

# Essex Police and Crime Panel

<b>14:30</b>	<b>Thursday, 27 November 2014</b>	<b>Committee Room 2, County Hall, Chelmsford, Essex</b>
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## **Quorum: 5 Membership**

Councillor Tony Hedley  
Councillor Graham Butland  
Councillor John Newberry  
Councillor Godfrey Isaacs  
Councillor Bob Shepherd MBE  
Councillor Tim Young  
Councillor Gary Waller  
Councillor John Jowers  
Councillor Mike Danvers  
Councillor Penny Channer  
Councillor Jo McPherson  
Councillor Mike Assenheim  
Councillor Mick Page  
Councillor Phil Smith  
Councillor Robert Chambers  
Ann Haigh  
John Gili-Ross  
Kay Odysseos

## **Representing**

Basildon Borough Council  
Braintree District Council  
Brentwood Borough Council  
Castle Point Borough Council  
Chelmsford City Council  
Colchester Borough Council  
Epping Forest District Council  
Essex County Council (Chairman)  
Harlow District Council  
Maldon District Council  
Rochford District Council  
Southend Borough Council  
Tendring District Council  
Thurrock Borough Council  
Uttlesford District Council  
Co-opted Member  
Independent Member  
Independent Member

### **For information about the meeting please ask for:**

Colin Ismay, Council and Member Support Manager, ECC, and Secretary to the Panel

Fiona Lancaster, Committee Officer

**Telephone:** 033301 34573

**Email:** [fiona.lancaster@essex.gov.uk](mailto:fiona.lancaster@essex.gov.uk)



Essex County Council



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## **Part 1**

(During consideration of these items the meeting is likely to be open to the press and public)

		<b>Pages</b>
<b>1</b>	<b>Apologies for Absence and Notices of Substitution</b> The Secretary to the Panel to report the receipt (if any).	
<b>2</b>	<b>Minutes</b> To approve the draft minutes of the meeting held on 29 October 2014 (attached)	<b>5 - 12</b>
<b>3</b>	<b>Declarations of Interest</b> Members are invited to declare any interest in any item on the agenda. Members may still declare an interest in an item at any time prior to its consideration.	
<b>4</b>	<b>Questions to the Chairman from Members of the Public</b> The Chairman to respond to any questions relevant to the business of the Panel from members of the public.	
<b>5</b>	<b>Actions arising from the last meeting</b> To consider report EPCP/048/14	<b>13 - 14</b>
<b>6</b>	<b>Reports from the Police and Crime Commissioner</b>	
<b>6a</b>	<b>Police and Crime Plan Performance Report</b>	<b>15 - 46</b>
<b>6b</b>	<b>Budget Issues</b>	<b>47 - 52</b>
<b>6c</b>	<b>Victims' Commissioning</b>	<b>53 - 62</b>
<b>7</b>	<b>Accountability Structures: The Panel's draft response to the inquiry by the Committee on standards in Public Life</b>	<b>63 - 74</b>
<b>8</b>	<b>Forward Look</b>	<b>75 - 76</b>
<b>9</b>	<b>For information only:</b> HNIC PEEL Inspections	<b>77 - 78</b>



- 10        The Police and Crime Commissioner to update the Panel on On-going Issues (if any)**
- 11        Date of Next Meeting**  
To note that the next meeting will be held at 14:30 on Thursday 29 January 2015, in Committee Room 1, County Hall.
- 12        Urgent Business**  
To consider any matter which in the opinion of the Chairman should be considered in public by reason of special circumstances (to be specified) as a matter of urgency.

### **Exempt Items**

(During consideration of these items the meeting is not likely to be open to the press and public)

To consider whether the press and public should be excluded from the meeting during consideration of an agenda item on the grounds that it involves the likely disclosure of exempt information as specified in Part I of Schedule 12A of the Local Government Act 1972 or it being confidential for the purposes of Section 100A(2) of that Act.

In each case, Members are asked to decide whether, in all the circumstances, the public interest in maintaining the exemption (and discussing the matter in private) outweighs the public interest in disclosing the information.

- 13        Urgent Exempt Business**  
To consider in private any other matter which in the opinion of the Chairman should be considered by reason of special circumstances (to be specified) as a matter of urgency.



## MINUTES OF A MEETING OF THE ESSEX POLICE AND CRIME PANEL HELD AT COUNTY HALL, CHELMSFORD, ON 29 OCTOBER 2014

Present:

### **Councillor**

John Newberry  
Bob Shepherd  
Tim Young  
John Jowers  
Mike Danvers  
Penny Channer  
Jo McPherson  
Mike Assenheim  
Lynda McWilliams  
Robert Chambers  
John Gili-Ross  
Kay Odysseos

### **Representing**

Brentwood Borough Council  
Chelmsford City Council  
Colchester Borough Council  
Essex County Council (Chairman)  
Harlow District Council  
Maldon District Council  
Rochford District Council (Vice-Chairman)  
Southend Borough Council  
Tendring District Council  
Uttlesford District Council  
Independent Member  
Independent Member

### **Apologies for Absence**

Tony Hedley	Basildon Borough Council
Graham Butland	Braintree District Council
Godfrey Isaacs with Bill Sharp as his substitute	Castle Point Borough Council
Bill Sharp	Castle Point Borough Council
Gary Waller	Epping Forest District Council
Mick Page with Lynda McWilliams as his substitute	Tendring District Council
Phil Smith	Thurrock Borough Council
Ann Haigh	Co-opted Member

Councillor Stephen Savage, Maldon District Council, was also in attendance.

The following Officers were in attendance throughout the meeting:  
Colin Ismay, Council and Member Support Manager, Essex County Council,  
Secretary to the Panel  
Fiona Lancaster, Committee Officer, Essex County Council

Nick Alston, the Essex Police and Crime Commissioner, and Lindsay Whitehouse, Deputy Commissioner, were in attendance throughout supported by the following officers:  
Susannah Hancock, Executive Director  
Charles Garbett, Treasurer  
Carly Fry, Assistant Director for Performance and Scrutiny  
Gwanwyn Mason, Assistant Director for Public Engagement

The Chairman welcomed Councillor Assenheim to his first meeting of the Panel.

At the Secretary's request, the Panel approved Ann Haigh's failure to attend the meeting due to her Court commitments.



## **1. Minutes**

The minutes of the meeting held on 19 June 2014 were approved as a correct record and signed by the Chairman.

## **2. Matters Arising**

In relation to resolution (ii) of minute 7 (The Work of the Police and Crime Panel), the Secretary to the Panel reported that a successful review and planning event had taken place on 18 September. The Panel agreed that a further training event on financial scrutiny would be held before the January 2015 meeting.

## **3. Declarations of Interest**

Councillors McPherson and McWilliams declared a personal interest as members of Safer Essex in agenda item 6(b), PCC Finance Update report, and the allocation of Community Safety Grants. Councillor Jowers declared a personal interest as a member of the Essex Fire Authority.

Councillor Channer declared a personal interest in agenda item 6(d), Hidden Harm and Safeguarding issues, as a member of the Corporate Parenting Panel.

## **4. Questions to the Chairman from Members of the Public**

There were no questions.

## **5. Actions arising from the last meeting**

The Panel received report EPCP/036/14 by the Secretary to the Panel highlighting the matters raised during the previous meeting that required further action and indicating the action taken.

In relation to minute 7(d), the Secretary to the Panel confirmed that he would progress the development of the web pages with John Gili-Ross.

## **6. Reports from the Police and Crime Commissioner**

(a) Annual Report

The Panel considered report EPCP/037/14 by the Commissioner presenting his draft Annual Report for 2013/14.

The following points were made during the ensuing discussion.

- The Annual Report format had been changed to make it more accessible and engaging to the public. It was designed to be printer and website friendly, although there was no intention to produce large numbers of hard copies.
- With reference to page 4, and the bullet relating to the recruitment of new police officers, the Panel indicated that the information was misleading



when there had been a net decrease in the number of police officers. The Commissioner agreed to look again at this.

- The use of colour and design made the report easy to understand and navigate. It was clear, concise and well presented.
- The Commissioner continued to publicise the work of the community speed watch volunteers, and indicated that he had helped to fund one struggling community programme in the past year.
- There was no reference to Pub Watch on page 17.
- The successes of the New Initiatives Fund (NIF) would be updated on the Commissioner's website, together with decisions and information about unsuccessful bids.
- The Deputy Commissioner informed the Panel of the date/venue of the PCC's Annual Conference, which would be held on Wednesday 14 January 2015, at the Community Stadium in Colchester.
- The Deputy Commissioner was examining the results of the Firebreak pilot programmes to see how much money would be saved by reducing the youth re-offending rate.
- There is no correlation between an increase in road deaths and a reduction in the traffic division. There are approximately 80 police officers in the traffic division, and it is one of the largest divisions in the country.

#### (b) PCC Finance Update

The Panel considered report EPCP/038/14 by the Treasurer to the Commissioner's Office which provided the Panel with:

- i) a financial summary of the final 2013/14 revenue outturn;
- ii) a commentary on the progress to date in delivering the 2014/15 financial plans; and
- iii) an update on the progress made in allocating Community Safety Grant (CSG) monies for 2014/15.

The following points were made during the ensuing discussion.

- The Statement of Accounts for the Commissioner's Office and the Police Force were given an unqualified audit opinion on 30 September 2014, and that the revenue surplus for 2013/14 was £3.7m.
- The figure relating to police officer overtime on page 44 should be shown as an over spend, and the brackets removed from around the figure of £1.4m.



- The over spend on police officer overtime had resulted from the operational demands of two murder enquiries and will be financed from reserves.
- The expenditure relating to the Commissioner's Office showed an under spend, but this was expected to be closer to budget by year end.
- The Capital expenditure looked low in some cases, but the Treasurer expected the majority of spending to take place in the second half of the year with the level of activity regarding contracts accelerating.
- The Southend Police premises project had been delayed by three months to ensure the specification was right and this would affect the profile of spending, moving more costs into 2015. The extra cost of using alternative stations during the upgrade of the Southend site had been taken into account in the revenue budget.
- The Treasurer expected capital receipts of £0.49m to be improved with the increased activity of property being sold.
- The general reserve of £12m was required to meet short term needs and avoid costly short term borrowing, and include an element of unplanned contingency. This will be addressed as part of the budget papers in January. Some comparator information would be helpful.
- The Treasurer highlighted the progress in allocating community safety funding and reported that the auditors were satisfied with the process and control of this area.
- The Deputy Commissioner explained the work done by the Chelsea Football Club Foundation. It was a well-run scheme, with sustainability an integral part to the funding.
- A glossary of acronyms in relation to the list of community safety grant monies would be helpful.
- A report on the outcomes arising from commissioning activity should be made available.

#### (c) Public Engagement Programme

The Panel considered report EPCP/039/14 by the Assistant Director for Public Engagement on the structure and plans for the Commissioner's public engagement programme and progress to date.

The following points were made during the ensuing discussion:

- The Panel considered the Engagement Programme to be a very good document.



- The Commissioner has a mandate to engage with the people of Essex, and the increase in correspondence demonstrates that local communities are getting involved.
- The move to accommodating public meetings within the Essex Police structure means that duplication of meetings can be avoided.
- The Assistant Director for Public Engagement had met with CSP managers and local community groups, and was developing a database of contacts and local organisations. She noted the Panel's suggestion to engage with Hospital Trusts, Clinical Commissioning Groups, and local Health and Wellbeing Boards.
- The Assistant Director for Public Engagement explained that she was a member on the Strengthening Communities Board which gave her insight into the 'hidden' communities.
- The first PCC Youth Conference was cited as an example of targeted engagement with young people. A Youth Forum had been created out of the event, with a rolling membership, and had produced a film on Safety. An extract of the film was shown during the meeting, and has been used to work in partnership with schools and the police.
- Some concern was expressed by the Panel regarding the removal of Neighbourhood Action Partnerships (NAPs) and the ability of the police to run the local meetings. The resource and actual costs of arranging and hosting the meetings would now fall to the police. The Commissioner encouraged members to attend and provide feedback on the new police meetings. He also undertook to pass on the Panel's concerns to the Chief Constable.

#### (d) Hidden Harm and Safeguarding issues

The Panel considered report EPCP/040/14 by the Assistant Director for Performance and Scrutiny which provided the Panel with an update on the Commissioner's work on hidden harm.

The Commissioner would be working with and through local partners to raise awareness of hidden harm in Essex, and helping to raise victims' awareness on how to report harm and the support available to them.

The Panel welcomed the news that Chelmsford City Council would be a Hate Incident Reporting Centre (HIRC), and that four members of staff had been trained to recognise a hate crime and to provide advice and support.

The Panel noted that a commissioning programme would be required, and that a meeting had already been held with school governors to discuss ways of developing school programmes.

The Panel welcomed the report.



## **7. The payment of an allowance to the Independent and Co-opted members**

The Panel considered report EPCP/041/14 by the Secretary to the Panel on the appropriateness of paying an allowance to the independent and co-opted members.

The two independent members on the Panel indicated that they were content to continue in their roles without receiving an allowance, but acknowledged that this might prevent other volunteers from coming forward if they could not afford to give their time freely.

### **Resolved:**

That approval be given to the payment of an allowance of £500 to the Independent and Co-opted members of the Essex Police and Crime Panel and to the Panel's arrangements being amended accordingly.

## **8. Draft Complaints Policy**

The Panel considered report EPCP/042/14 by the Secretary to the Panel setting out the arrangements needed to fulfil the Panel's statutory requirement to have in place a procedure for handling complaints against the Commissioner and his Deputy.

The Panel noted the proposal that Terry Osborne, Director for Corporate Law & Assurance and Essex County Council's Monitoring Officer, would act as Governance Officer in any complaint matters. The Panel supported the suggestion that Councillors Jowers, McPherson and Young be called upon to act as a complaints sub-committee.

The Panel agreed that it would be useful to receive regular information on complaints received.

### **Resolved:**

That the procedure for handling complaints against the Commissioner and his Deputy as outlined in report EPCP/042/14 be adopted and kept under review.

## **9. Report of the September Training Session**

The Panel received report EPCP/043/14 by the Secretary to the Panel outlining some of the key points arising from the training session. The Panel noted the report and indicated that the Secretary should follow up on the suggestions wherever practicable.

## **10. Local policing – accountability, leadership and ethics: an inquiry by the Committee on Standards in Public Life**

The Panel received report EPCP/044/14 by the Secretary to the Panel outlining the background and role of The Committee on Standards in Public Life, and its



review of how ethical standards are being addressed in the police accountability landscape.

The Panel was asked to indicate whether it wanted to contribute to the inquiry, and what further information it required to be able to respond.

The Panel agreed that it would be useful to be involved with the inquiry and noted that there would be time for the Secretary to the Panel to bring a draft response for approval to the Panel's November meeting.

The Chairman reported that the Chairman of the Committee had indicated that he would like to visit Essex as part of evidence gathering for its review.

## **11. Forward Look**

The Panel considered report EPCP/045/14 by the Secretary to the Panel concerning the planning of the Panel's business.

The Panel agreed the business proposed for the meetings currently scheduled, and for the meetings proposed for 2015.

## **12. Items for information:**

### **(a) Overview of The Essex Compact**

The Panel noted report EPCP/046/14 by the Secretary to the Panel providing an overview of The Essex Compact which sets out principles and rules for a fair and fruitful relationship between the voluntary and statutory sectors in Essex.

### **(b) Response to HMIC's consultation on Inspections**

The Panel noted report EPCP/047/14 by the Secretary to the Panel setting out the Panel's response to the consultation on the proposed PEEL (police efficiency, effectiveness and legitimacy) assessments.

## **13. Update on On-going issues**

The Commissioner reported that it was a particularly busy time for his Office, and reminded the Panel of the uncertainty regarding the continuation of the Police and Crime Commissioner role.

## **14. Dates of Future Meetings**

The Panel agreed the meetings scheduled for 14:30, on the following dates in 2015: 29 January, 19 February, 25 June, 29 October and 26 November.



The Panel also agreed to hold private pre-meetings starting at 14:00. This would enable the Panel to plan for the meetings and develop their key lines of enquiry. It was left for the Panel to decide if it wanted to hold further meetings during the year.

Chairman  
27 November 2014



**AGENDA ITEM 5**

Essex Police and Crime Panel	<b>EPCP/048/14</b>
Date: 27 November 2014	

**Actions arising from the last meeting**

Report by the Secretary to the Panel

Enquiries to: Colin Ismay: 033301 34571 colin.ismay@essex.gov.uk

**Purpose of report**

To highlight the matters raised at the last meeting requiring further action and to indicate the action taken.

<b>Minute No</b>	<b>Action required</b>	<b>Action taken</b>
2	Arrange a training event on Financial Scrutiny before the January 2015 meeting.	Secretary to progress.
5	Progress the development of the web pages.	Secretary to progress with John Gili-Ross
6(a) (bullet 2)	Commissioner to review the information relating to the recruitment of new police officers within the Annual Report.	The report has been amended to address the Panel's concerns.
6(a) (bullet 5)	Commissioner to include a reference to Pub Watch on page 17.	This information has been included in the amended version of the report.
6(a) (bullet 6)	Commissioner's website pages on the New Initiatives Fund to be updated to show successes, decisions, and information on unsuccessful bids.	Commissioner to follow up.
6(b) (bullet 2)	Figure relating to police officer overtime on page 44 to be corrected and shown as an over spend.	Commissioner to follow up.
6(b) (bullet 8)	General reserve issues to be addressed as part of the budget papers in January 2015.	Commissioner to follow up.
6(b) (bullet 11)	It would be helpful if a glossary of acronyms relating to the list of community safety grant monies can be provided.	Commissioner to follow up.
6(b) (bullet 12)	A report on the outcomes arising from commissioning activity to be provided.	This is addressed within the Victims' Commissioning Paper (Nov Panel meeting)
6(b) (bullet 7)	All Panel members encouraged to attend and provide feedback on the new local police meetings.	All to progress.



Minute No	Action required	Action taken
	Commissioner to pass on the Panel's concerns to the Chief Constable.	Commissioner has written to the Chief Constable raising the Panel's concerns.
7	Amend Panel's arrangements to include payment of an allowance of £500 to independent and co-opted members.	Secretary to progress.
8	Provide the Panel with regular information on complaints received.  Procedure for handling complaints to be kept under review.	Secretary to progress.
9	Follow up on suggestions from the September Training Session wherever practicable.	Secretary to progress.
10 (para 3)	Draft report in response to an inquiry by the Committee on Standards in Public Life for approval at the Panel's November meeting.	Secretary to progress.
14 (para 1)	Dates of future meetings to be notified to everyone concerned.	Secretary to progress.
14 (para 2)	Arrange Panel private pre-meetings to start at 14:00.	Secretary to progress.



Essex Police and Crime Panel	<b>EPCP/049a/14</b>
Date: 27 November 2014	

## Police and Crime Plan: Performance Report

Report by the Police and Crime Commissioner to the Panel

Enquiries to: Susannah Hancock (Chief Executive): 01245 291613

[susannah.hancock@essex.pnn.gov.uk](mailto:susannah.hancock@essex.pnn.gov.uk)

### Purpose of report

The purpose of this report is to update the Panel on progress in delivering against the 8 areas for focus within the Police and Crime Plan. The report focuses on performance for April – June 2014 (Quarter 1) and July – September 2014 (Quarter 2), unless otherwise stated.

The Panel is invited to note the content of the report, identifying any areas that require further clarification or comment.

### Background:

This report includes updated commentary on the key actions in hand or planned for each of the Areas of Focus, and information to the end of September 2014 for the range of selected indicators (**Appendix 1**).

The indicators will continue to be kept under review.

The Areas of Focus covered are:

- Reducing Domestic Abuse
- Supporting Victims of Crime
- Reducing Youth Offending and all types of Re-offending
- Tackling the consequences of Alcohol and Drug Abuse, and Mental Health issues
- Improving Road Safety
- Improving Crime Prevention

The two Areas of Focus not reported within this report are 'Increasing efficiency in policing through collaborative working and innovation' and 'Ensuring local solutions meet local problems'. The first (Increasing efficiency) is covered within the Financial Report. The second (Ensuring local solutions) is an underlying principle across all areas.



**Future reporting:**

A Performance report will be presented each quarter to panel meetings.  
The dates are as follows:

<b>Performance for period up to</b>	<b>Panel meeting date</b>
End December 2014 - Q3 (September to December)	19 <sup>th</sup> February 2015
End March 2015 - Q4, End of year report 2014-15	June 2015 <sup>th</sup>

**Attachments:**

Appendix 1: PCC Police and Crime Plan Performance Report



## PCC Police and Crime Plan Performance Report

### Quarter 1 and Quarter 2 Data – April to September 2014

#### Reduce Domestic Abuse

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The **headline indicators** are:

- Number of incidents of domestic abuse
- Number of repeat incidents of domestic abuse
- Number of repeat offenders of domestic abuse (under development)
- Domestic abuse solved rate

#### **Context:**

Work to reduce domestic abuse remains a top priority for the PCC and his Office, and for the Chief Constable. The Commissioner chairs the Domestic Abuse Strategy Board and is leading on an ambitious programme of work across police, social care, health and the voluntary sector to tackle domestic abuse at the highest level.

#### **Key actions delivered and planned include:**

- The force roll-out of the Domestic Abuse Crime Units (DACU) force-wide has been agreed for 1 September 2014 under the title 'JUNO' teams.
- Progress has been made over the reporting period in terms of refining the operating processes of the wider Independent Domestic Abuse Advisors (IDVA) teams. Since July 2014 all high risk victims of domestic abuse across Essex have had access to an IDVA.
- More than £580,000 of funding has been made available to date in 2014/15 by the PCC to support the reduction of domestic abuse and to provide support to those who experience it.
- A joint Domestic Abuse Commissioning Group has been established, bringing together partners from the Office for the PCC, ECC, Southend, Thurrock, Essex Community Rehabilitation Company and Health to jointly commission support services to victims of domestic abuse. This will include the development and expansion of the Independent Domestic Violence Advocates (IDVA) programme and the wider community and Refuge support for high and medium risk victims
- A dedicated victim support worker is now in post to work with victims, when the perpetrator is served with a Domestic Violence Protection Notice (DVPN) or Domestic Violence Protection Order (DVPO)
- Work is underway to commission greater access to behaviour programmes for perpetrators of Domestic Abuse.
- Further investment has been made in education programmes for school age children through the 'Risk Avert' programme.



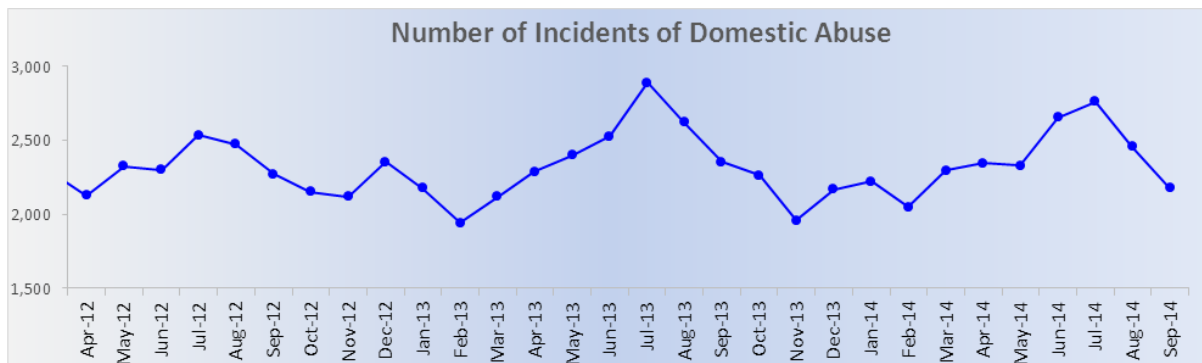
***To date, in 2014-15 the PCC has allocated funds of £580k for the following:***

- *£222.8k to Victim Support to help fund the IDVA service for victims of domestic abuse (also referenced under the 'Supporting Victims' section.)*
- *£102k for Multi-Agency Risk Assessment Conference (MARAC) support*
- *£156k to the Public Sector Reform Unit (formerly WECB) to allocate towards the priority area of domestic abuse*
- *£53.3k to Basildon Women's Aid, Colchester & Tendring Women's Refuge, Safer Places to provide additional IDVA support via the Multi Agency Safeguarding Support Team (MAAST) within the Police Central Referral Unit (CRU)*
- *£19k to Victim Support for a medium risk Domestic Violence Protection Order (DVPO) case worker*
- *£12.5k for a review of our existing IDVA service and support in developing a plan and specification for a new service from April 2015.*
- *£20k to Ministry of Parenting for an early intervention programme aimed at preventing the escalation of risky domestic abuse related behaviour.*



## Reduce Domestic Abuse: Performance data

### Number of incidents of domestic abuse



Source: Essex Police

It is accepted that the number of incidents reported to Essex Police is likely to rise as people are encouraged to report domestic abuse. This indicator is therefore included to provide context.

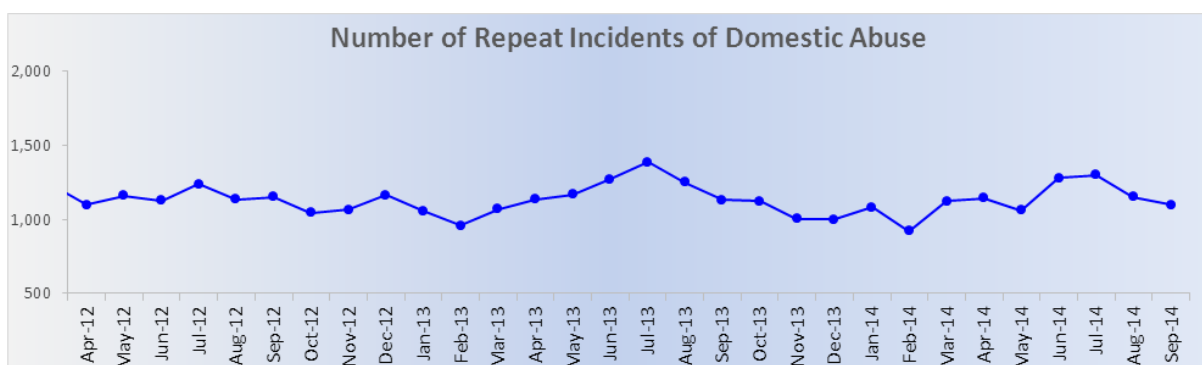
The number for the Q1 period April to June 2014 is 7,329, representing an increase of 1.6% (115 incidents) from the comparable period in 2013.

The number for the Q2 period April to September 2014 is 14,724, representing a decrease of 2.3% (351 incidents) from the comparable period in 2013.

The demand profile corresponds with seasonal trends for domestic abuse, with June seeing significant increases in demand compared to previous months, reaching a peak in July with levels then reducing over Q2 towards the autumn.

A change in recording definition from April 2013<sup>1</sup> is likely to have contributed to increased numbers against previous years.

### Number of repeat incidents of domestic abuse



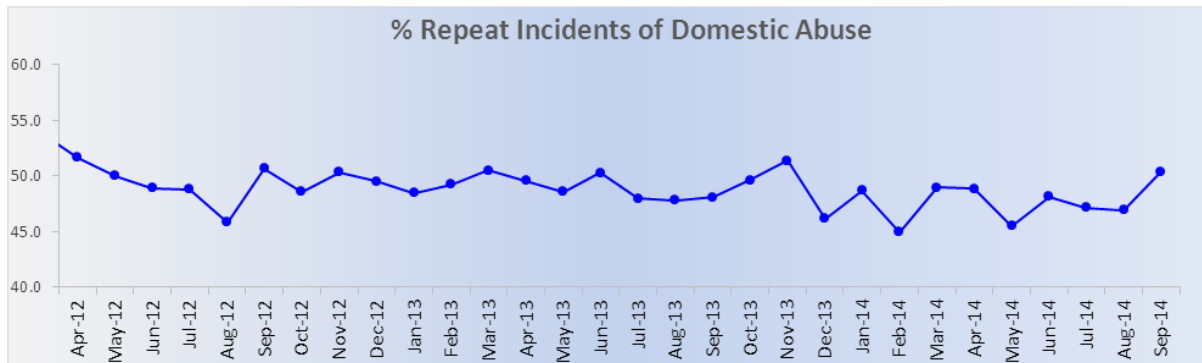
Source: Essex Police

<sup>1</sup> National ACPO definition (Home Office Circular 003/2013) of domestic abuse was adopted by Essex Police in April 2013. This changes the age at which a person is recorded as being a victim of domestic abuse (from 15 to 16) and widens the relationships that are seen as domestic. For example, incidents between siblings are now included.



The number of repeat incidents reported during Q1 April to June 2014 was 3,483, against 3,570 for the same period the previous year, a decrease of 2.4% (87 incidents).

The number of repeat incidents reported during Q2 April to September 2014 was 7,034, against 7,339 for the same period the previous year, a decrease of 4.2% (305 incidents).



Source: Essex Police

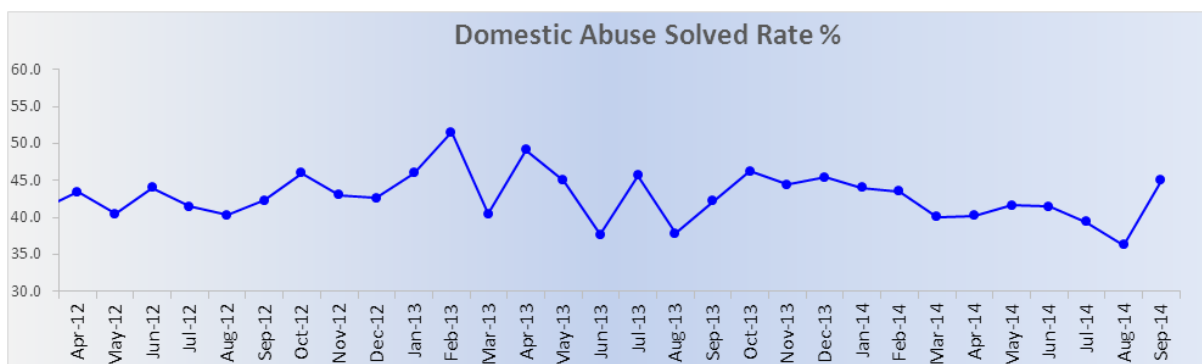
### Number of repeat offenders of domestic abuse

Essex Police follow the national re-offending definition that allows six months for the offender to be identified and the appropriate disposal mode, which gives rise to a time lag in the data.

For the month of March 2014<sup>2</sup> the number of repeat offenders of domestic abuse was 59. This was an increase of 6 repeat offenders, against the number for the same month the previous year.

### Domestic abuse solved rate

The following information relates to domestic abuse incidents that have been classified as a crime. Whilst the headline indicator covers the solved rate<sup>3</sup>, contextual information is also provided on solved rates for different levels of risk, and the level and type of offences attributed to domestic abuse.



Source: Essex Police

<sup>2</sup> The time lag is due to Essex Police following the national re-offending definition that allows 6 months for the offender to be identified and the appropriate disposal made.

<sup>3</sup> The total number of domestic abuse offences which have had an outcome in a given period, divided by the total number of Domestic Abuse offences multiplied by 100.



The solved rate for Q1 - April to June 2014 however was 41.4%, against 43.3% for the same period the previous year - a decrease of 1.9% points.

The solved rate for Q2 - April to September 2014 was 41.0%, against 42.9% for the same period the previous year - a decrease of 1.9% points.

The following table provides more insight into the number and nature of offences, and solved rates relating to high and medium level risk:

	<b>April- September 2013</b>	<b>April- September 2014</b>	<b>Change</b>
<b>All domestic abuse offences</b>	4781	5693	19.1
<b>All domestic solved rate*</b>	42.9%	41.0%	-1.9%
<b>Medium risk domestic abuse offences</b>	2655	3223	21.4%
<b>Medium risk solved rate*</b>	40.7%	39.3%	-1.4%
<b>High risk domestic abuse offences</b>	966	1269	31.4%
<b>High risk solved rate*</b>	55.8%	53.0%	-2.8%

\* % point change

The table below<sup>4</sup> provides an indication of how domestic abuse features across crime types other than 'violence against the person'. The level of risk may be lower in some cases, but it is interesting to see how domestic abuse issues feature in a range of policing situations.

#### **DOMESTIC OFFENCES AS A PROPORTION OF ALL CRIME**

(Breakdown by Home Office Counting Rule Group as per 2014 Classification Table)

April to Sept 2014

<b>CRIME TYPE</b>	<b>TOTAL OFFENCES</b>	<b>DOMESTIC OFFENCES</b>	<b>DOMESTIC OFFENCES AS A % OF CRIME</b>
Burglary	6268	44	0.7%
Arson and criminal damage	7046	499	7.1%
Drug offences	2020	1	0.0%
Miscellaneous crimes against society	575	76	13.2%
Possession of weapons	461	8	1.7%
Public Order	2132	302	14.2%
Robbery	458	7	1.5%
Sexual offences	1085	213	19.6%
Theft	13438	156	1.2%
Violence against the person	11541	4345	37.6%
Vehicle offences	5461	37	0.7%
<b>GRAND TOTAL</b>	<b>50485</b>	<b>5688</b>	<b>11.3%</b>

<sup>4</sup> 'Domestic offences' is any crime with a 'domestic abuse' tag in Police records.

Data is available for 2011/12 and 2012/13, but changes in definition from April 2014 make comparisons difficult.



## Support Victims of Crime

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The **headline indicators** are:

- Number of repeat victims of crime
- Satisfaction of victims of dwelling burglary, vehicle crime and violent crime with:
  - Making contact with the police
  - Action taken by the police
  - Being kept informed of progress
  - Treatment of staff
  - Overall service

### **Context:**

In October 2014, funding for the majority of victims services was devolved from the Ministry of Justice (MOJ) to PCCs. This presents a significant opportunity to better understand and respond to the needs of victims in Essex, through the commissioning of targeted services that meet local need. We have worked with partners, including the voluntary sector, in the development of a commissioning framework and with colleagues in the Eastern Region to explore opportunities for the joint commissioning of some of the victim referral and assessment processes.

A more detailed paper setting out the process for developing the victims Commissioning Strategy and funding now being allocated to victims services, is being presented to the panel today,

MOJ funding to PCCs now also includes funding for restorative justice services. Restorative Justice enables offenders to repair some of the harm caused to victims and to make an apology. It also gives the victim an opportunity to explain to the offender about the impact of the crime on them and their families. Delivered effectively, and with the victim at the centre, restorative justice can deliver positive outcomes for victims in terms of satisfaction, and offenders in terms of reducing reoffending.

### **Key actions delivered and planned include:**

- From October 1<sup>st</sup> the PCC formally took-on responsibility for the delivery of local support services for victims of crime.
- Victims Forum meetings have been held by the OPCC, bringing together representatives from a range of victims groups, to inform the PCC's work programme.
- In addition to the PCC's normal Community Safety Fund, the PCC has released over £400,000 to projects that support victims of crime, with a further £240,000 to be allocated this financial year.
- At the end of June 2014, a new crime assessment process was introduced to streamline processes for crimes which do not require immediate attendance. A victim care card has been introduced to provide details of the investigation process, the next steps, support available to victims and their entitlements under the Victims Code of Practice.
- New processes have been introduced to ensure victims re-contacting Essex Police with a concern about the service they have received are passed immediately by the Force Control Room to the Central Quality of Service team for resolution.



- During July, August and September the OPCC consulted on its commissioning intentions; seeking the views of victims and victims' organisation as well as Essex residents. These will be updated to reflect responses from the consultation exercise, and will be published on the PCC's website.
- An Essex Restorative Justice Hub Manager will come into post in December 2015. Her role will be to develop and implement a new Restorative Justice hub for Essex. More details of this will follow in future reports.

***To date in 2014-15 the PCC has allocated funds of £1,161k for the following:***

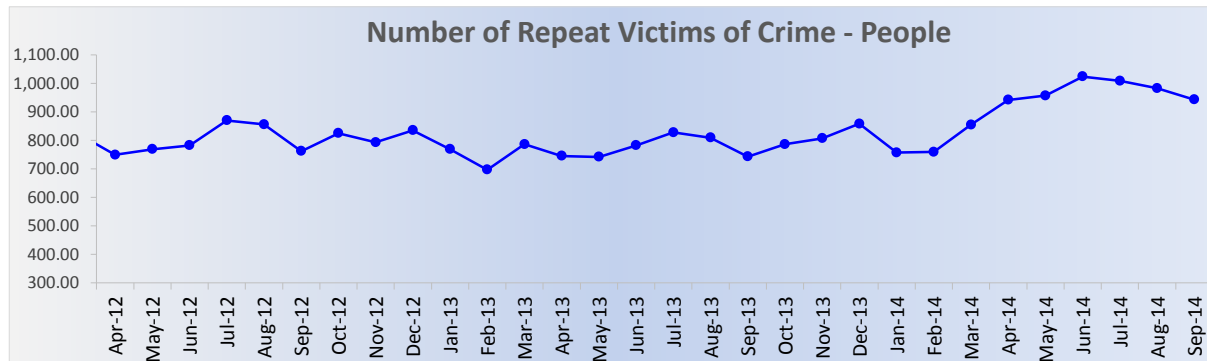
- *£222.8k to Victims Support to help fund the IDVA service for victims of domestic abuse (also referenced under the 'Domestic Abuse' section.)*
- *£27k to Essex Probation for research on victims' perspectives as part of the Community Budget work*
- *£19k to Catch 22 for a research project to understand the needs of young victims of crime*
- *£347k to expand capacity for sexual violence services*
- *£100k to fund 6 Pathfinder projects to improve understanding of need and to build capacity within the local voluntary and community sector in relation to victims' services*
- *£32k to map current restorative justice (RJ) service, and develop plans for improving and embedding the provision of RJ services.*
- *£88k for the provision of services from the Essex Sexual Abuse Referral Centre (SARC)*



## Support Victims of Crime: Performance data

### Number of repeat victims of crime

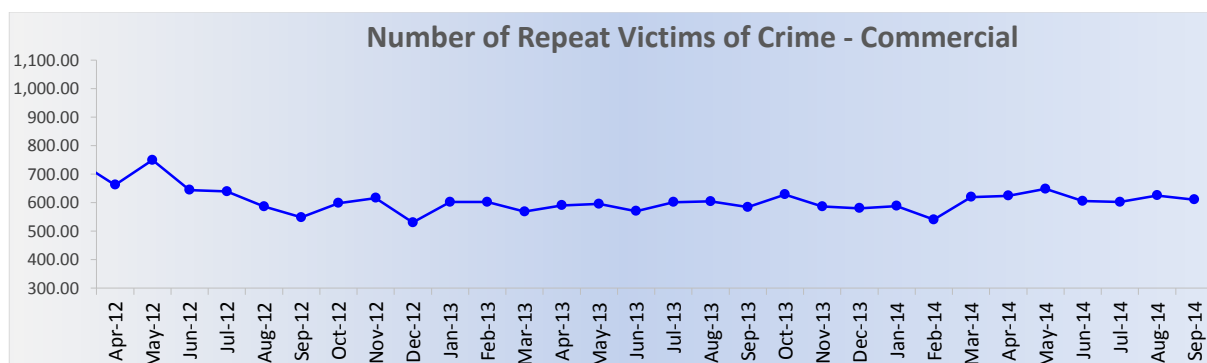
The graphs below show repeat victims of personal and commercial crime.



Source: Essex Police

The total number of repeat victims (individuals) during Q1 March to June 2014 showed an increasing trend, however in Q2 a decrease is seen

The figure for April to September 2014 was 5,080, an 11.9% increase against the comparable period in 2013 (4540).



Source: Essex Police

The numbers of repeat victims of commercial crime are fairly static, with 1,900 in the period April to September 2014 compared with 1,937 for the same period in 2013.

### Satisfaction of victims of dwelling burglary, vehicle crime and violent crime<sup>5</sup>

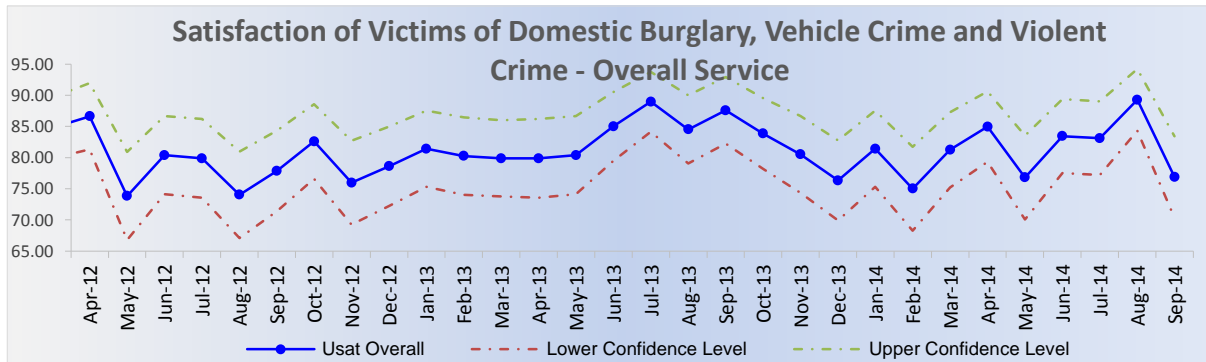
The rolling year results to September 2014 show that victims' satisfaction levels have fallen slightly compared to the same period last year in three of the five areas tested (satisfaction with action, treatment and whole experience), but this fall is not statistically significant

There remains no statistical difference between the level of BME and White victims surveyed for the overall service received.

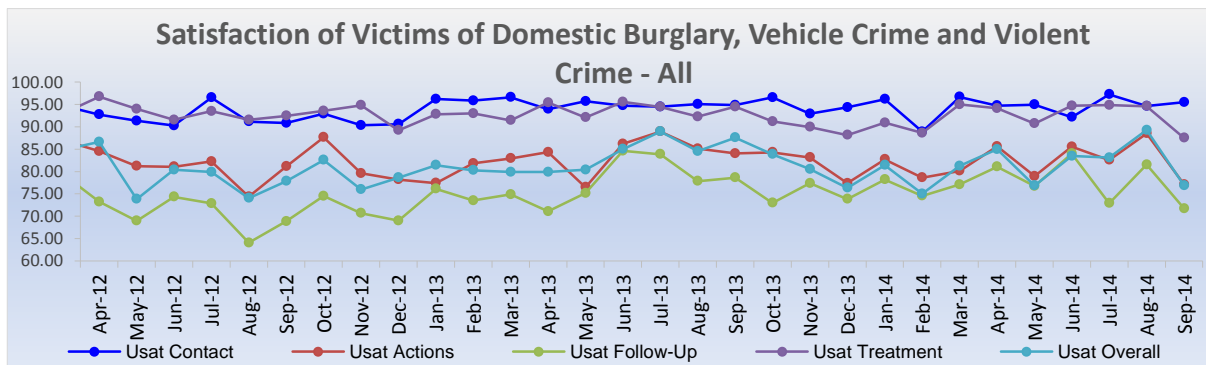
<sup>5</sup> Data obtained by telephone survey by a third party market research company. Views are taken from a sample of 'victims' aged 16 and over between six and twelve weeks after incidents relating to domestic burglary, vehicle crime, violent crime and racist incidents. Racist incidents are excluded by Home Office in their calculation so are also excluded by Essex Police in local calculation of this indicator (but used elsewhere).



The following graphs and table show satisfaction with the way in which Essex police support victims of crime, overall and for each stage of the engagement process.



Source: Essex Police



Source: Essex Police

The Confidence Board, chaired by the Deputy Chief Constable continues to meet to oversee work to improve public confidence in policing

User Satisfaction	April – September 2013	April - September 2014
Making contact with the police (confidence interval) <sup>6</sup>	94.5% (+/-1.2pp)	94.9% (+/-1.7pp)
Action taken by the police (confidence interval)	82.6% (+/-1.7pp)	83.0% (+/-2.4pp)
Being kept informed of progress (confidence interval)	77.1% (+/-1.9pp)	77.9% (+/-2.7pp)
Their treatment by staff (confidence interval)	92.3% (+/-1.2pp)	92.7% (+/-1.7pp)
The overall service provided (confidence interval)	82.0% (+/-1.7pp)	82.4% (+/-2.5pp)

<sup>6</sup> Confidence intervals get smaller the larger the dataset



## Reduce Youth Offending and All Types of Re-offending

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The **headline indicators** are:

- First time entrants to the youth justice system
- Percentage of offenders aged under 18 who go on to reoffend
- Percentage of adult offenders who go on to reoffend
- Re-offending rates for those under Youth Offending Service (YOS) supervision
- Re-offending rates for those under Probation supervision

### **Context:**

The OPCC and Essex Police are major contributors to the Reducing Re-Offending Board and are maintaining a focus strong on this agenda through initiatives such as IOM (Integrated Offender Management) and support to the three Youth Offending Teams.

The OPCC has commissioned a review of the arrangements for delivery of Integrated Offender Management across the whole of Essex. A reference group has been established drawn from Essex Police, Essex Community Rehabilitation Company (formerly Probation), Chelmsford Prison, Safer Essex, Voluntary Sector, Southend, Thurrock.

Terms of reference have been issued but in the main the review will look at how to:

1. Confirm the services required and the responsible agency at each step of the pathway
2. Identify gaps in service provision and develop a shared action plan to address these gaps
3. Confirm the extent of shared understanding and commitment to the scheme

The recommendations from this review will be shared with the Panel. It is envisaged that the review will be completed by late February 2015.

The Ministry of Justice announced that Sodexo, in partnership with NACRO, were awarded the transforming rehabilitation contract in Essex. Sodexo additionally won Norfolk/Suffolk and the collaboration known as BeNCH (Beds, Northants, Cambs and Herts). Sodexo's capture of the whole of the eastern region is likely to result in some changes to the existing management structures inherited from the public sector. Sodexo are also contracted to provide some prison services, which they do successfully.

### **Key actions delivered and planned include:**

- The PCC is the sponsor on the Essex Partnership Board for the reducing re-offending project under the Whole Essex Community Budgets programme
- In all £560k of funding has so far been made available by the PCC to help reduce reoffending and stop it happening in the first place, including contributory funding to the Youth Offending Services, and support for Community Budget work and diversionary activities.
- The Commissioner has funded a number of youth related initiatives. For example, early intervention programmes provided by Essex Youthbuild and the Wilderness Foundation as well as local diversionary initiatives run by Achievement Through Football (ATF) and the London Bus Theatre Company.



***To date, in 2014-15 the PCC has allocated funds of £560k for the following:***

- *£443.8k to the Youth Offending Services in Essex, Southend and Thurrock.*
- *£48k to the Public Sector Reform Unit (previously WECB) to support the reducing reoffending work.*
- *£27k to Positive Futures youth engagement in Basildon and Southend*
- *£33.6k to Chelsea FC Foundation*
- *£10k to Essex Fire and Rescue for the delivery of the Firebreak scheme*
- *£16.7k to Essex Youthbuild to provide a horticulture course to young offenders or those at risk of offending*
- *£5k to the Only Cowards Carry training programme on weapons awareness*
- *£24.3k to the Prince's Trust to deliver their "Positive Steps" programme for young people at risk of offending or re-offending*



**Reduce Youth Offending and all types of Re-offending: Performance data****First time entrants to the youth justice system<sup>7</sup>**

Data for youth re-offending has been presented by upper tier authority, as Youth Offending services are delivered (and supported by the Commissioner) at these levels.

	Essex	Southend	Thurrock	England & Wales
	<i>(PNC rate per 100,000 0-17 population)</i>			
<b>Jan-Dec 2009</b>	1,631	667	2,012	1,257
<b>Jan-Dec 2010</b>	1,064	477	980	928
<b>Jan-Dec 2011</b>	804	448	476	712
<b>Jan-Dec 2012</b>	570	453	491	537
<b>Jan-Dec 2013</b>	547	602	517	448
<b>% change from 2012</b>	-4.0%	+32.9%	+5.3%	-16.6%
<b>% change from 2009</b>	-66.5%	-9.8%	-74.0%	-64.0%

Source: Youth Justice Management Information System (using data from Police National Computer)

There has been a general reduction in first time entrants to the Youth Justice System in Essex over the past 4 years, which is a national trend. This is considered to be mainly due to the increased use of diversionary responses to low level crime, such as Community Resolutions. However, Southend and Thurrock have shown an increasing trend against the number of first time entrants the previous year, since the 2011 figures.

**Percentage of offenders aged under 18 who go on to reoffend**

There are two different measures of youth re-offending in Essex – national figures from the Ministry of Justice (MoJ), which are published two years in arrears, and data from Essex Police which is more timely with a six month time lag but does not use the official definition of proven reoffending<sup>8</sup>. The national data is also presented below:

Youth Reoffending	Period/change	Essex	Southend	Thurrock	England and Wales
<b>% of offenders who reoffend</b>	<b>Year end Dec 2012</b>	<b>27.7</b>	<b>47.9</b>	<b>37.0</b>	<b>35.7</b>
	Change from 2005	-0.3	12.1	8.6	2.1
	Change from Dec 2011	-0.5	-0.4	3.3	-0.2
<b>Average number of re-offences per reoffender</b>	<b>Year end Dec 2012</b>	<b>2.71</b>	<b>2.96</b>	<b>2.91</b>	<b>2.95</b>
	Change from 2005	-5.6	9.5	14.3	1.4
	Change from Dec 2011	-2.5	4.2	-30.0	2.2
<b>Average number of re-offences per offender (frequency rate)</b>	<b>Year end Dec 2012</b>	<b>0.75</b>	<b>1.42</b>	<b>1.08</b>	<b>1.05</b>
	Change from 2005	-6.4	46.4	48.8	7.8
	Change from Dec 2011	-4.0	3.4	-23.1	1.7
<b>Average number of previous offences per offender</b>	<b>Year end Dec 2012</b>	<b>1.86</b>	<b>3.53</b>	<b>3.10</b>	<b>2.56</b>
	Change from 2005	64.3	146.8	168.9	59.8
	Change from Dec 2011	2.0	-21.8	-19.7	3.4
<b>Cohort size</b>	<b>Year end Dec 2012</b>	<b>1432</b>	<b>163</b>	<b>154</b>	<b>56525</b>
	Change from 2005	-62.3	-71.3	67.1	-65.4
	Change from Dec 2011	-29.1	-4.1	17.6	-24.3

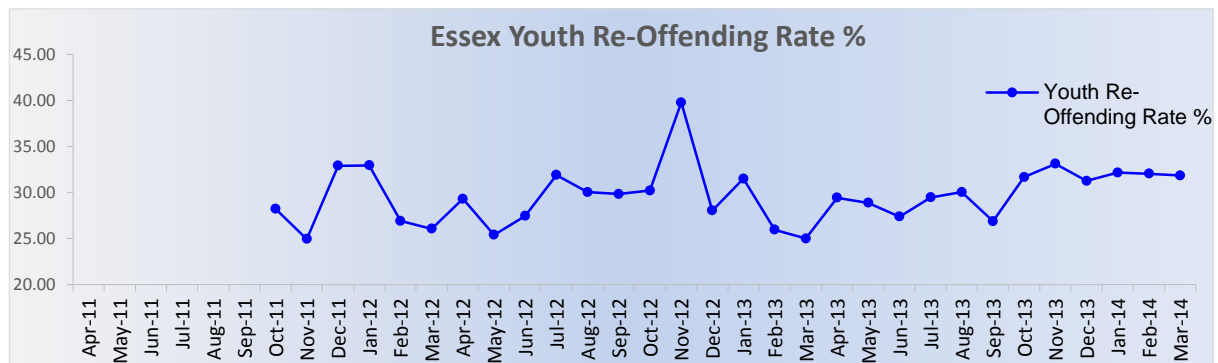
Source: Proven Re-offending Statistics Quarterly Bulletin, Ministry of Justice, Published July 2014

<sup>7</sup> Rate of 10-17 year olds receiving their first reprimand, warning or conviction and coming to the attention of the YOS per 100,000 population. Indicator included in Public Health Outcomes Framework.

<sup>8</sup> The official definition is offenders who were released from custody, received a non-custodial conviction at court or received a reprimand or warning over a 12 month period, who went on to commit a proven re-offence within a one year follow up period or a further six month waiting period. A proven re-offence is defined as a caution (for adults), a final warning or reprimand (for juveniles), a non-custodial conviction or a discharge from custody. The data source is the extract of the Police National Computer (PNC) held by the Ministry of Justice and statistics refreshed quarterly. Essex Police data is taken from the Police CrimeFile system, is based on one month rather than twelve months and is 6 months in arrears to allow time for matching offenders to crimes.



More recent Police data (below), using the different definition, indicates a youth reoffending rate of 31.8% for the whole of Essex (March 2014)<sup>9</sup>.



Source: Essex Police

### Percentage of adult offenders who go on to reoffend

As with youth reoffending, there are the different measures for adults: the Ministry of Justice (MoJ) figures, published two years in arrears, and data from Essex Police with a six month time lag but which does not use the official definition of proven reoffending<sup>10</sup>.

The national information is as follows:

Adult Reoffending	Period/change	Essex	Southend	Thurrock	England and Wales
% of offenders who reoffend	<b>Year end Dec 2012</b>	<b>21.4</b>	<b>25.2</b>	<b>22.4</b>	<b>24.9</b>
	Change from 2005	0.7	-1.0	-1.0	0.0
	Change from Dec 2011	-0.6	1.3	0.4	-0.5
Average number of re-offences per reoffender	<b>Year end Dec 2012</b>	<b>2.93</b>	<b>3.28</b>	<b>2.61</b>	<b>2.97</b>
	Change from 2005	-2.9	10.6	-19.5	-4.2
	Change from Dec 2011	0.9	10.1	-2.3	1.8
Average number of re-offences per offender (frequency rate)	<b>Year end Dec 2012</b>	<b>0.63</b>	<b>0.83</b>	<b>0.58</b>	<b>0.74</b>
	Change from 2005	0.4	6.6	-22.9	-4.0
	Change from Dec 2011	-1.9	15.9	-0.4	-0.3
Average number of previous offences per offender	<b>Year end Dec 2012</b>	<b>10.23</b>	<b>15.41</b>	<b>11.32</b>	<b>13.2</b>
	Change from 2005	26	7.3	12.9	15.9
	Change from Dec 2011	4.0	18.3	22.3	5.4
Cohort size	<b>Year end Dec 2012</b>	<b>9884</b>	<b>1636</b>	<b>1377</b>	<b>497996</b>
	Change from 2005	-2.3	-1.0	2.4	-6.0
	Change from Dec 2011	-11.0	-13.8	-19.0	-6.3

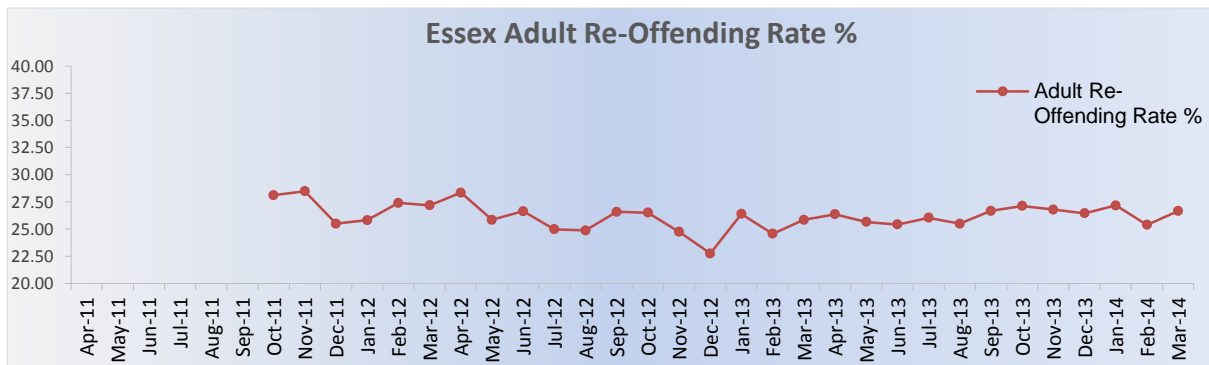
Source: Proven Re-offending Statistics Quarterly Bulletin, Ministry of Justice, published July 2014

Essex Police data (overleaf) shows an adult re-offending rate of 26.6% (March 2014), with an apparent downward trend.

<sup>9</sup> There is no apparent reason for the spike in the rate in November 2012

<sup>10</sup> See note 9





Source: Essex Police

### Re-offending rates for those under YOS supervision

Data from Essex Youth Offending Service suggests that 44.3% of the cohort of 140 offenders being supervised by the YOS reoffend within twelve months (tracking a January 2013 – March 2014 sample throughout the year)<sup>11</sup>. This has previously remained fairly stable over time with 31.1% in 2010/11, 32.9% in 2011/12 and 32.9% in 2012/13.

Of the current 2014-15 cohort of 138 offenders being supervised by the Essex YOS 23.2% (32 offenders) had re-offended within 3 months.

We are working with Southend and Thurrock YOS to obtain a similar data set.

It should be noted that, as a result of the significant reductions in young people coming in to the youth justice system, those who do enter and go on to reoffend become that much more challenging to work with. This means that the YOS are working with smaller numbers but with increasing complexity.

### Re-offending rates for those under Probation supervision

The national MoJ figures provide information on offenders under Probation Trust supervision, on Community Orders and on Licence, i.e. released from prison.

The following table shows the position for Essex:

Adults under Essex Probation Trust supervision re-offending year ending September 2012	Community Order	Under Licence
% of offenders who re-offend	31.8%	35.1%
Average number of re-offences per re-offender	3.27	3.4
Average number of re-offences per offender (frequency rate)	1.04	1.19
Number of offenders in cohort	3,473	647
% who reoffend adjusted against baseline (predicted rate)	33.9%	35.8%

Source: Proven Re-offending Statistics Quarterly Bulletin, Ministry of Justice, December 2012 (Published October 2014)

<sup>11</sup> The January – March cohort is tracked for a financial year, with a 3 month time lag to allow for police/court processes. Offenders under Essex YOS supervision who went on to commit a proven re-offence within a one year follow up period. This is based on the old NI19 definition. Information is supplemented by Essex YOS to include type of disposal, type/gravity of re-offence, age and looked after status.



## **Tackle consequences of alcohol and drugs abuse, and mental health issues**

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The **headline indicators** are:

- Engaging in effective alcohol and drugs treatment
- Leaving alcohol and drugs treatment in a planned way
- Prison to community – continuity of alcohol and drugs care
- Number of Night Time Economy (NTE) crimes
- Number of S136 enactments

### **Context:**

The Commissioner is a member of the Health and Well Being Board and works closely with partners across health to progress issues in relation to health and criminal justice. This includes improved information sharing across agencies. The OPCC is also represented at the Integrated Substance Misuse Commission Group (ISMCG) and works to bring together all agencies who work in this field.

The drug test on arrest pilot indicates that 28% of individuals arrested in Essex are under the influence of drugs at the point of arrest. This is broadly in line with the national average. At the beginning of September, Chelmsford Drug Testing On Arrest pilot had referred 53 individuals for treatment, and 37 had successfully engaged with the programme.

The PCC is working with Essex Police and key partners on the drafting of the Mental Health Concordat for Essex.

### **Key actions delivered and planned include:**

- £503k of funding has been made available by the PCC to schemes to help break the dependency on alcohol and drugs.
- Continued support for targeted activity with partners in places with a 'Night Time Economy' like Chelmsford and Colchester, Drug Testing on Arrest, RiskAvert and SOS bus, targeting places selling legal highs
- Live implementation of the liaison and diversion trial to deliver a professional mental health assessment of offenders with mental health needs at the initial contact point is imminent. It will run in the South of the county. If successful it is hoped that the scheme could be extended nationally. Additionally the Government has launched the mental health concordat that requires all agencies to work together to respond to mental health needs. This will form a major part of the agenda at the PCC Conference on 14 January 2015, to which all members of the panel are invited to attend.
- A training package for nominated NTE Special Constables has been developed, which will commence late October 2014.
- The PCC plans to sign the Mental Health Concordat for Essex by the end of 2014.



***To date, in 2013/14 the PCC has allocated funds of £503k for the following:***

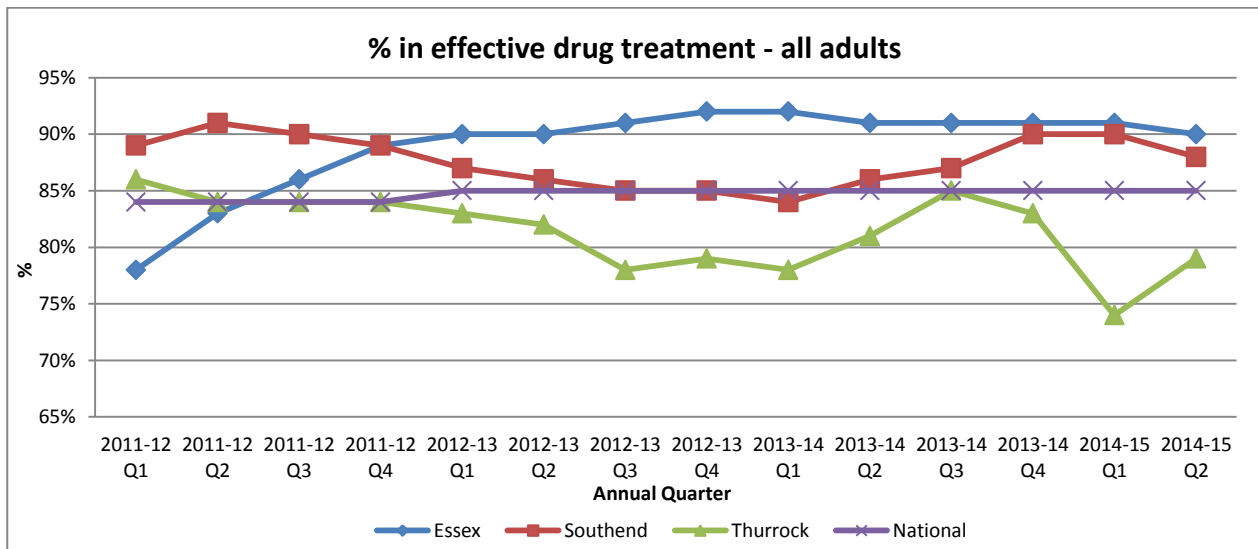
- *£503k to Essex, Southend and Thurrock for the Drug Intervention Project and Young People's Substance Misuse programmes*



### ***Consequences of alcohol & drugs abuse, & mental health issues: Performance data***

Graphs for alcohol and drugs treatment are presented by the administrative areas of Essex, Southend and Thurrock, as treatment services are provided by each upper tier authority.

#### **Engaging in effective treatment (drugs)<sup>12</sup>**



Source: Essex DAAT

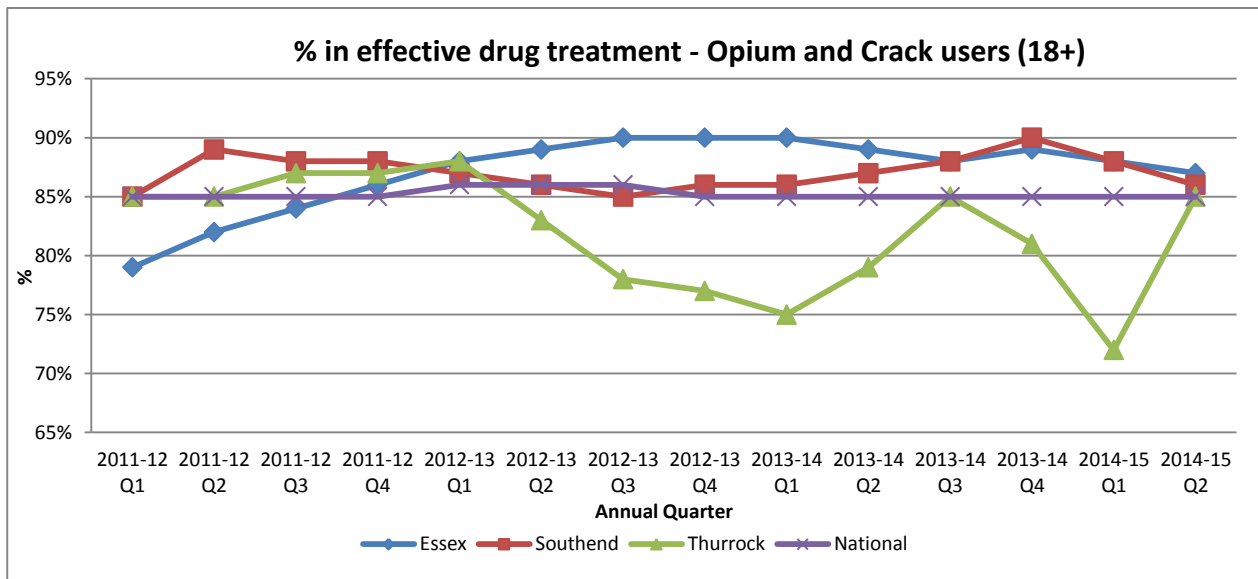
There has been a steady increase in engagement with treatment in Essex from 78% to 90% over the period from Q1 2011-12 to Q2 2014-15. This compares with a stable national picture (84-85%) and a downward and generally recovering trend for Southend (88%). Thurrock has shown a decrease over the first quarter (74%), to the lowest level since Q1 2011-12, but increased again in Q2 to 79%

The numbers in treatment in Q1 2014-15 were 2,986 in Essex, 807 in Southend and 364 in Thurrock. The national figure is 182,262. These figures show an increase in Essex (+10.2) and Southend (+2.9) and a decrease in Thurrock (-6.9%) against the same quarter the previous year.

The numbers in treatment in Q2 2014-15 were 3,004 in Essex, 836 in Southend and 348 in Thurrock. The national figure is 181,064. These figures show an increase in Essex (+6.5%) and Southend (+5.9%) and a decrease in Thurrock (-10.8%) against the same quarter the previous year. National figures show a 1.0% decrease for the same period.

<sup>12</sup> The number of clients entering structured treatment who engage with treatment for 12 or more weeks or discharge from treatment in a planned and agreed way prior to 12 weeks of commencing, as a % of the total number of clients entering treatment. Aged 18+ (under 18s tend to be low number, with almost no OCUs – more an issue with alcohol)





Source: Essex DAAT

There has been a steady increase in the percentage of opium and crack users in effective drug treatment in Essex from 79% in Q1 2011-12 to 88% in Q2 2014-15. A relatively stable position is shown both nationally (Q2 - 85%) and in Southend (Q2-86%).

However the trend in Thurrock is less stable. There was a decrease in numbers in effective drug treatment from 85% (Q3 2013-14) down to (72%) in Q1 2014-15. An increase has now been shown in Q2 2014-15 with numbers up to 85%.

Actual numbers in treatment for Q1 2014-15 were 2,117 in Essex, 609 in Southend, 204 in Thurrock and 149,885 nationally.

The actual numbers for Q2 2014-15 were 2,156 in Essex, 612 in Southend, 196 in Thurrock and 148,989 nationally.

### Engaging in effective treatment (alcohol)

#### Number in effective alcohol treatment - All Adults (18+)

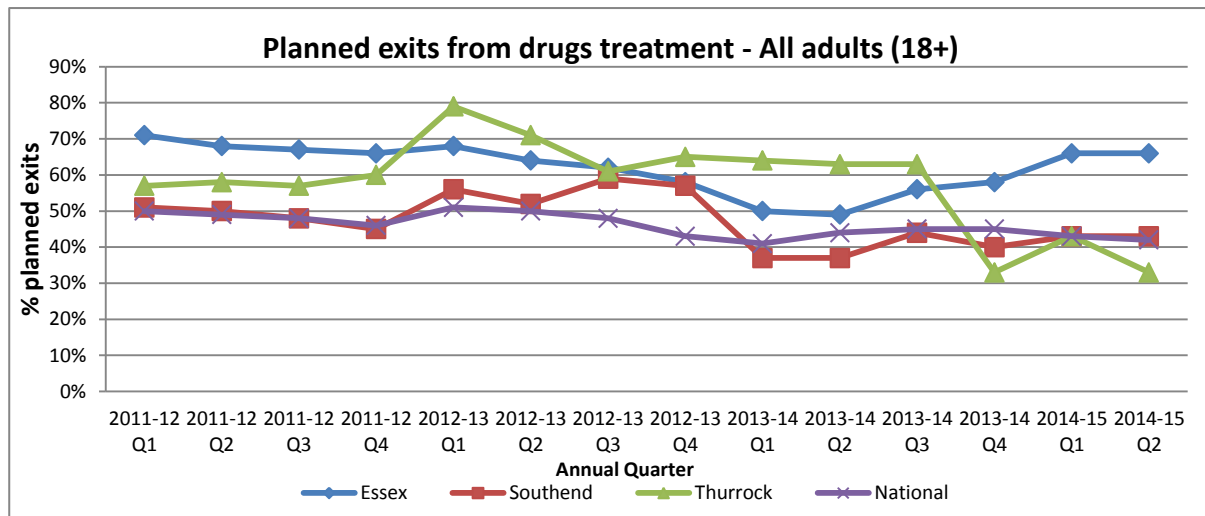
	Essex	Southend	Thurrock	National
2012-13	1882	273	206	108188
2013-14	1965	378	267	112034

Source: Essex DAAT

Trend data for this indicator became available in March 2014, when local authorities had their first full year of data following the transfer of public health services. The number for the Essex administrative area is expected to continue to rise with additional investment from April 2014 for criminal and non-criminal justice alcohol provision.



## Leaving treatment in a planned way (drugs)



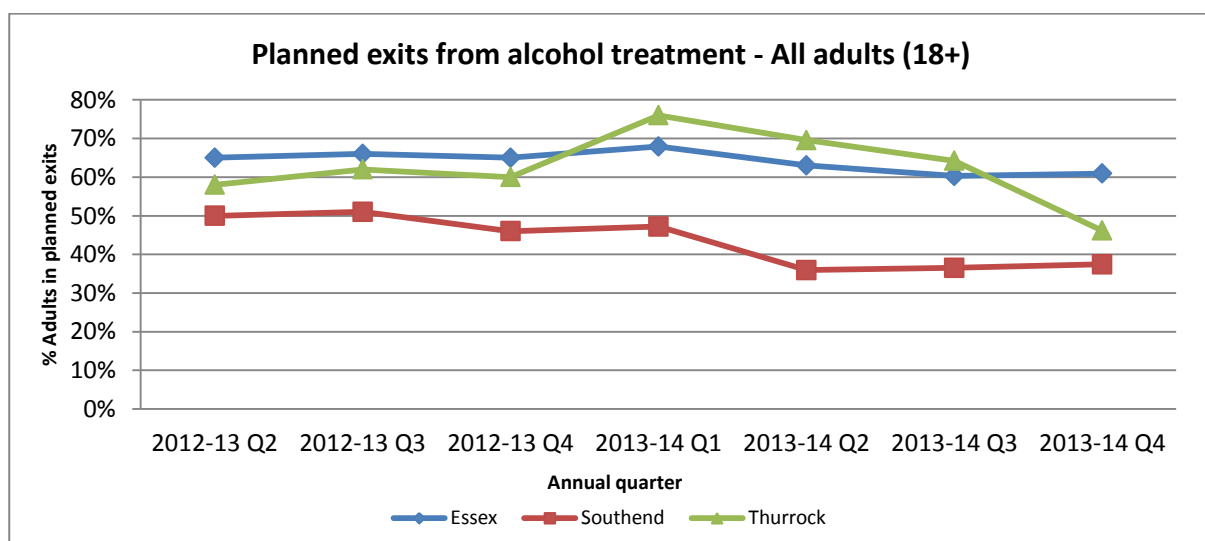
Source: Essex DAAT

Since 2011-12 the proportion of planned exits from drugs treatment has fallen in Essex (71% to 66%), Southend (51% to 43%), Thurrock (57% to 43%) and nationally (50% to 43%). Planned exits between 60% to 70% is considered to be a good range.

There has been an increase seen in the proportion of planned exits from drugs treatment in Essex in 2014-15, since Q2 of the previous year, whereas the proportion of planned exits from treatment both nationally and in Southend have remained fairly stable. Thurrock has shown a large decrease in numbers since Q3 2013-14.

## Leaving treatment in a planned way (alcohol)

This is the most recent data available for this measure.



Source: Essex DAAT

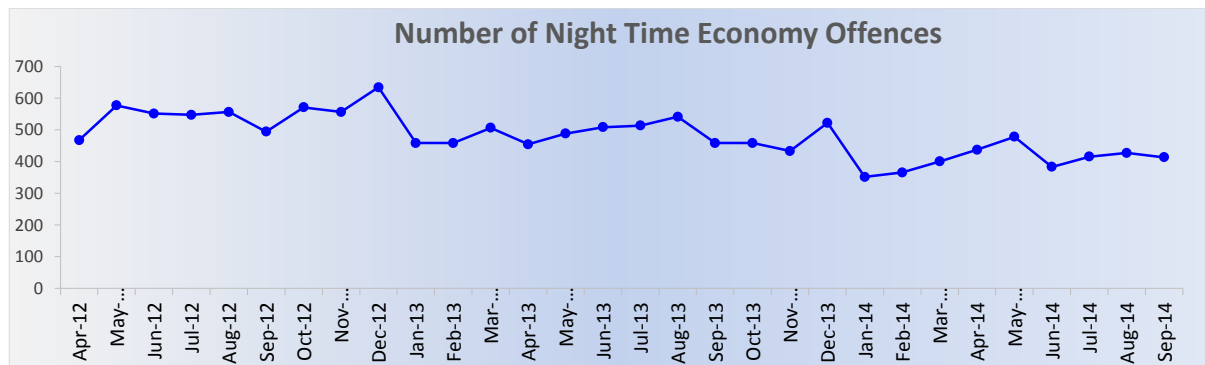


## Prison to community – continuity of alcohol and drugs care<sup>13</sup>

This indicator had not been reported since Q1 2012/13 when the figure was 63%. Local data for Essex only, backdated to April 2013, shows an increasing trend rising from 33% in Q1 2013-14 to 34% for Q1 2014-15. The Q2 figures are not available to date.

## Number of Night Time Economy (NTE) crimes

A measure to capture Night Time Economy crimes has been developed by Essex Police.<sup>14</sup>



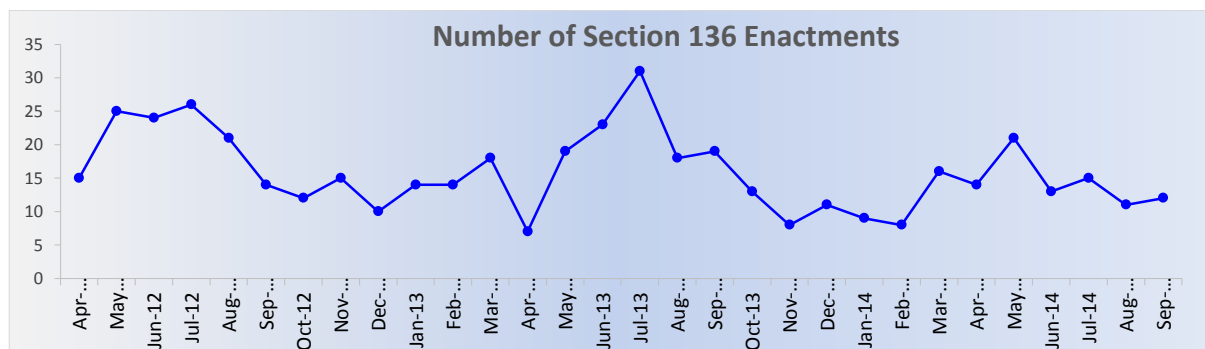
Source: Essex Police

There were 1,333 offences in the period Q1 April to June 2014, compared with 1,425 for the same period in 2013, a reduction of 6.5%.

There were a total of 2677 offences in the period March to September 2014, compared with 2900 for the same period in 2013, a reduction of 7.7%.

## Number of S136 enactments<sup>15</sup>

Information on the consequences of mental health issues for crime and policing is fairly sparse. This graph has been included to indicate the number of situations where an individual's mental health leads to them being detained in custody.



Source: Essex Police

<sup>13</sup> The number of clients receiving structured treatment whilst in prison who, upon release from prison, successfully engage with the community provider

<sup>14</sup> The measure captures offences committed between 18.00 and 06.00 and includes crime types that are most relevant to the NTE, including violence against the person, offences relating to drugs & alcohol and public order

<sup>15</sup> Under Section 136 of the Mental health Act 1983 if a Police Officer finds in a place to which the public have access a person who appears to him/her to be suffering from mental disorder and to be in immediate need of care or control, the constable may, if they think it necessary to do so in the interests of that person or for the protection of other persons, remove that person to a place of safety (S136 Order). A person removed to a place of safety under this section may be detained there for a period not exceeding 72 hours.



## Improve Road Safety

---

The **headline indicators** are:

- Number of people killed and seriously injured in road collisions
  - Total
  - Motorcycle / powered two wheel vehicles
  - Young car drivers (17-25)
  - Pedestrians
  - Cyclists
  - Children and young people (0-17)
  - Drink drivers

### **Context:**

715 people were killed or seriously injured (KSI) on Essex's roads in 2013/14. Whilst the numbers of those killed or seriously injured on the road has fallen significantly since 2006, this figure is still too high. Serious road incidents are one of the highest causes of early death in Essex.

Provisional Q1 figures from the Department of Transport highlight a 4% national increase in killed casualties and a 2% increase in serious casualties.

Greater focus has been placed upon opportunities to engage, educate and enforce using the skills of various Essex Safer Roads Partnership partners to promote road safety to key and vulnerable road user groups

### **Key actions delivered and planned include:**

- £2k of funding has been made available by the PCC for road safety initiatives
- 'The Honest Truth' road safety campaign was launched on 26 October 2014 to reduce anti-social driving and the number of young people KSI.
- Dedicated enforcement and engagement patrols, using the Casualty Reduction Special Section Special Constables, working alongside Essex Fire and Rescue, to patrol local communities who continue to be at risk of personal injury on the road where the continued practice of 'cruiser meets' and street racing take place.
- In response to concerns around the number of motorcycle collisions the Casualty reduction section of Essex Police has undertaken enforcement activity (Operation Kelly) along routes such as the A127 and A13, focused on high speed incidents of careless driving during the commuting periods.
- As a result of multi agency operations in the county 6,130 vehicles were stopped by Essex Police following identification of a road traffic offence being committed. Of these 90 people were arrested, 2,824 drivers were referred onto National re-education courses and 207 vehicles were seized for no insurance or no driving licence.
- Pedestrian safety awareness campaign to be launched towards end of the year by the Essex Safer Roads partnership.

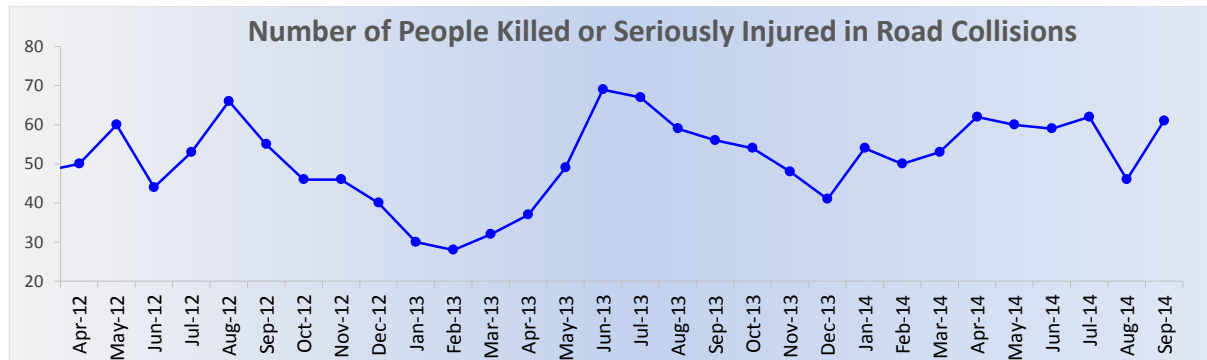


***To date, in 2013/14 the PCC has allocated funds of £15.9k for the following:***

- *£2k to a partnership scheme with Kwik Fit to improve vehicle safety and security*



## Number of people killed and seriously injured in road collisions<sup>16</sup>



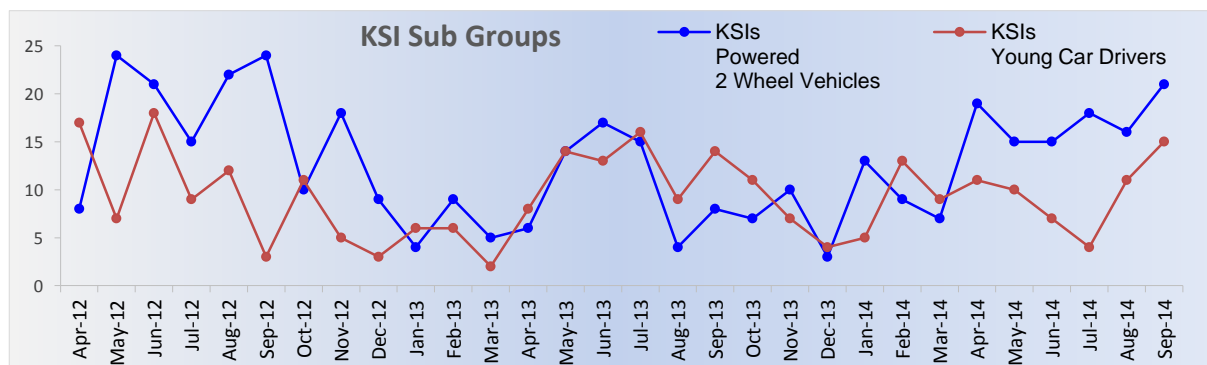
Source: Essex Police

There were 350 people killed or seriously injured in the period April to September 2014 (compared with 386 in the corresponding period in 2013), a decrease of 9.3%. For the 12 month period to September 2014, 679 people were killed or seriously injured (KSI), an increase of 2.6% on the same period the previous year (662).

The drop at the end of 2012 and the early part of 2013 may have been due to fewer vehicles on the roads travelling at slower speeds in the winter weather. There are apparent increases in serious injury collisions in summer months, which may be linked to the warmer weather conditions and increased amount of travel.

## Numbers killed and seriously injured by mode of travel

The following graphs show trends for various modes of transport and situations<sup>17</sup>



Source: Essex Police

<sup>16</sup> **Killed:** Casualties who sustain injuries which cause death less than 30 days after the accident.

**Serious injury:** An injury for which a person is detained in hospital as an "in-patient", or any of the following injuries whether or not they are detained in hospital: fractures, concussion, internal injuries, crushings, burns (excluding friction burns), severe cuts, severe general shock requiring medical treatment and injuries causing death 30 or more days after the accident. An injured casualty is recorded as seriously or slightly injured by the police on the basis of information available within a short time of the accident.

**Slight injury:** An injury such as a sprain (including neck whiplash injury), bruise or cut which are not judged to be severe, or slight shock requiring roadside attention (excluded from figures on KSIs).

<sup>17</sup> Where information is available. Note these figures will not sum and there will be some overlap in categories.

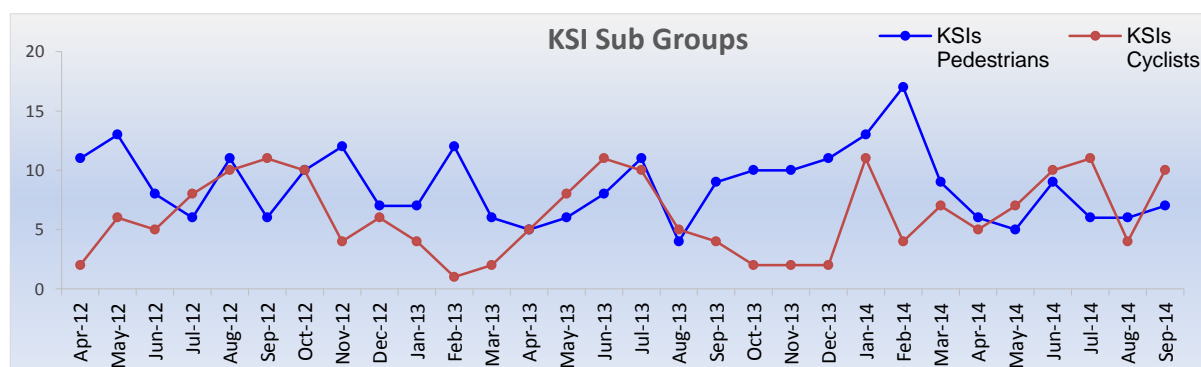


Motorcycle collisions involving serious injury continue to cause concern. These collisions are occurring mainly in the South of Essex on the A127 and A13 corridor, including Basildon and Southend districts, and involve both leisure and commuter riders. The warm summer period attracted a significant number of motorbikes onto the road network for both leisure and commuter riding.

There were 104 people killed or seriously injured in collisions involving powered 2 wheel vehicles during the period April to September 2014 (compared with 90 people in the corresponding period in 2013).

Nationally the number of motorcycle users killed increased 1%, from 328 in 2012 to 331 in 2013, the first increase since 2006. Seriously injured motorcycle user casualties decreased by 3% to 4,866 over this same period. The total number of reported motorcycle user casualties decreased by 3% to 18,752 in 2013, with Motorcycle traffic showing a decrease of 5% over this same period.<sup>18</sup>

The numbers of young car drivers who were killed or seriously injured on the roads was 58 between April and September 2014, a 26.6% decrease from the position the previous year (79).



Source: Essex Police

Cycling road safety remains a concern. However, between April to September 2014, 47 cyclists were killed or seriously injured, compared with 59 for the same period a year earlier. This follows the National trend.

A Department for Transport (DfT) study showed the national number of pedal cyclists killed nationally decreased by 8% from 118 in 2012 to 109 in 2013. The number of pedal cyclists reported to the police as seriously injured in a road accident decreased by 2% to 3,143<sup>19</sup>.

Although showing a decrease of 14 pedestrian KSIs for April to September 2014 against the same period the previous year, pedestrian safety remains a concern. Data has highlighted some specific concerns in the Basildon, Southend and Colchester areas, to which the night-time economy may have been a contributing factor. Essex Police and partners are developing action plans to address this.

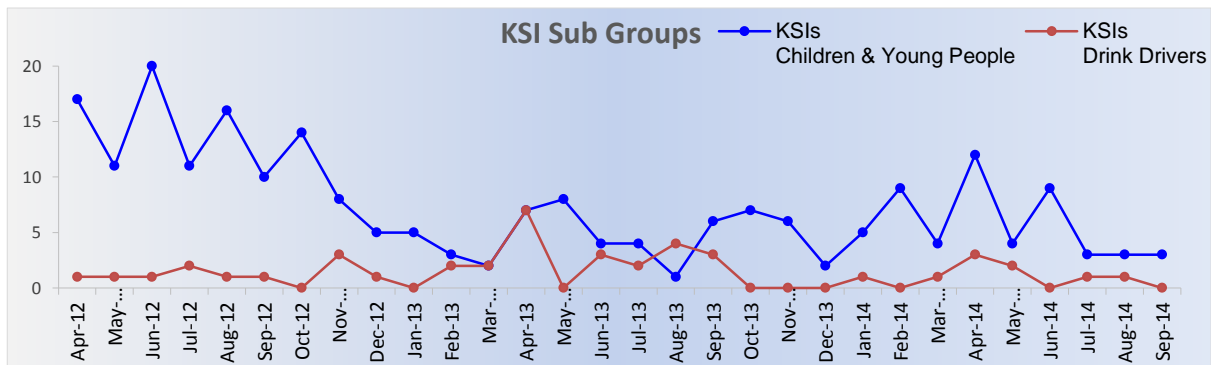
The DfT National data shows in 2013 there were a total of 24,033 reported pedestrian casualties in 2013, down 5% in comparison with 2012.

<sup>18</sup> Reported Road Casualties in Great Britain: Main results 2013 (Released 26 June 2014)

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/324580/rrcgb-main-results-2013.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/324580/rrcgb-main-results-2013.pdf)

<sup>19</sup> See note 20





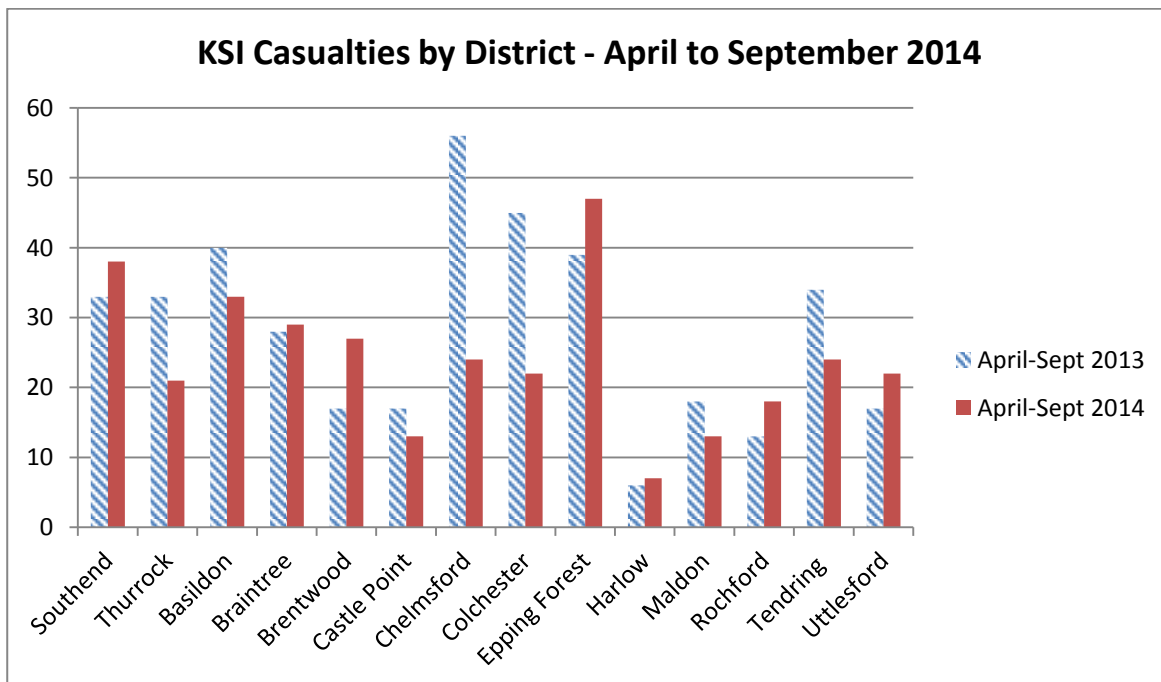
Source: Essex Police

67 children and young people were killed or seriously injured on the roads in Essex during the period of April to September 2014, which is a reduction against the number recorded for the same period the previous year (82).

Drink driving related collisions, were fewer than in 2013, with 12 during April – September 2014, compared with 32 collisions the year before, a 62.5% reduction.

### Geographic hotspots

The following chart shows the area where people were killed or seriously injured. The distribution tends to mirror major road networks, with most occurring on A roads and unclassified roads.



Source: Essex Police

**Note:** This data was run on 17 October 2014 so will not match the official total previously mentioned.

Also, last year figures are re-run so will be significantly different.

### Improve Crime Prevention



The **headline indicators** are:

- Number of recorded crime offences
- Solved crime rate
- Percentage of people who think the Police are doing a good job in their area
- Percentage of residents feeling safe outside in their local area (day/night)
- *Percentage spend on crime prevention (to be developed)*

**Context:**

Crime prevention remains a high priority, with Essex Police continuing to focus their efforts on this important area.

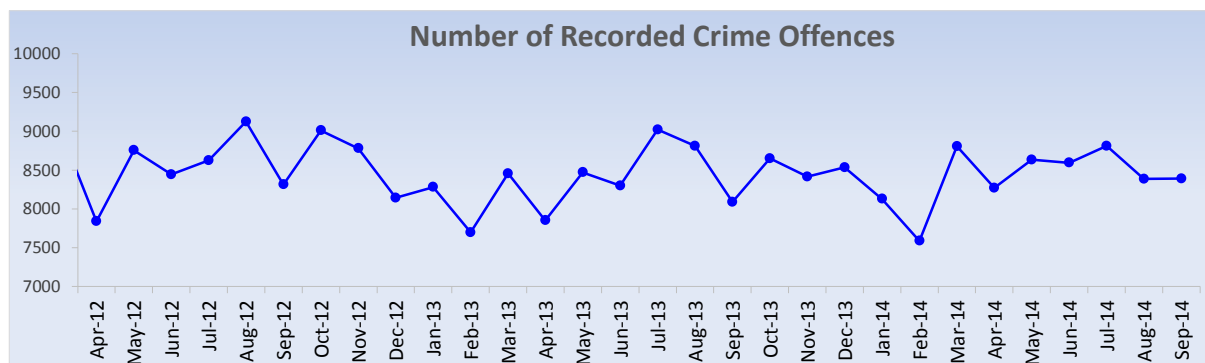
**Key actions delivered and planned include:**

- The regular Business crime forum meetings held by the OPCC include representation from the business community, Essex Police and partner agencies.
- Eight of the ten police districts now have a Business Against Crime group.
- The PCC has provided funding to Only Cowards Carry and knifecrimes.org to run their crime prevention and awareness-raising, training projects.
- In response to a countywide increase in burglary Essex Police introduced predictive policing methods to identify 'hot-spots' at risk, and engaged with partners and approved organisations in patrolling areas.
- The OPCC continues to work with partners in the development of crime prevention strategies and £151.5k of funding has been made available in this area
- The PCC provided funding for the Prince's Trust "Positive Steps" programme which supports young people at risk of offending by delivering interventions including peer mentoring, advice and guidance as well as engagement in programmes most appropriate to their individual needs

**To date, in 2014-15 the PCC has allocated funds of £151.5k for the following:**

- £69k for the Community Budget Strengthening Communities programme
- £47k from Force grants to Crimestoppers
- £10.5k to Neighbourhood Watch schemes
- £6k to Thurrock Council to roll-out a project aimed at improving security in areas that are identified as the most vulnerable
- £19k to Southend Association of Voluntary Services for the Safe As Houses project that uses volunteers to engage with isolated residents, promoting security advice and improving feelings of safety



**Improve Crime Prevention: Performance data****Number of recorded crime offences****Source: Essex Police**

For the period April to September 2014 the number of recorded incidents is 50,570, an increase of 1.1% from 50,021 for the same period in the previous year.

In the year to the end of March 2014, the independent Crime Survey of England and Wales showed that overall crime fell by 14% compared with the previous year, to the lowest level since the survey began in 1981.

Data released by the Office for National Statistics shows crime in Essex fell by 1% between April 2013 and March 2014. Crime in the East of England region is down by 3%.

The following table shows the crime types that have been recorded:

**Recorded crime by type:**

Crime Type		# Offences - Cumulative		# diff	% diff
		April 2013 to September 2013	April 2014 to September 2014		
ALL CRIME		50021	50570	549	1.1
Burglary	Burglary in Dwelling (inc. attempts)	3485	3034	-451	-12.9
	Burglary in Other Than in Dwelling	3073	3237	164	5.3
	Shoplifting	4889	4683	-206	-4.2
	Other Theft and Handling	6192	6158	-34	-0.5
	Vehicle Crime	5853	5003	-850	-14.5
Violent Crime	Most Serious Violence	434	462	28	6.5
	Serious Sexual Crime	747	845	98	13.1
	Other Violent Crime	10783	12982	2199	20.4
	Robbery	554	457	-97	-17.5
Criminal Damage		6970	7053	83	1.2
Racially Aggravated Crime		462	455	-7	-1.5
Anti-Social Behaviour Incidents		31779	30913	-866	-2.7

**Source: Essex Police**



The table indicates that recorded crime for dwelling burglary, vehicle crime and robbery are now reducing, with serious sexual crime, most serious violence, other violent crime, showing an increase. The rise in the reporting of serious sexual crime may be a reflection of greater public awareness of this topic.

There were 866 fewer incidents of Anti-Social Behaviour in April to September 2014, than recorded during the same period the previous year.

### Solved crime rate



Source: Essex Police

The solved rate for the period April to September 2014 is 27.38% compared with 29.73% for the same period in 2013.

### Solved crime by type:

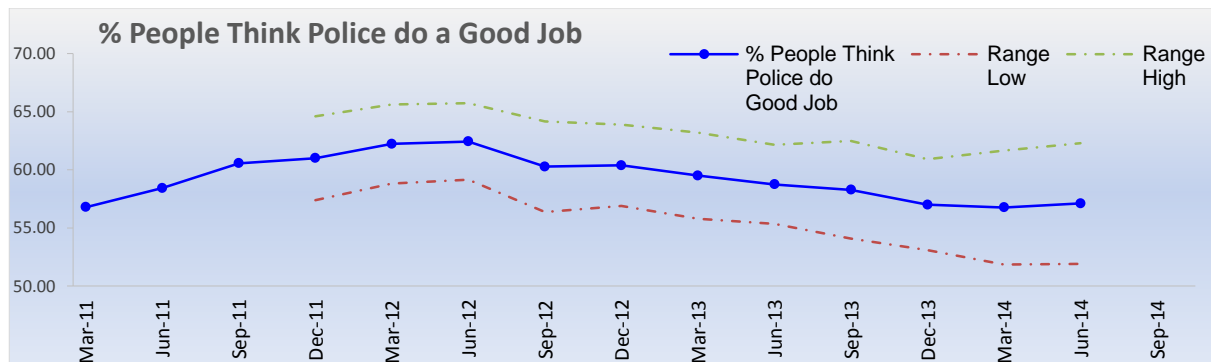
Crime Type		Solved Rate - Cumulative		% pt. diff
		April 2013 to September 2013	April 2014 to September 2014	
ALL CRIME		29.73	27.38	-2.35
Burglary	Burglary in Dwelling (inc. attempts)	21.12	18.06	-3.06
	Burglary in Other Than in Dwelling	6.77	5.04	-1.73
Theft related crime including Vehicle Crime	Shoplifting	65.80	59.68	-6.12
	Other Theft and Handling	12.61	10.80	-1.81
	Vehicle Crime	5.28	6.20	0.92
Violent Crime	Most Serious Violence	36.87	46.32	9.45
	Serious Sexual Crime	17.80	19.53	1.73
	Other Violent Crime	44.69	38.05	-6.64
	Robbery	22.20	20.13	-2.07
Criminal Damage		18.01	16.62	-1.39
Racially Aggravated Crime		39.61	34.73	-4.88

Source: Essex Police

The crimes with the highest solved rates are shoplifting, other violent crime, most serious violence and racially aggravated crime. The crimes with the lowest solved rate are vehicle crime and burglary other than a dwelling. Solved rates for dwelling burglary and robbery continue to show significant improvement.



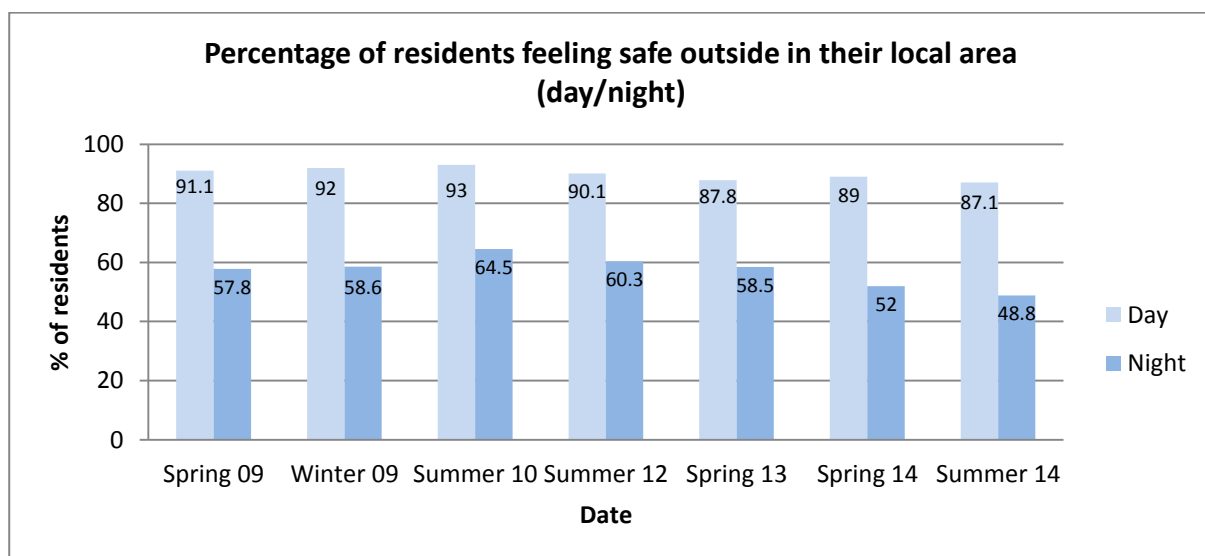
## Percentage of people who think the Police are doing a good job in their area



Source: Essex Police - Crime Survey for England and Wales

57.1% of people surveyed thought the Police were doing a good job in their area in the rolling twelve months ending June 2014. The high and low ranges reflect the degree of confidence in the results.

## Percentage of residents feeling safe outside in their local area (day/night)



Source: Essex County Council Tracker Data (excludes Southend and Thurrock)

All respondents to the Essex County Council surveys are asked to rate how safe they feel when outside in their local area both during the day and after dark. The overall trend since Summer 2010 shows a gradual decrease in those feeling safe both during the day and after dark. The figures recorded in Summer 2014 are the lowest recorded since Spring 2009, with 87.1% of respondents feeling safe during the day, falling to 48.8% of the respondents who feel safe after dark.

Further analysis of the Summer 2014 survey data found that there is significant variation in feelings of safety after dark by age groups.

Respondents aged between 35 and 44 feel significantly safer during the day than respondents aged 16-34, 45-64 and 65+ (93% compared to 86%, 86% and 84% respectively).



A significantly greater proportion of women feel unsafe after dark compared to men (41% cf. 29%).



Essex Police and Crime Panel	<b>EPCP/049b/14</b>
Date: 27 November 2014	

## PCC Budget Issues

Report by the Treasurer of the PCC to the Panel

Enquiries to Charles Garbett 01245 291612 [charles.garbett@essex.pnn.gov.uk](mailto:charles.garbett@essex.pnn.gov.uk)

### 1. Purpose of report

- 1.1 This paper is a discussion paper. It provides the panel with a summary of risks, issues and local / national financial context to inform early discussions on the 2015/16 budget and precept.
- 1.2 A detailed finance paper and precept proposal will be presented to the next meeting of this Panel on 29 January 2015.

### 2. Recommendation

- The Panel is asked to consider the issues and risks set out in this report, alongside the local and national context. This will be used to inform the development of the finance report and precept proposal to be presented to the Panel at their January meeting.

### 3. Summary of issues:

- **The combined impact of a reduction in government grant and unavoidable cost of inflation means that Essex Police would be required to make annual recurring savings of a further £46m will be required by the end of the next 3 years** (£13m in 2015/16, additional £18m in 2016/17 and a further additional £15m in 2017/18)
- This is on top of the Blueprint and Evolve change programmes which will have delivered annual recurring savings of £47.3m over the 4 year period ending 2014/15.
- The most recent HMIC VFM report indicates that Essex Police performs well but is underfunded. The average precept level for the most similar group of forces is £172 for a Band D property. If Essex had a precept at the average level for 2014/15 there would be additional annual income of £16.4m.
- Essex Police has an ageing police estate and under-invested IT infrastructure. Significant long-term investment is urgently needed to ensure



Essex Police is fit for purpose. This investment cannot be delivered through Police Reserves.

- At year end 2013/14, Essex Police underspent by £3.3m. This financial year it is anticipated that Essex Police will have an overspend in the region of £2m.
- Whilst further efficiencies can still be delivered within current structures, nevertheless it must be acknowledged that these will not be sufficient to deliver the levels of savings required over the next CSR period.

#### **4. HMIC Value for Money Profile**

4.1 HMIC have recently published its VFM profile of all forces across England and Wales. <http://www.justiceinspectorates.gov.uk/hmic/publication/value-for-money-profiles-2014/>

4.2 It shows the following features for Essex Police:

- Above average number of recorded crimes
- Below average funding from Government grant and precept per head of population
- Second lowest cost per head of population
- Below average number of police officers
- Above average spending on front line services
- Below average spending on business support

4.3 This demonstrates that Essex Police is already a very lean and efficient Force albeit significantly underfunded.

#### **5. Capital Investment**

5.1 The Essex Police estate is ageing, over-sized, fragmented and not fit for purpose. An external review of the Estate has shown that is highly inefficient and increasingly unaffordable, with annual running costs of £8.5 million.

5.2 Independent property specialists have been commissioned to inform the development of a new Police Estates strategy. They have developed a range of strategic options, which are currently being considered and costed. This work is directly linked to a strategic review of IT and transport, to ensure that together they can provide the best possible model for policing services going forward.

5.3 Estates and IT will require significant levels of upfront investment in order to deliver savings into the future. Further detail on this will be provided in the finance report at the January panel meeting. However, it is clear that it will not be possible to fund this through reserves alone.

#### **6. The National Context**



- 6.1 There are two main sources of income for Essex Police - The Government grant and the council tax (precept). Together these need to support the £266.9m net expenditure required by Essex Police in 2015/16. The availability of funds from each source is crucial for the delivery of services.
- 6.2 There is a continued downward spiral in the level of Government grant in order to meet national public sector spending targets.
- 6.3 The table below sets out a range of assumptions in relation to Medium Term Budget Planning, both in relation to government grant reductions and precept levels.

**Table 1: Key assumptions underpinning Essex PCC medium term budget planning**

Key assumption:	2015/16	2016/17	2017/18
Precept increase	0%/2%	0%/2%/Higher	0%/2%/Higher
Government Grant Reduction ( <i>Note: HMIC's view is that a yearly average reduction of 5% should be used</i> )	-4.7%	-3.5%	-2.0%

- 6.4 The planning assumption for the level of Government grant for 2015/16 is based on a 3.2% reduction announced by the Government earlier this year. However, this is before any 'top-slicing' for national initiatives. The assumed level of top slicing is 1.5% hence an overall reduction for 2015/16 of 4.7%.
- 6.5 Government 'top-slicing' for 2015/16 is estimated to be £180m for a variety of national purposes such as ICT and Innovation Funds. Many PCC's would prefer that this sum was distributed to all Forces rather than be subject to a separate bidding round. To place this into context, Essex Police's share of the Governments aggregate amount for police purposes for England & Wales is approximately 2.26%. This share of the £180m 'top-slicing' would amount to over £4m, equivalent to a 4.7% precept increase.
- 6.6 If the reduction in Government grant is closer to HMIC's figure of 5%, the Essex grant would reduce by £8.5m from £182.3m to £172.8m. To place this into context, there would need to be a 10% precept rise needed to replace this loss of grant.

## 7. Precept

- 7.1 The other key assumption is the level of precept. Out of 35 English and Welsh Shire Forces for 2014/15, Essex has the **second lowest precept at £144.27** for a Band D property. Only Sussex has a lower precept.
- 7.2 The additional income produced by a 1% precept rise amounts to around £845k.



- 7.3 The Government will determine the level of precept that they deem to be excessive ('capping level'). It is expected that they will announce this alongside the Provisional Grant Settlement on 17<sup>th</sup> December. For planning purposes a maximum of 2% is assumed for 2015/16.
- 7.4 For future precept increases, a higher than 'capping level' increase could be considered to match a desired level of policing service. It is acknowledged that such an increase would require a public referendum at a cost of as much as £2m. Nevertheless, the possibility of moving into the territory of above capping levels of precept cannot be discounted for 2016/17 or beyond.
- 7.5 It should be noted that some Police and Crime Commissioners, notably those in Surrey and Sussex, are now actively consulting the public for their views on potential precept increases.

## **8. Police officer/PCSO/Staff numbers**

- 8.1 On the use of resources available, there has been a reduction of 932 employees from 6,184 to 5,252 since 2010.

**Table 2: Police Officer/PCSO/Staff at 1 April**

	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
<b>Officer</b>	3,594	3,557	3,379	3,287	3,184
<b>PCSO</b>	445	404	380	332	297
<b>Staff</b>	2,145	1,987	1,753	1,776	1,771
<b>Total</b>	6,184	5,948	5,512	5,395	5,252

- 8.2 The impact of having to achieve a further budget reduction of £46m by 2017/18 would, for illustrative purposes, equate to the following reduction in officers, PCSOs and staff:
- 557 less police officers
  - 77 less PCSOs
  - 516 less police staff
- 8.3 Officer/PCSO/Staff reductions of this magnitude would fundamentally affect policing in Essex. With these reductions there would need to be a programme of de-civilianization where police officers would be required to undertake business support work.
- 8.4 A 2% precept rise bringing an extra £1,690k would fund 33 police officers and mitigate the reduction on an ongoing basis.
- 8.5 The impact of this level of reduction and the pressure on the service with the continuing reduction in funding will be a central feature in discussing this item.



## 9. Medium term financial planning

- 9.1 Working on the basis of assumptions in table 1 the medium term financial prospects are shown below.

**Table 3: Additional Target Savings over the next three years**

<b>Savings Required</b>	<b>2015/16 £m</b>	<b>2016/17 £m</b>	<b>2017/18 £m</b>
2015/16 Savings	13.0	13.0	13.0
2016/17 Savings		18.0	18.0
2017/18 Savings			15.0
<b>Total</b>	<b>13.0</b>	<b>31.0</b>	<b>46.0</b>

- 9.2 Over the next two months the budget and forecast figures will be refined, particularly following Government announcements. The EVOLVE team have been working on a programme of business cases needed to meet the savings targets and these will be presented in the forthcoming budget report.

## 10. Reserves

- 10.1 The General Reserve forecast position for 31<sup>st</sup> March 2015 is **£15.8m** (5.9% of net revenue expenditure) and can be compared with the 'most similar' force grouping below:

**Table 4: Reserves held by Essex and most similar Forces**

	<b>Revenue</b>		<b>Capital</b>	<b>Total</b>
	<b>General</b>	<b>Earmarked</b>		
	£m	£m	£m	£m
Essex	18.0	7.4	12.1	37.5
Kent	5.6	25.5	30.3	61.5
Herts	4.9	31.7	16.7	53.4
Avon & Som	14.4	31.3	4.1	49.8
Hampshire	16.0	56.4	2.0	74.4
Staffs	6.3	13.9	0	20.1
Leics	6.0	21.5	3	27.6
Sussex	9.8	63.5	5.9	79.3
Derbyshire	3.3	39.7	8.6	51.6

- 10.2 Some caution should be exercised in interpreting the above figures as not all reserves are 'cash-backed'. Nevertheless, the relatively high general reserve and



relatively low earmarked reserve will be considered further in the budget report presented to this Panel in January.

## **11. Managing Risk**

11.1 The pressure placed on the Force to deliver in the face of very significant funding reductions are immense. The following risks should be considered:

- The risks associated with addressing the savings required for 2015/16 and the medium term (see para 10)
- The risks associated with on-going reductions in investment in professional policing services
- The risks associated with failing to invest in a long term strategy for areas such as Estates and IT

11.2 The Panel may wish to consider the following questions in assessing the risks associated with reduced funding:

- i) In the view of the Panel the extent to which the reductions in funding become unacceptable?
  - ii) What action should be taken locally and nationally to mitigate the risks?
  - iii) What lessons can be learned from the budget savings from the 2010 Comprehensive Spending Review that can be taken into account in delivering future savings?
  - iv) What investment now will be essential in optimising the use of reducing resources in the future?
  - v) What is the potential for collaboration with other authorities and third parties to realise further benefits of sharing?
  - vi) "What support can the Panel provide to assist the PCC in the challenges ahead? In setting strategic priorities what policing services should the PCC cut or indeed not cut in order to meet the anticipated budget reductions?
-



Essex Police and Crime Panel	<b>EPCP/049c/14</b>
Date: 27 <sup>th</sup> November 2014	

## **PCC Victims' Commissioning Report**

Report by the Police and Crime Commissioner to the Panel

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Enquiries to Greg Myddelton; [greg.myddelton@essex.pnn.police.uk](mailto:greg.myddelton@essex.pnn.police.uk), tel. 01245 291644

### **Purpose of report**

To provide the panel with

- i) A summary of activity undertaken in relation to the commissioning of victims' support services in 2014-15.
- ii) An update on the allocation of victim support services grant funding provided by the Ministry of Justice for 2014-15.

### **Recommendation**

The Panel is invited to consider the contents of this report and provide comment as appropriate.

The OPCC will provide update reports to the panel on progress in relation to the Victims Commissioning programme.

### **1. Background**

On 1<sup>st</sup> October 2014, all PCCs formally took responsibility for the commissioning of local support services for victims of crime. PCCs will take on further responsibility for victims' referral and assessment services from April 2015.

To coincide with these commissioning responsibilities, funding has been devolved from the Ministry of Justice (MoJ) in the form of a £640,000 capacity-building grant to Essex OPCC to support the setup of new commissioning systems and prepare local organisations for the new commissioning arrangements. In addition, the MoJ have provided a further £600,000 commissioning grant to Essex OPCC for 2014-15.

As well as funding for victim support services, part of the funding allocation is to commission local victim-led restorative justice services. Restorative justice gives victims the opportunity to meet offenders in order to explain to them the harm they have done, and gives offenders the opportunity to repair some of the damage they have caused to victims and local communities.

The MoJ will continue to nationally commission a small number of high-impact specialist services. These include support to those bereaved by homicide, victims of trafficking,



some services to victims of rape and domestic abuse and support for witnesses at Court.

## 2. Victims' Code

The MoJ's *Code of Practice for Victims of Crime* sets out the standards of service that victims who are going through the Criminal Justice System can expect to receive. The Code focuses on keeping victims informed and supported throughout the criminal investigation and court processes. There are two standards of need identified within the code; '**standard**' services and '**enhanced**' services for those affected by serious crime, those who are persistently targeted and those who are vulnerable and intimidated.

The PCC can choose to enhance the minimum standards of service set out in the Code when commissioning services to support local victims of crime. In addition to the Victims' Code the PCC must ensure compliance with the EU Directive in support of victims of crime (which must be implemented by November 2015) which extends the responsibilities of commissioners to support victims regardless of whether they have reported a crime or are otherwise engaged in the criminal justice system.

## 3. Funding

The Ministry of Justice has allocated two separate funding streams to PCCs to commission services to victims of crime. The first is a £640,125 capacity and capability-building grant, to facilitate;

- i. Building the capacity and capability of potential providers of services for victims from the Voluntary Community and Social Enterprise (VCSE) sector
- ii. Building the capability and capacity of providers of restorative justice services
- iii. Preparing for local commissioning

A further grant of £601,656 has been devolved from the MoJ for PCCs to provide;

- i. Services for victims of crime and particularly victims in the priority categories outlined in the Victims' Code: victims of the most serious crime, persistently targeted victims, and vulnerable or intimidated victims, to help them cope with the immediate impacts of crime and, as far as possible, recover from the harm they have experienced.
- ii. Services for victims of sexual and/or domestic violence
- iii. Support services for family members
- iv. Any associated costs that arise in the process of commissioning/provision of victims' services.

The PCC is required to allocate the totality of both grants within the financial year 2014-15. As required under the terms of the grant, the PCC has reported back to MoJ at various stages within the financial year. A detailed breakdown of how these grants have been allocated in Essex is attached at **Annex A - the victims' commissioning financial summary report**.

The MoJ have indicated that Essex will receive £1.87m to commission victims' services from April 2015 to March 2016. This includes an indicative allocation of £738,606 for a referral and assessment service and £393,000 for restorative justice services. The



remaining £700k will primarily be allocated to provide services to vulnerable victims of serious crimes, such as domestic and sexual abuse, recognising that domestic abuse is a key area of focus within the Police and Crime Plan and sexual abuse emerged as a priority in the PCC's recent profile of victims' needs report.

The PCC has recently recruited an Essex Restorative Justice Hub manager who will be responsible for developing and implementing restorative justice processes in Essex. The hub manager will report into the PCC's office and work with local partner organisations to develop restorative justice policies and referral pathways.

#### **4. Commissioning approach**

In commissioning services for victims of crime in Essex, Southend and Thurrock, the PCC and his Office have adopted the following set of principles:

- Our key outcomes are to help all victims of crime to *cope and recover* from the impact of crime
- The voice of victims and their needs will be at the heart of decisions made about what services to commission and how they are provided
- There will be clear and straightforward access to services, with an aspiration to make the same level of service available to victims regardless of where they live in the county and their particular characteristics, and with flexibility to respond to local need
- There will be a standard level of emotional and practical support available for all victims of crime, with specialist services for victims of serious crime and the most vulnerable
- Direct self-referral to victim services will be promoted, alongside building confidence to report crime to the Police and others
- We will seek to commission services that are effective, proportionate, accessible, inclusive, sustainable and joined up
- We are committed to delivering positive outcomes for victims and value for money for the public purse

These principles form the basis of the PCC's commissioning approach. In order to inform the commissioning intentions, the PCC developed a profile of victims' needs which identified gaps in current provision and priorities for future commissioned services. Both the Profile of Victims' Needs and Commissioning Intentions were published for public and stakeholder consultation between July and October 2014. **The consultation report summary is attached to this paper at Annex B** for reference, and to give members of the panel the opportunity to further understand the PCC's approach to commissioning victims' services.

#### **5. Consultation with victims and service providers**

The PCC has commissioned research to inform the approach to commissioning victim services; IPSOS MORI engaged directly with local victims of crime through face to face and telephone interviews, providing evidence of what services victims need in order to cope and recover from crime. The report found that in some cases victims were very satisfied with the support they received but also gave examples where existing services were not meeting the needs of victims, helping the PCC understand which areas require addressing as a priority. In addition, the PCC commissioned Catch22 to conduct a research project that helps identify the needs of young victims of crime and what makes



their requirements different to those of adults. Both reports will be published shortly and circulated to panel members for reference.

In March the PCC arranged a victims' services conference for local stakeholders and invited a wide range of service providers, victims' representatives and voluntary and community sector organisations to take part in a detailed mapping exercise of existing services and identify where there were gaps in provision. Working in partnership with local stakeholders has been integral to the PCC's approach; for instance the PCC's Victims' Forum worked on the design of the online Victims' Gateway information system. The PCC also opened his commissioning intentions report for public consultation between July and October 2014, giving partners and the public the opportunity to have a say in the development of commissioning for victims' services.

## **6. Victims Assessment and Referral**

From April 2015 the PCC will take on responsibility for the commissioning of referral and assessment services in Essex which are currently provided by Victim Support via a national grant agreement with the Ministry of Justice. This new approach reflects a desire by the MoJ to ensure support services to victims are reflective of local needs and gives PCCs the opportunity to ensure services are responsive to the needs of local victims. The OPCC has been working with other eastern region PCC offices to investigate options around a regional solution or commissioning approach. An options appraisal will be completed to establish the most appropriate solution for the PCC to pursue.

## **7. Pathfinders and Evaluation**

The PCC has used a proportion of the 2014-15 capacity and capability-building fund to introduce Pathfinder projects delivered by local voluntary and community sector organisations focusing on the important and emerging issues of hate crime, sexual abuse and domestic abuse. These projects offer an opportunity to pilot activity or conduct research around these issues to inform future commissioning of victims' services. The projects are required to feedback on their findings, including a de-brief session with the PCC in January when the conclusions and outcomes of the Pathfinders will be discussed.

These Pathfinder projects coincide with an additional £276,000 grant for sexual violence services that the PCC's office successfully applied to the Ministry of Justice for. The OPCC worked with Essex Police and 3 existing charitable service providers to develop a consortia bid to ensure the proposed services were consistent and complementary and provided for victims across the County. This project seeks to build the capacity of sexual abuse services in Essex and is being evaluated to ensure the learnings feed-in to the future development of these services.

## **Appendixes:**

Annex A - Victims' Commissioning Financial Summary report

Annex B - Commissioning Intentions Consultation report



## Annex A - Victims' Commissioning Financial Summary report

	MoJ capacity and capability grant:	£ 640,125
Initiative	Description	Amount Allocated
Victims Portal	Development of a victims-focused website providing information and signposting victims to local support agencies	£ 29,500
Victims Perspective	Research project identifying the views of victims of crime in Essex to inform commissioning of victims' services	£ 30,220
Victims Conference	Victims Commissioning Stakeholder Conference	£ 1,000
Domestic Abuse External Partners	Domestic Abuse Conference to map victims journey through support services	£ 1,271
Restorative Solutions Consultancy	Scoping & implementation of restorative justice systems in Essex	£ 32,000
Commissioning support	Provision of Commissioning Support Officer (February 2014-March 2015)	£ 40,000
MARAC secretariat	Secretariat function for Multi-Agency Risk Assessment Conferences	£ 27,000
DA co-ordinator post for 14/15	Contribution towards Essex DA co-ordinator role	£ 8,027
Safer Places	Provision of an Independent Domestic Violence Advisor (IDVA) co-ordinator within the Central Referral Unit (CRU)	£ 14,278
SERICC Victims Funding from MoJ	Continuation of Victims funding to SERICC from MoJ grant ending Oct. '14	£ 24,336
SERICC	Grant for South Essex Rape & Incest Crisis Centre (SERICC) to provide resources and support to Southend-on-Sea Rape Crisis Centre	£ 25,000
CAADA review	Review of current IDVA service by Co-ordinated Action Against Domestic Abuse (CAADA) to inform future service specification	£ 12,500
Eastern region victims commissioning consultancy (TONIC)	TONIC consultants investigating regional victims commissioning options	£ 50,000
Eastern region victims commissioning consultancy (TONIC)	Cross Charged to Eastern Regions	-£ 50,000
Pathfinder projects	6 Pathfinder initiatives to build capacity and capability within local Voluntary and Community Sector (VCS) organisations supported: Safer Places, SERICC, Show Racism the Red Card, Strategic Hate Crime Prevention Partnership, Royal Association for Deaf people (RAD), Colchester & Tendring Women's Refuge	£ 98,216
Colchester and Tendring Women's Refuge	Extension of outreach worker until end March 2015	£ 18,763
Catch22	Young victims of crime research project to inform future commissioning of services to young victims	£ 19,000
Basildon Women's Aid	Extension of existing outreach worker to end of current commissioning period (end March 2015)	£ 9,562
Paloma Systems Limited	Purchase of 10 licenses for an IDVA IT solution	£ 2,640.00
Brentwood Community Hospital	Conference room booking to facilitate open day at Sexual Assault Referral Centre (SARC)	£ 240.00
Victim Support	Provision of a medium-risk Domestic Violence Protection Order (DVPO) case-worker	£ 17,000.00
Eastern region victims commissioning consultancy (TONIC)	TONIC consultants investigating regional victims commissioning options - PHASE 2	£ 60,000.00
Additional TONIC consultancy	Cross Charged to Eastern Regions	-£ 35,000
SARC (via NHS)	Replacement Clothing for victims presenting at the SARC	£ 250.00
		£ 435,803
<b>Allocated, not confirmed</b>		
RJ Pilots	Pilot activity for restorative justice	£60,000
Commissioning Support	Commissioning Support (Sept - March)	£25,000
Consultation / Conference	Focus Groups for consultation	£5,000
Domestic Abuse IT solution	IT solution to improve co-ordination of support for victims of domestic abuse	£60,000
Elder abuse helpline	Funding to support the deliver of an elder-abusehelpline in Essex	£49,750
Additional capacity-building activity	Additional activity to support capacity and capability building of local voluntary and community sector	£4,572
		£204,322
	MOJ 2014-15 Commissioning Grant:	£ 601,656
Initiative	Description	Amount Allocated
Victim Support (existing 5.5 IDVAs)	Provision of Independent Domestic Violence Advocates to support high-risk victims of domestic abuse	£ 222,841
MARAC secretariat	Secretariat function for Multi-Agency Risk Assessment Conferences	£ 75,000
Domestic Abuse	Multiple initiatives to support victims of domestic abuse, co-ordinated via Essex Public Sector Reform Unit (PSRU)	£ 156,000
		£ 453,841
<b>Allocated, not confirmed</b>		
Allocated for Restorative Justice		£ 147,815
		£147,815



## **Annex B - Commissioning Intentions Consultation Summary Report**

### **OFFICE OF THE POLICE AND CRIME COMMISSIONER FOR ESSEX VICTIM SERVICES COMMISSIONING INTENTIONS**

October 2014

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## **BACKGROUND**

### **Local commissioning**

Police and Crime Commissioners (PCCs) have responsibility for commissioning local support services for victims of crime from October 2014, and will have wider responsibility for victims' referral and assessment services from April 2015. Funding is being devolved from national Government (the Ministry of Justice) to support this.<sup>1</sup> The Ministry of Justice (MoJ) is also giving PCC's additional capacity building funds to help set up commissioning systems and prepare local organisations in readiness for this change.

PCCs will also receive some funding to commission local restorative justice services. Restorative Justice is where offenders have an opportunity to repair some of the harm they have done to victims and local communities, and where victims have a say in this process including, if they wish to, the opportunity to meet their offender and explain to them the harm they have done.

### **National commissioning**

The Ministry of Justice (MoJ) will continue to nationally commission a small number of high impact specialist services. These include support to those bereaved by homicide, victims of trafficking, some services to victims of rape and domestic abuse and support for witnesses at Court.

### **Regional commissioning**

The Office of the PCC is exploring opportunities to commission a small number of services regionally, in particular the 'referral and assessment' components of victims' support services. The PCC is working closely with PCCs from the Eastern and South Eastern Regions, alongside local providers, to explore these options.

### **Victims' Code**

The Code for Victims of Crime sets out the standards of service that victims who are going through the Criminal Justice System can expect to receive, with a focus on being kept informed and supported throughout the criminal investigation and court processes. There are enhanced services for those affected by serious crime, those who are persistently targeted and those who are vulnerable and intimidated.

The Victims' Code sets out minimum standards of service. The PCC can choose to enhance these when commissioning services to support local victims of crime.

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<sup>1</sup> The victim service commissioning budget for Essex is as follows:

- **Oct 2014 to March 2015:** £0.6m for victim of crime services and Restorative Justice
- **2015/16:** £1.8m to include victims' referral and assessment components



## PRINCIPLES FOR COMMISSIONING SERVICES

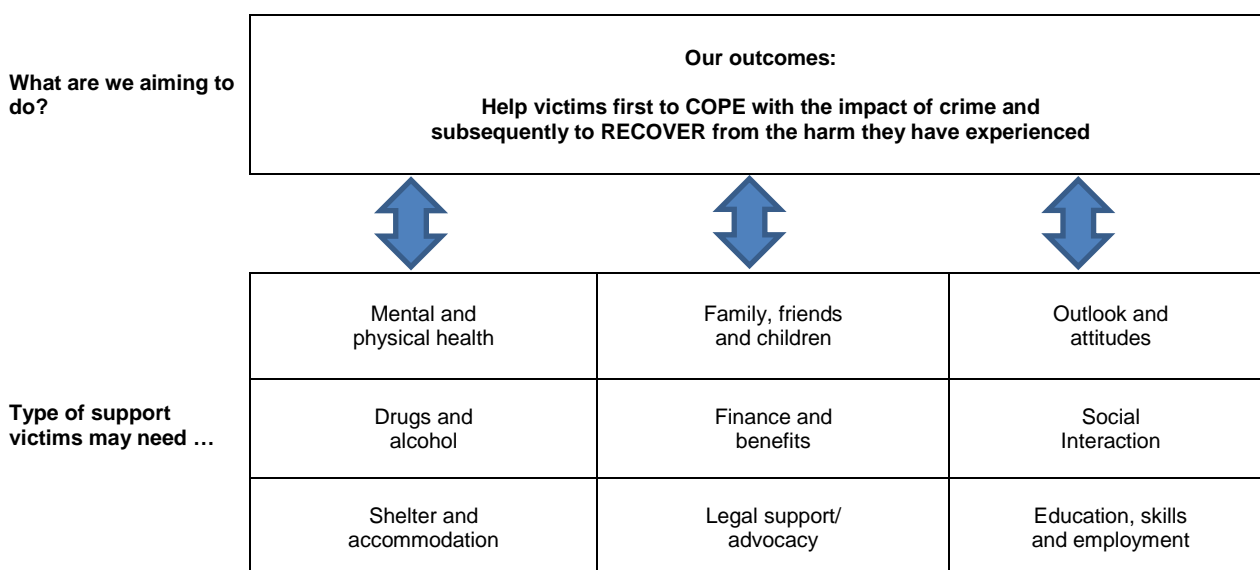
In commissioning services for victims of crime in Essex, Southend and Thurrock, the PCC and his Office have adopted the following set of principles:

- Our key outcomes are to help all victims of crime to cope and recover from the impact of crime
- The voice of victims and their needs will be at the heart of decisions made about what services to commission and how they are provided
- There will be clear and straightforward access to services, with an aspiration to make the same level of service available to victims regardless of where they live in the county and their particular characteristics, and with flexibility to respond to local need
- There will be a standard level of emotional and practical support available for all victims of crime, with specialist services for victims of serious crime and the most vulnerable
- Direct self-referral to victim services will be promoted, alongside building confidence to report crime to the Police and others
- We will seek to commission services that are effective, proportionate, accessible, inclusive, sustainable and joined up
- We are committed to delivering positive outcomes for victims and value for money for the public purse

## OUTCOMES FRAMEWORK

The overarching aim of the PCC is to have less crime and fewer victims of crime. All of the activity set out in the Police and Crime Plan seeks to deliver on this aim. For those people who do become victims of crime, the PCC wants to ensure that they receive the best possible support so they can *COPE* with the impact of the crime and subsequently *RECOVER* from the harm they have experienced.

Our outcomes framework is represented below:



The OPCC will use this framework as a guide when commissioning services for victims of crime, supported by more specific outcomes and measures of performance/quality



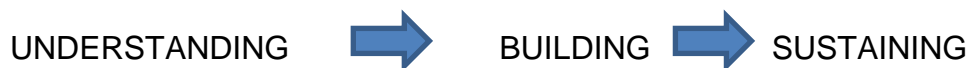
standards depending on the services being commissioned. We will be measuring providers of support services against these outcomes.

We believe that it is important to consider the whole picture of complex need when thinking about improving services to victims of crime, so have included a range of support that might be relevant.

## OUR STRATEGIC APPROACH

Above all, we want to ensure that victims are at the centre of our commissioning strategy, and that services are developed and designed with their needs at the heart.

Our victim services commissioning strategy is based on the following steps:



### Step 1: Understanding

It is essential that we understand the needs of victims of crime in Essex, in order to understand what services we need to commission to meet these needs.

The *Profile of Victims' Needs and Services* is a key resource to help us to understand the level and nature of victimisation in Essex, Southend and Thurrock. It has informed our Commissioning Intentions and principles, and helped to identify areas for further exploration and work. In addition we have funded work to better understand the views and wishes of victims in Essex.<sup>2</sup> We have also commissioned further research to understand the perceptions, needs and experiences of young victims of crime.<sup>3</sup>

### Step 2: Building

This is about:

- building capacity with current victim service providers to address urgent service gaps and stimulate and test out new ideas
- building relationships with partners who also have an interest in the health and wellbeing of victims of crime as potential co-commissioners of services
- supporting the ongoing development of skills and expertise across providers to ensure victims can access high quality, professional support services

### Step 3: Sustaining

One of the key findings from our *Profile of Victims' Needs and Services* was the currently fragmented and fragile funding arrangements for some specialist victim services, such as for victims of sexual violence.

Local commissioning of victims' support services gives us a new opportunity to work with our partners to develop more sustainable local funding frameworks to deliver the best possible outcomes for victims. **Through our commissioning strategy, we will seek to bring together other public sector commissioners, alongside service**

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<sup>2</sup> The Essex Victims' Perspectives project is being conducted by IPSOS MORI

<sup>3</sup> Specification for 'Young Victim of Crime Perspectives' project, June 2014



**providers, to establish more sustainable models within the financial resources available.**

We are also looking for regional solutions where there are common needs and potential for economies of scale, such as the work we are doing with Eastern and South Eastern Region colleagues and others to prepare for the commissioning of victims' referral and assessment arrangements from April 2015.







Essex Police and Crime Panel	<b>EPCP/050/14</b>
Date: 27 November 2014	

**Local policing - accountability, leadership and ethics: an inquiry by the Committee on Standards in Public Life**

Report by the Secretary to the Panel

Enquiries to: Colin Ismay: 033301 34571 [colin.ismay@essex.gov.uk](mailto:colin.ismay@essex.gov.uk)

**Purpose of report and background**

At its last meeting the Panel was informed about the Committee on Standards in Public Life's inquiry focusing on the public accountability structures of the police by looking at accountability in police governance from a standards point of view. In particular, looking at what structures are in place for ensuring ethical standards in the conduct and operation of Police and Crime Panels, Police and Crime Commissioners, and Chief Constables. It will then go on to consider how effective those structures are, identify what works well and, where there are shortcomings, what the Committee would expect to see in any model for police accountability. It will be seeking the necessary assurance that ethical standards in public life are, and are capable of being, upheld.

Police and Crime Panels have been asked to contribute to the inquiry and a copy of a draft response on behalf of the Essex Panel is attached. The closing date for contributions is 30 November 2014.

The Panel is asked to approve the draft response to be sent on behalf of the Panel.







## Committee on Standards in Public Life

# Local Policing – accountability, leadership and ethics

## Response Form

### Consultation Questions

The Committee has commenced an inquiry on the public accountability structures of the police. We are looking at the structures in place for ensuring ethical standards in the conduct and performance of Police and Crime Panels, Police and Crime Commissioners, and Chief Constables.

The Committee would like to hear your views. Please use this form to answer some or all of the questions in the Issues and Questions paper available at: [https://whitehall-admin.production.alpha.gov.co.uk/government/uploads/system/uploads/attachment\\_data/file/360941/Police\\_Accountability\\_Structures\\_-\\_Issues\\_and\\_Questions\\_Paper.pdf](https://whitehall-admin.production.alpha.gov.co.uk/government/uploads/system/uploads/attachment_data/file/360941/Police_Accountability_Structures_-_Issues_and_Questions_Paper.pdf)

### How to respond

Completed response forms should be sent by email to [public@standards.gsi.gov.uk](mailto:public@standards.gsi.gov.uk) or by post to the Secretary to the Committee on Standards in Public Life GC05 1 Horse Guards Road, London SW1A 2HQ.

<p>Name: Colin Ismay Contact address: PO Box 11, County Hall Chelmsford Postcode: CM1 1LX</p>
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Contact Telephone: 033301 34571  
E-mail: colin.ismay@essex.gov.uk

Please tick the appropriate response:

Are you responding:      - *as a member of the public*      ☐  
                                     - *as a member of the police*      ☐  
                                     - *on behalf of another organisation*      ☒

If you are responding on behalf of an organisation, please tell us your area of work, e.g police constabulary, regulator, trade union, think tank etc

Essex Police and Crime Panel



# Local Policing – accountability, leadership and ethics

## Current Accountability Structures

### Consultation Questions

Question 1:

Are there any gaps in the existing mechanisms for holding PCCs to account?

#### Comments

As an elected official ultimately PCCs are accountable to the electorate who have the opportunity to make their views known once every four years.

In respect of conduct and standards issues, the Independent Police Complaints Commission has clear mechanisms for investigating allegations of criminal behaviour. For conduct and standards issues that do not involve allegations of criminal behaviour, the statutory role lies with police and crime panels. However, that role suggests more can be done to hold PCCs to account than can realistically be achieved. Panel's powers are limited: they cannot investigate complaints, can only seek an informal resolution and have no power to impose sanctions. Under these circumstances it would almost be better if Panels had no role to play in holding the Commissioner to account for conduct or standards issues. The alternative would require more resources to be made available for panels to have a meaningful role.

The situation in South Yorkshire has demonstrated what was known already, namely, just how difficult it is to compel an elected official to resign if they are not minded to do so, however compelling the case might be. Even so it is questionable whether a panel comprised largely of elected members should have the power to call for the resignation of another elected official.

Question 2:

What can PCCs do themselves to improve their accountability to the public in between elections? How well are these mechanisms working in practice?

#### Comments

PCCs are statutorily required to publish a record of decisions taken that are of "significant public interest" without there being a definition of what constitutes "significant public interest". So whilst some decisions are published once they have been taken there is no requirement to identify future decisions on a forward plan as there is for local government. Consideration could be given to amending the Elected Local Policing Bodies (Specific Information) Regulations 2011 to cover these points.



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Question 3:
How are PCCs ensuring transparency in their decision making?

**Comments**

As a minimum decisions and declarations of interest are published on the Commissioner's website. See also the answer to question 2.
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Question 4:
What information is being made available to the public to enable them to scrutinise the performance of their local police force and hold PCCs to account? To what extent is it easily accessible, understandable and reliable?

**Comments**

<p>In Essex the Commissioner includes a large amount of information about how he holds the Chief Constable to account on his website. Additionally, quarterly police challenge meetings are held in public in different locations around the County. The police and crime panels are intended to offer an additional layer of transparency and scrutiny. The Essex Panel worked with the Commissioner to develop performance criteria for reporting on performance against the Police and Crime Plan on a regular basis to the Panel. The reports are in the public domain and the meetings when the reports are discussed are held in public. The Panel has the opportunity to challenge the reliability of the information.</p> <p>The Commissioner also produces an Annual Report which provides a shorter, more focused summary of progress made in 2013/14, including achievements and challenges. It provides an accessible, public facing summary of delivery against the Police and Crime Plan, and a summary of the annual accounts. The look and feel of this year's Annual Report has been changed to make it more accessible and engaging to the public. The Panel commended the Commissioner on the clarity of the Report.</p> <p>There is also information available from HMIC which is looking to improve the clarity of its findings.</p>
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Question 5:
What has worked best for PCCs in engaging with the public and local communities?

### Comments

It is difficult for the Panel to comment on this although in Essex the Commissioner has made a real effort to engage with the public via an ongoing series of regular public meetings held around the County.
---

Question 6:
How well are Police and Crime Panels able to hold a PCC to account between elections?

### Comments

<p>Experience on this seems to differ widely across the Country and depends to a large extent on the Commissioner themselves and on the relationship between the Commissioner and the panel. Some panels have had to adapt and respond to difficult and challenging events surrounding the Commissioner. The Essex Panel has a very good relationship with the Commissioner and is able to fulfill the statutory requirements of the role.</p> <p>The Government's expectation was that panels would provide light touch scrutiny and funded accordingly. Increasingly, it is difficult for panels to have a meaningful role on that basis and are looking to increase their involvement.</p> <p>The success of the Panels appears to depend too much on relationships between individuals rather than all concerned working to common aims and expectations.</p>
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Question 6a:
Does the role of the Police and Crime Panel need any further clarification?

### Comments

The role does not need further clarification: at a National level there needs to be greater acceptance and co-operation from Commissioners of what the role entails and of the artificiality of not being able to get involved to a degree with operational issues in order to be able to judge the Commissioner's effectiveness in holding the Chief Constable to account.
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Question 6b:
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How well are the current “balanced”<sup>1</sup> membership arrangements ensuring effective scrutiny and support of PCCs?

### Comments

In Essex the political mix of the Panel and the inclusion of independent members has ensured that the Commissioner receives a range of views and objective criticism from the Panel when scrutinising and supporting his role.

### Question 6c:

Are the current membership thresholds requiring a two thirds majority to veto a PCC’s level of precept and appointment of a Chief Constable proving practicable?

### Comments

A two-thirds majority is a sizable figure to achieve and has not been successfully achieved in Essex. At the same time such decisions should not be taken lightly and so there should be a degree of difficulty involved.

Having said that where a two-thirds majority is achieved in vetoing the precept the Commissioner need only set a revised precept that differs by a penny in response. This seriously weakens the effectiveness of the veto as a tool for holding the Commissioner to account.

### Question 6d:

Should Police and Crime Panels have the power to veto PCC appointments of senior staff where they believe the criteria for suitability were inappropriate or not satisfied?

### Comments

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<sup>1</sup> Schedule 6 paragraph 31 PRSRA sets out the duty to provide a balanced panel. The “balanced appointment objective” referred to in this paragraph is the objective that local authority members of a police and crime panel (when taken together)—

(a) represent all parts of the relevant police area;

(b) represent the political make-up of—

(i) the relevant local authority, or

(ii) the relevant local authorities (when taken together);

(c) have the skills, knowledge and experience necessary for the police and crime panel to discharge its functions effectively.



Yes.

Question 6e:

How should PCCs be held to account for their standards of personal conduct?  
What role should Police and Crime Panels have in this?

### Comments

Please see the answer to question 1.

Question 7:

Are the boundaries between the local roles and responsibilities of the PCC and Chief Constable being adequately communicated and understood by local communities? Is there evidence that they require any further clarification or guidance?

### Comments

It is difficult for the Panel to respond to this.

Question 8:

According to the Financial Management Code, Audit Committees should 'advise the PCC and the Chief Constable according to good governance principles and to adopt appropriate risk management arrangements.' How well is this working in practice? Are there any examples of conflicts of interests arising from PCCs and Chief Constables having in some cases, a joint audit committee and/or a joint chief financial officer?

### Comments



It is difficult for the Panel to respond to this.

## Ethical Leadership

### Consultation Questions

Question 9:

What do you see are the key responsibilities of PCCs as ethical leaders? Can you provide examples of PCCs managing those responsibilities well, or, if not, suggest what can be improved?

#### Comments

Ethics and integrity should be woven seamlessly into everything the Commissioner and the Police Force does, combined with transparency to ensure public confidence.

The Essex Commissioner has published an “Ethics and Integrity Framework”. The framework sets out:

- the standards and behaviours that the public can expect from him, his Deputy and his Office;
- how he is accountable to the public, and how the public can in turn hold him to account; and
- how he holds the Chief Constable to account in the important areas of standards, public life and public service.

Delivery of the framework is supported by his new Strategic Policing Board and its Ethics and Integrity Committee, which include 5 Independent Members and by the new Police Code of Ethics.

He has declared his commitment to the ‘Nolan Principles’.

This is evidence of managing responsibilities well.

Going beyond this, commissioners need to match words to deeds.

Question 10:

What actions are PCCs taking to ensure that they and the police force they



hold to account maintain the highest ethical standards and embed the Policing Code of Ethics? In particular how are PCCs and Chief Constables as leaders promoting and sustaining the core values of policing in the face of all the other pressures on the force? How are any obstacles being overcome?

## **Comments**

The Commissioner sets out on his website how he holds the Chief Constable to account in the areas of standards, public life and public service.

### **Police Code of Ethics, and monitoring of implementation and impact**

Essex Police are guided by the new Police Code of Ethics. Supported by his Office and by the work of the Ethics and Integrity Committee, he monitors how well Essex Police are delivering against the Code and, working with the Chief Constable, use this to help drive improvements. In addition, Her Majesty's Inspectorate of Constabulary (HMIC) now inspects all police forces against the Police Code of Ethics.

### **Out of Court Disposals**

An out of court disposal is a community sanction, or a formal warning, or a fine that a member of the public who has committed an offence agrees to accept from the Police in preference to being charged with an offence and appearing before a court of law. There is a requirement for the victim to be consulted and their wishes determined before an out of court disposal decision is made.

Essex Police were amongst the first Forces to establish an out of court disposal panel to review all disposals determined by the Police. The Deputy Commissioner chairs the Panel with membership of the panel including local magistrates, representatives from the voluntary and community sector etc. The Panel has no executive authority, but reviews cases and provides feedback to Essex Police around appropriateness of use of the sanction and review of the legality. Where the panel believes that the disposal was not appropriate they will submit a recommendation to Essex Police, accompanied by a request for a further review by an operational manager within the line management structure.

### **Monitoring of the Professional Standards Department, and of high professional standards**

The Commissioner is committed to ensuring that the highest possible professional standards are embedded across Essex Police. Where misconduct or errors of judgement do occur, he will ensure a fair and rigorous disciplinary process.

He publishes a quarterly performance report on matters pertaining to police professional standards. His Office also reviews and scrutinises the outcomes of police officer and police staff members' misconduct cases. The Deputy



Commissioner and the Commissioner's Office also undertake regular dip sampling of complaints made by the public and the outcomes reached by Essex Police.

**Question 11:**

Is there sufficient transparency of propriety information from PCCs, for example published information on expenses, registers of interest, gifts and hospitality and external meetings?

**Comments**

The Essex Commissioner publishes the information on his web site.

**Question 12:**

What measures have proved helpful in supporting PCCs to identify and resolve conflicts of interest in discharging their duties? Are there sufficiently robust protocols and guidance in place locally to manage these in a transparent way?

**Comments**

It is difficult for the Panel to comment on this



**AGENDA ITEM 8**

Essex Police and Crime Panel	<b>EPCP/051/14</b>
Date: 27 November 2014	

**Forward Look**

Report by the Secretary to the Panel

Enquiries to: Colin Ismay: 033301 34571 colin.ismay@essex.gov.uk

**Purpose of report and background**

To plan the business of the Panel.

The next Meeting of the Panel is scheduled for 29 January 2014.

Business proposed to be taken to the meetings is as follows:

<b>Date</b>	<b>Performance for period up to</b>	<b>Other business</b>
29 January		<ul style="list-style-type: none"> <li>Proposed Police Precept for 2015/16</li> </ul>
19 February	End December Q3	<ul style="list-style-type: none"> <li>Hold against precept needing to come back</li> </ul>
25 June	End March Q4	<ul style="list-style-type: none"> <li>Election of Chairman</li> <li>Appointment of Vice-Chairman</li> <li>Part-Night Lighting review</li> </ul>
29 October	End June Q1	<ul style="list-style-type: none"> <li>Annual Report</li> </ul>
26 November	End September Q2	<ul style="list-style-type: none"> <li>Commissioner's Budget Plans</li> </ul>

The Panel is asked to indicate any other business it would like to consider and approve the schedule of meetings.

Potential Future items: Police Integrity and ethics; the impact of Transforming Rehabilitation and the changes to the Probation Service







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**HMIC's new programme of regular all-force inspections, known as the PEEL (police efficiency, effectiveness and legitimacy) assessments**

Report by the Secretary to the Panel

Enquiries to: Colin Ismay: 033301 34571 [colin.ismay@essex.gov.uk](mailto:colin.ismay@essex.gov.uk)

**Purpose of report and background**

At its last meeting the Panel received a copy of the response to the HMIC consultation on its new annual programme of all-force inspections. The inspections will provide accessible, annual independent assessments of the performance of police forces. They will make it possible to see from a small number of easy-to-understand categories of police activity and assessment, how well police forces are performing.

The inspections will be called Police Efficiency, Effectiveness and Legitimacy assessments, or PEEL assessments. The PEEL assessment programme will give HMIC a solid baseline to comment on the breadth of policing. It will reduce the need for additional thematic inspections and should, over time, lead to a reduction in the inspection demands placed on forces.

This is to inform the Panel that HMIC will be launching its new PEEL website with limited information to begin with, with effect from 27 November. The following link will take you to the relevant part of the website:

[PEEL assessments](#)



