there was no particular reason and it was a particularly unfortunate month for the force.
- 6.11. SH referenced the quarterly report and asked if the stalking and harassment recording changes totally accounted for the change in offences or whether there are some signs of genuine change. RN highlighted the majority are a consequence of the recording changes, but it was not all down to that. And there is a downturn in domestic abuse offending, which is just really, really good work right across all the partners in world.
- 6.12. SH noted that the Emergency Response Grade of Service had fallen to 73.3% and the Emergency Allocation time Grade of Service was at 67.3%, both below target of 80%. She noted that these would be looked at in a more detailed paper next month and it was agreed to explore these figures at the next meeting.

**Action 03/24**

**SH to set up a meeting with the PFCC and Essex Police to discuss the new Force Performance Framework.**

**Action 04/24**

**NM to correct the typo within slide 2 of the Monthly Performance Report.**

**7. HR, Sickness and Attendance management, Staff Performance**

- 7.1. RH presented the quarterly performance report advising the position is good for the resourcing against the establishment and PUP requirements. RH noted one last intake of officers that is currently set at 63 which is needed to get to the increased headcount against PUP which is achievable.
- 7.2. RH advised the force is relatively static from a representation point of view. It dropped ever so slightly due to ethnic minority leavers. There had been a rise in female leavers for this period but that remained lower than male leavers.
- 7.3. The force continued to have a DCC-led star chamber which gives a real insight on staff absence and looks at what individual commands are doing in terms of interventions and support. RH highlighted there are absence and wellbeing groups that pick up key issues, for example sociological absence.
- 7.4. JG questioned the ethnicity and gender breakdown for the 43 officers that have passed their promotion to Sergeant. RH agreed to provide this breakdown and confirmed to have this information included in future reports.
- 7.5. JG raised the number of Chief Inspector transfers and asked if there is any sense about how that might affect public confidence? BJH confirmed his key priority is to keep people in key posts in place for two years, and this does happen with very few exceptions. RH noted that the Metropolitan Police Service are running a recruitment campaign at Chief Inspector level which may have a future impact. RH confirmed that public confidence is a consideration when key officer posts are reallocated.
- 7.6. JG thanked the team for the work that is being carried out within this space.

**Action 05/24**

**RH to agreed to provide breakdown by ethnicity and gender for the officers that have passed their promotion to Sergeant. This would also be included in future reports.**

**8. Approval for publishing of documents**

**8.1.** SH advised there are no papers marked as official sensitive and it was agreed that papers 3, 4.1, 5, 6.1, 7, 8, 9 and 10 would be published.

**9. Any Other Business**

There being no further business the meeting closed at 11:50am

**Future meeting dates**

- Wednesday 28 February 2024 14.00
- Tuesday 26 March 2024 10.00
- Tuesday 30 April 2024 10.00
- Tuesday 28 May 2024 10.00