

Essex Police and Crime Panel

14:30	Thursday, 20 July 2017	Committee Room 1, County Hall, Chelmsford, CM1 1QH
--------------	-----------------------------------	---

Quorum: 5

Membership

Councillor Kerry Smith
Councillor Wendy Schmitt
Councillor Paul Barrell
Councillor Godfrey Isaacs
Councillor Bob Shepherd MBE
Councillor Mike Lilley
Councillor Gary Waller
Councillor John Jowers
Councillor Tony Durcan
Councillor Penny Channer
Councillor Mike Webb
Councillor Ann Holland
Councillor Lynda McWilliams
Councillor Joycelyn Redsell
Councillor Jim Gordon
John Gili-Ross
Kay Odysseos

Representing

Basildon Borough Council
Braintree District Council (Vice-Chairman)
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
Independent Member
Independent Member

For information about the meeting please ask for:

Robert Fox, Scrutiny Officer, ECC, and Secretary to the Panel

Fiona Lancaster, Committee Officer

Telephone: 033301 34573

Email: fiona.lancaster@essex.gov.uk



Essex County Council

Essex County Council and Committees Information

All Council and Committee Meetings are held in public unless the business is exempt in accordance with the requirements of the Local Government Act 1972.

Most meetings are held at County Hall, Chelmsford, CM1 1LX. A map and directions to County Hall can be found at the following address on the Council's website:
<http://www.essex.gov.uk/Your-Council/Local-Government-Essex/Pages/Visit-County-Hall.aspx>

There is ramped access to the building for wheelchair users and people with mobility disabilities.

The Council Chamber and Committee Rooms are accessible by lift and are located on the first and second floors of County Hall.

If you have a need for documents in the following formats, large print, Braille, on disk or in alternative languages and easy read please contact the Committee Officer before the meeting takes place. If you have specific access requirements such as access to induction loops, a signer, level access or information in Braille please inform the Committee Officer before the meeting takes place. For any further information contact the Committee Officer.

Induction loop facilities are available in most Meeting Rooms. Specialist head sets are available from Duke Street and E Block Receptions.

The agenda is also available on the Essex County Council website, www.essex.gov.uk. From the Home Page, click on 'Your Council', then on 'Meetings and Agendas'. Finally, select the relevant committee from the calendar of meetings.

Please note that in the interests of improving access to the Council's meetings, a sound recording is made of the public parts of many meetings of the Council's Committees. The Chairman will make an announcement at the start of the meeting if it is being recorded. The recording/webcast service is not guaranteed to be available.

If you are unable to attend and wish to see if the recording/webcast is available you can visit this link www.essex.gov.uk/Your-Council any time after the meeting starts. Any audio available can be accessed via the 'On air now!' box in the centre of the page, or the links immediately below it.

Part 1

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

		Pages
1	Apologies for Absence and Notices of Substitution The Secretary to the Panel to report the receipt (if any).	
2	Minutes To approve the minutes of the meeting held on 1 June 2017.	5 - 10
3	Declarations of Interest 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.	
4	Questions to the Chairman from Members of the Public The Chairman to respond to any questions relevant to the business of the Panel from members of the public.	
5	Revised Membership	
6	Update on the proposed joint governance of Police and Fire & Rescue Services in Essex	11 - 16
7	Tackling gangs in Essex	17 - 24
8	Report from the Ethics and Integrity Sub-Committee	25 - 28
9	The Police and Crime Commissioner Decision Report	29 - 32
10	The Police and Crime Commissioner to update the Panel on On-going issues	
11	Report from the LGA Police and Crime Panels Workshop of 12 July 2017	
12	Forward Look	33 - 34
13	Date of Next Meeting To note that the next meeting will be held at 2.30 pm on Thursday 19 October 2017, in Committee Room 1, County Hall.	

14

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.

15

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 the meeting of the Essex Police and Crime Panel, held in Committee Room 1 County Hall, Chelmsford, CM1 1QH on Thursday, 01 June 2017

Present:

Present

Cllr Wendy Schmitt
 Cllr Godfrey Isaacs
 Cllr Bob Shepherd
 Cllr Mike Lilley
 Cllr Gary Waller
 Cllr John Jowers
 Cllr Tony Durcan
 Cllr Penny Channer
 Cllr Mike Webb
 Cllr Ann Holland
 Cllr Lynda McWilliams
 Cllr Joycelyn Redsell
 Cllr Jim Gordon
 John Gili-Ross
 Kay Odysseos

Representing

Braintree District Council
 Castle Point Borough Council
 Chelmsford City Council
 Colchester Borough Council
 Epping Forest District Council
 Essex County Council
 Harlow District Council
 Maldon District Council
 Rochford District Council
 Southend Borough Council
 Tendring District Council
 Thurrock Borough Council
 Uttlesford District Council
 Independent Member
 Independent Member

The following Officers were in attendance throughout the meeting:

Anna Hook Head of Commissioning Growing Essex Communities
 Robert Fox Scrutiny Officer, Essex County Council,
 Lisa Siggins Committee Officer, Essex County Council

Roger Hirst, Essex Police and Crime Commissioner, was in attendance throughout and supported by Jane Gardner, Deputy Police and Crime Commissioner, Susannah Hancock, Chief Executive and Greg Myddelton, AD for Commissioning OPCC.

1 Apologies for Absence and Notices of Substitution

There were none.

2 Minutes

The minutes of the meeting held on 16 February were approved as a correct record and signed by the Chairman.

3 Terms of Reference and Procedure Rules

The Panel **agreed and noted** the Terms of Reference and Procedure Rules

4 Declarations of Interest

Councillor Holland declared an interest as a member of the Essex Fire Authority and as a Member of the LGA Fire Commission. She also advised that her son is a Police Officer for Essex Police.

Councillor Smith declared an interest as a member of the Essex Fire Authority and stated that he has also been invited to attend a meeting of the LGA as an independent party representative.

Councillor Channer declared that she is deputy Cabinet Member to Councillor Madden who has portfolio responsibilities for children and families.

5 Questions to the Chairman from Members of the Public

Councillor Mike Mackrory asked for details of the overall strategy for dealing with knife crime in the County.

The Commissioner acknowledged that serious violent crime is an issue of concern in Essex and that it forms one of the priority areas within the Police and Crime Plan 2016 - 20. One example of how it is being tackled is through knife amnesties, which have been introduced across Essex, with knife surrender bins placed in various locations around the County. He added there had been some success in connection therewith and that work is being done with local organisations to promote awareness to young people of the dangers of knives.

6 Election of Chairman

It having been moved by Councillor Channer and seconded by Councillor Isaacs it was

Resolved:

That Councillor John Jowers be elected Chairman for the 2017/18 municipal year.

7 Appointment of Vice-Chairman

It having been moved by Councillor Jowers and seconded by Councillor Channer it was

Resolved:

That Councillor Schmitt be elected Vice-Chairman for the 2017-18 municipal year.

8 Appointment of Ethics and Integrity Sub-Committee

The appointment of the following to the Ethics and Integrity Sub-Committee was confirmed:

Councillor Channer

Councillor Isaacs

Councillor Shepherd

Kay Odysseos

9 **Police and Fire Collaboration - Local Business Case update**

The Panel considered report EPCP/08/17 by the Chief Executive of the OPCC to the Panel, which provided an update on progress made in relation to the local business case for joint governance of Police and Fire & Rescue Services in Essex.

The following points were made during the ensuing discussion:

- The Commissioner advised that the consultation period concluded on 10th May with formal support being received from the three tier 1 authorities in the County
- Essex is the first county in the country to consult on a local business case for joint governance of police and fire and submit it to the Home Secretary for approval.
- The final version of the local business plan was been submitted to the Home Office on the 19th May. The PCC continues to aim for a 1st Oct start date but he proposed time scale may be affected by the General election.
- The Fire Authority supported the proposal to go out to consultation on the local business case (vote of 15-2)
- Details of the Fire Brigade union's response to the consultation can be found on the PCC website

DECISION

The Panel:

1. **Noted** the results of the PCC's public consultation in relation to joint governance of Police and Fire & Rescue Services in Essex;
2. **Noted** the final version of Local Business Case for Joint Governance of Police and Fire & Rescue in Essex which was submitted to the Home Office on the 17th May 2017; and
3. **Noted** the proposed transition activities which will need to be undertaken prior to the 1st October 2017.

10 **The Future of the Panel**

The Panel considered report EPCP/09/17 by the Secretary to the Panel, which set out the actions required for reviewing the role of the Panel in holding the Commissioner to account if and when he assumes responsibility for the Fire

Service.

The following points were made during the ensuing discussion:

- The Chairman pointed out that the workload of the Panel will increase and it was felt that financial support would be required to provide dedicated support.
- The Chief Executive advised that whilst a bid had been submitted to the Home Office for assistance to develop the business case, there had been no additional funding received for the transition programme.
- The Commissioner recognised the request for financial support by the Chairman and offered to have a conversation with him in this regard

DECIDED:

That the report on the future of the Panel be **noted**.

11 Domestic Abuse update

The Panel considered report EPCP/10/17 by Gregg Myddelton (OPCC) and Supt. Tom Simons (Essex Police), providing an update on key developments relating to priority 3 in the Police and Crime Plan: Breaking the cycle of Domestic Abuse.

The following points were raised during the ensuing discussion:

- There has been positive engagement with Health and through this victims have now been identified from hospital A&E and maternity units and referred into help.
- In the past few years there has been a significant increase in reports of abuse from older members of the population
- There is positive engagement with schools in the County although this needs to be developed further.
- In response to a request regarding details of "non - violent" abuse, the deputy Commissioner confirmed that relevant data will be provided to the Panel at a later date.
- In response to a request for information regarding repeat offenders, the Panel were advised that whilst this data was not available at the present time, but would be provided at a later date.
- Anna Hook informed the Panel that a Community leaders group panel session (post Manchester bombings) had been held on 31st May. There were representatives from a variety of faith based organisations and it had been a very positive event.

DECIDED:

That the report on Domestic Abuse update be **noted**

12 The Police and Crime Commissioner Decisions Report

The Panel considered report EPCP/11/17 by the Police and Crime Commissioner to the Panel, which provided a summary of the financial and strategic decisions made by the PCC. It contained information on decisions made in 2016/17 Q4 and included decisions made up to and including 19 May 2017.

The following points were made during the ensuing discussion:

- The Commissioner advised that this was a new way of reporting to the Panel and that he hoped it would be an improvement to the reporting process
- In response to a request for budgetary information to be included, the Commissioner pointed out that this information is contained within the individual reports that are on the PCC website.

DECISION:

That the Police and Crime Commissioner report be **noted**.

13 Forward Look

The Panel considered report EPCP/12/17 by the Secretary to the Panel concerning the planning of the Panel's business. The following changes to the proposed business were proposed:

- Police Technology including Athena update and the emergency services network proposed for meeting on 20 th July will be taken to the meeting on 19th October
- Tackling Gangs in Essex update will be taken to meeting 20th July instead of 19th October
- PCC annual report will be added to the business of meeting on 19th October

The Panel **agreed** the content of the Forward Look subject to the changes detailed above.

14 The Police and Crime Commissioner to update the Panel on On-going Issues

The Commissioner said that he was pleased to advise the Panel that the Chief Constable Stephen Kavanagh has had his contract extended for a further period of four years.

15 Date of Next Meeting

The Panel **noted** that the next meeting would take place at 2.30 pm on Thursday

20 July 2017, in Committee Room 1, County Hall, and that this would be preceded by a private pre-meeting starting at 1.45 pm

Chairman

AGENDA ITEM 6

Essex Police and Crime Panel	EPCP/13/17
Date: 20th July 2017	

Police and Crime Plan: Update on the proposed joint governance of Police and Fire & Rescue Services in Essex

Report by the Police and Crime Commissioner to the Panel

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

susannah.hancock@essex.pnn.gov.uk

1. PURPOSE OF THE REPORT

This paper provides an update to the Police and Crime Panel on the progress which has been made to prepare for the implementation of the proposed joint governance of Police and Fire & Rescue Services in Essex.

2. RECOMMENDATIONS

Members are asked to:

1. Note the key transition activities which are planned to be undertaken to ensure a smooth transition to the new governance model. The new governance model is subject to the Home Secretary's approval of the Local Business Case.
2. Note the progress in delivering the transition activities.

3. LOCAL BUSINESS CASE APPROVAL

The Local Business Case was submitted to the Home Secretary on the 19th May 2017. The final documentation is available to Members on the PCC's website:

<http://www.essex.pcc.police.uk/localcaseforchange>

The PCC met with the new Minister for Police and Fire, Nick Hurd, on the 6th July. They had a positive meeting. We expect to have a decision on the local business case very soon.

The PCC will advise the Police and Crime Panel of the Home Secretary's decision at the earliest opportunity, once he has received confirmation.

4. TRANSITION ACTIVITY

In advance of a decision by the Home Office, the Office for the PCC has commenced initial work in planning for the transition. This work reports into the Emergency Services Strategic Governance Board which is chaired by the PCC and includes the Chair of the Fire Authority, the Acting Chief Fire Officer and the Chief Constable. The transition planning is being undertaken in close discussion and liaison with senior officers from ECFRS and Essex Police. A Transition Working Group has been established to take this work forward.

The aim of the transition programme (assuming the Home Office approve the decision) is to ensure a smooth as possible transfer to the PCC-style FRA. A detailed project plan has been developed, setting out what will need to be undertaken to enable these priorities to be achieved.

Key activities identified in the project plan include:

- Constitution - Develop a revised EFA constitution to reflect the new legislation and statutory order.
- Governance Structure - Review existing board structure and identify the appropriate structure to support the PCC-style FRA in their role of effectively governing ECFRS. This will need to be fed into the new constitution.
- Statutory Roles - Develop the role of the Statutory Chief Officers under a revised governance model. This will need to be fed into the new constitution.
- Scheme of Delegation - Develop a new PCC-style FRA Scheme of Delegation to the senior officers of the ECFRS.
- Governance Meetings - Review the existing planned business of the FRA, and realign work to the new governance structure including setting a series of meeting dates for the new boards which will support the PCC-style FRA.
- Formation of Police, Fire and Crime Panel - Liaison with Essex County Council's Secretariat team regarding the development of the revised Terms of Reference for the new Police, Fire and Crime Panel.
- Staff Formal Consultation - Undertake a formal consultation of all staff on their transfer to the PCC-style FRA.
- Communication Plan - Develop an internal communication plan for activity supporting the roll out of the new governance model.

The transition plan and the progress against are reported monthly to the Emergency Services Strategic Governance Board.

5. TRANSITION PROGRESS

A summary of the progress which has been made against the key deliverables is included in **Appendix A**.

6. RISK MANAGEMENT IMPLICATIONS

A risk register is review at each Strategic Governance Board.

7. FINANCIAL IMPLICATIONS

The costs for the preparation of the Local Business Case and any preparation for transition have been met by the Office of the Police and Crime Commissioner.

8. LEGAL IMPLICATIONS

The Local Business Case has been prepared under enabling provisions included with the Policing and Crime Act 2017.

9. USE OF RESOURCES IMPLICATIONS

Officers and staff from ECFRS, and the Office of the PCC are contributing to preparing for the transition.

10. EQUALITY IMPLICATIONS

There are no direct equality implications within the report.

An Equality Impact Assessment was completed as part of the Local Business Case.

APPENDIX A – KEY TRANSITION PROGRESS UPDATE

Title	Description	Status	Update	Proposed Completion Date
Constitution	Develop a revised EFA constitution to reflect the new legislation and statutory order	In Progress	Work has commenced to review the new legislation and the existing constitutions of both the OPCC and EFA. This will be progressed to a draft constitution once the content of the draft Statutory Instrument has been made available.	31 st August 2017
Governance Structure	Review existing board structure and identify the appropriate structure to support the PCC-style FRA in their role of effectively governing ECFRS. This will need to be fed into the new constitution	In Progress	<p>The PCC has indicated that to support his decision making the following boards are created.</p> <ul style="list-style-type: none"> • Fire & Rescue Performance & Resources Board • Fire & Rescue Audit Committee • Fire & Rescue Strategic Board <p>The terms of reference and the mapping of responsibilities from the existing FRA committees are currently in progress.</p>	31 st July 2017
Statutory Roles	Develop the role of the Statutory Chief Officers under a revised governance model. This will need to be fed into the new constitution	In Progress	Work has commented on defining and developing the role of the statutory officers. This is being fed into the draft constitution.	31 st July 2017
Scheme of Delegation	Develop a new PCC-style FRA Scheme of Delegation to the senior officers of the ECFRS.	In progress	Early discussions have taken place. Work now underway to develop drafts.	31 st August 2017
Governance Meetings	Review the existing planned business of the FRA, and realign work to the new governance structure including setting a series of meeting dates for the new boards which will support the PCC FRA.	In progress	Early scoping now underway.	31 st August 2017
Formation of Police, Fire and Crime Panel	Liaison with Essex County Council's Secretariat team regarding the development of the revised Terms of Reference for the new Police Crime and Fire Panel.	In Progress	<p>An initial meeting was held for members of the Police and Crime Panel, and Essex Fire Authority to discuss the different skills which would be required.</p> <p>The responsibility for the panel sits with ECC.</p>	30 th September 2017

Title	Description	Status	Update	Proposed Completion Date
Staff Formal Consultation	Prepare and undertake a formal consultation of all staff on their transfer to the PCC-style FRA.	In Progress	Initial meetings held between ECFRS HR Team and OPCC Staff. Project plan has been developed to deliver a staff transfer under COSOP. There is preparatory work underway to enable the staff consultation to commence following a decision from the Home Office. PCC has confirmed that there will be no changes to staff terms and conditions.	31 st August 2017
Communication Plan	Develop an internal communication plan for activity supporting the roll out of the new governance model.	In Progress	Regular engagement between the communications leads of ECFRS and OPCC have ensured that staff comms has been timely. A communications plan has been developed to align with the Staff Consultation.	30 th September 2017

AGENDA ITEM 7

Essex Police and Crime Panel	EPCP/14/17
Date: 20 th July 2017	

Report title Tackling gangs in Essex

Report by: Paul Wells (Essex Police)
Greg Myddelton (OPCC)

Enquiries to: Greg Myddelton
Telephone: 01245 291644
Email: greg.myddelton@essex.pnn.police.uk

1. Purpose of report

This report provides the panel with an update on the work of Essex Police, the OPCC and partners in tackling gangs in Essex.

2. Recommendation

That panel members note the report.

3. Overview

Tackling gangs and organised crime, and reversing the trend in serious violence, which is often the result of gang activity, are two of the key priorities within the Police and Crime Plan for Essex.

Whilst the actual number of gang-related incidents can be difficult to measure, we know that over recent years there has been an increase in the level of serious violence which has been linked to the activity of gangs across parts of Essex.

Tackling this issue requires operational and strategic responses across a wide range of partners.

4. Operation RAPTOR:

Operation Raptor is the operational approach taken by Essex Police to dealing with the issues of Urban Street Gangs (USG) within Essex.

Tackling gang criminality & knife crime also form a key part of the draft Essex Police Crime Prevention Strategy.

The strategic aims of Operation Raptor are:

- Support victims of gang crime in particular repeat victims and those vulnerable to gang exploitation & violence
- Target the offenders, in particular repeat offenders and, in doing so, increase the number of positive outcomes (prosecution or other intervention)
- Work with local communities, the media, businesses and partners to increase the level of actionable intelligence
- Work with other forces and partners to understand and tackle to local drugs supply market – “County Lines”
- Identify & address patterns, trends & hot spots in knife crime
- Work with schools, colleges & the voluntary sector to effectively engage with young people about the dangers of gangs and the carrying of knives, supporting diversionary activity

Whilst very important, enforcement activity is only a part of the overall approach to tackle USG's. To be effective, it must form part of co-ordinated approach across Essex Police and its partners. To this end, Safer Essex has established a sub-group to co-ordinate learning and activity across the partnership in order to tackle the issue of gangs across the partnership.

5. Current USG picture:

The Essex Individual Harm Matrix has been developed to identify the most harmful gang / drug line member's active in Essex.

This comprises a combination of Trident recognised gang members operating in Essex, London based drug dealers / members who travel to Essex to commit offences and local nominals linked to specific gangs /drug lines that are active in Essex.

The individuals are scored based on violent offences and intelligence relating to violence AND drug offences and intelligence relating to drug dealing.

There are currently 150 active individuals representing 48 different Gangs on the Matrix. The age range of the gang members is 13 -56 with an average of 24.

The matrix also holds records for 91 individuals who were active but currently in custody and for 124 inactive individuals where no intelligence has been received for at least 3 months.

6. Raptor Enforcement Teams

All three Local Policing Areas (LPAs) continue to have dedicated Operation Raptor enforcement teams. The focus of these teams is to carry out enforcement activity focused towards disrupting gang activity. The teams can come together if required in response to a specific issue, or work as individual teams on their respective LPAs. They are supported as required by specialist teams.

Essex Police is currently reviewing further proactive support options to support Op RAPTOR and other key operational areas. Technological advances have also offered new proactive opportunities, which Essex police will utilise in its approach to USG.

Since January 2017, RAPTOR teams across the County have;

- Arrested 279 people
- Charged 130 people
- Submitted 484 Intelligence reports
- Seized approximately £100,000.00 in cash.
- Seized 31 Vehicles

7. Cross Border Working

One of the key issues in tackling 'County Lines' is that the networks involved are not based solely within the Essex Police Districts. Within Essex, it is often the "lower levels" of the network that are visible, making effective enforcement challenging, as these subjects are easily replaced by the wider network.

Over the last 12 months, Essex Police have been working with the Metropolitan Police Service (MPS) to take a more holistic approach to the entire county line, through an approach called Project DENVER. Project DENVER has seen joint activity between Essex Police & MPS, on what was assessed as one of the most significant gangs within the MPS (with significant levels of violence associated with their activity). Over the last year, co-ordinated activity has and continues to be undertaken – which has had a significant reduction in the activity of this specific line.

The approach taken in Project DENVER is now being expanded to further “lines” operating within the MPS & Essex Police. This approach is recognised as good practice by national government and is being established in other areas.

8. Community Policing Hubs

Partnership working & the sharing of information & intelligence is key to effectively tackling gangs.

As local Community Safety Hubs continue to develop across the districts and unitaries, RAPTOR teams continue to form an integral part of those multi-organisational information sharing arrangements.

Local RAPTOR tasking has been established in a number of areas linked to the hubs. This involves a range of partner agencies coming together to share information & intelligence & co-ordinate a multi-agency approach. This approach will continue to be developed over the forthcoming year.

9. Media

Over the past 12-months Op Raptor has become firmly established in the consciousness of the public and local and national media. Communications activity over the last year has been extremely proactive with on average between two and four press releases issued every week showcasing everything from arrests, operations, warrants and sentencings to activity with stakeholders (for example community events, conferences with partners and closure orders). During the Raptor weeks of action activity is heightened further with one media release per day for the duration.

The Raptor teams are featured heavily in local media and have now attracted national media interest. Negotiations remain ongoing between the Essex Police

press office and the BBC who are hoping to feature the Op Raptor teams in two major programmes (Ill Gotten Gains and Panorama).

10. Institute of Community Safety (ICS) & Safer Essex

The Institute for Community Safety (ICS), working closely with the Home Office, were recently commissioned by the PCC to develop a countywide strategic framework for tackling gangs, violence & vulnerability.

The ICS report identified five key themes;

- 1) Data/intelligence** - understanding the nature of the threat posed by gangs around violence and vulnerability is the key to partnerships being in a position to effectively tackle the problem. Such understanding is crucial to drawing in partners who may not initially see the issue as something they should be involved with, but who are undoubtedly impacted by this agenda.
- 2) Governance** – this covers all aspects of the work, and is about leadership, vision, partnerships, performance management and target monitoring. Leadership matters as much at a tactical level as it does at a strategic level, but the key is how leaders persuade other partners why they should be involved, and how. The problem of gangs, violence and vulnerability is cross-cutting, which means leadership and governance in a county and regional context is a key factor for success in this arena.
- 3) Enforcement/cross-border working** - an inconsistent use of tools and powers by partnerships to tackle gangs has been a feature of most gang-affected areas over the past five years. With a national increase in county lines activity, regions and partnerships previously unaffected by gangs have found themselves having to review procedures and activities. The phenomenon of county lines has led to the need for tools and powers that reflect the rise in exploitation and close links to trafficking and modern slavery. In addition, there is a crucial need for regions to link both strategically and operationally with those large urban areas exporting the gang issue.
- 4) Prevention** - preventing young people from becoming involved with gangs, violence and vulnerability is crucial if the cycle of gang violence is to be broken. Given the wide and almost endless scope of prevention work, we decided, after initial discussions with senior managers to

concentrate on schools, Pupil Referral Units (PRUs), alternative provision and vulnerable locations.

- 5) Safeguarding** – primarily, this issue is about safeguarding and protecting vulnerable people, who are being exploited by gangs. We know that harm is often hidden. With many vulnerable people it is not until the full circumstances surrounding that person are understood that the potential for harm is identified.

Safer Essex has been identified as the most appropriate partnership body through which this issue should be owned and developed. A sub-group of Safer Essex has been established to take forward this work, with a Tackling Gangs symposium taking place in mid- July to develop a joint action plan.

11. Diversionary Activity

In December 2016 the PCC commissioned a new service to pilot and deliver targeted interventions that seek to protect young people from the harm associated with gang affiliation. The project was a direct response to the commitment within the Police and Crime Plan to “prevent the exploitation of children and vulnerable people by gangs through early intervention initiatives and jointly commissioning diversionary activities”. The project was split into two requirements;

1. To provide direct, targeted support to individuals at highest risk of exploitation to divert them away from engaging in gang activity, and
2. Educating and informing professionals about identifying risk factors of gang-involvement, and how to signpost young people into appropriate support.

Following a competitive tender process the contract was awarded to an organisation called “Gangline” and delivery commenced in January 2017. The pilot is delivered in 6 areas with known ‘County Lines’ issues; Chelmsford, Colchester, Thurrock, Southend-on-Sea, Tendring and Basildon. The project will deliver one-to-one support with 100 vulnerable young people over 2 years, and provide awareness training to more than 700 professionals. It will be evaluated to inform future roll out.

The PCC also provides funding to a number of organisations including: The Essex Rape Crisis Partnership (ERCP), The Children’s Society, Catch22 and Victim Support which provide support to young people that may have been

victims of gang-related crime or may be at risk of exploitation. In addition, the PCC provides funding to a range of activities through the Community Safety Development Fund (CSDF) which offer diversionary activity for young people and raise awareness of the dangers of carrying weapons, especially knives. Specific knife-crime charities have been supported through the PCC's CSDF in recent years.

12. Op SCEPTRE (Knife Crime)

The use of knives as part of the USG culture continues to grow. Op SCEPTRE is the national operation, designed to combat the increase of knife crime in Essex. Essex Police continue to participate in the national "Op SCEPTRE" activity. In 2017, there has been one official "week of action" under Op SCEPTRE (May 1st to 8th). A second week of activity is planned in July 2017.

Essex Police will continue to develop its activity to deal with this issue, both as part of Op RAPTOR and as specific activity under Op SCEPTRE.

The results of the first week of action;

<u>Performance Summary</u>					
	Total		Total		Total
Knives Seized	15	Sec 1 PACE searches	12	Intel. submissions	18
Weapons Seized	10	Retail Premises Visited	0	No. of Engagement events	8
Total Arrests	8	No. of Retail Pass	0	No. of Education events	0
Knife/bladed arrest	4	No. of Retail Failures	0		
HKC* arrest		Street Cautions	0		

13. Summary of key strategic focus for 2017

During 2017, Operation RAPTOR will continue to develop its approach to tackle USG, specifically focusing on;

- Development of partnership approach to USG – cognisant that enforcement activity alone will not tackle the issue.
- Development of effective cross border working – sharing of information & intelligence to take a holistic approach to USG.
- Development of dealing with vulnerability issues, including the use of legislation not previously associated with USG (such as Human Trafficking / Civil Orders).
- Activity to tackle knife crime.

Minutes of the meeting of the Essex Police and Crime Panels' Ethics and Integrity Sub-Committee, held in Committee Room 1 County Hall, Chelmsford, CM1 1QH on Thursday, 06 July 2017

Present:

Present	Representing
Cllr Godfrey Isaacs	Castle Point Borough Council
Cllr Penny Channer	Maldon District Council
Roger Hirst	Essex Police and Crime Commissioner
Jane Gardner	Deputy Police and Crime Commissioner
Susannah Hancock	Chief Executive, Office of the Police and Crime Commissioner (OPCC)

The following officer was in attendance throughout the meeting:

Robert Fox Scrutiny Officer, Essex County Council,

1 Apologies for Absence and Notices of Substitution

Councillor John Jowers, Essex County Council; Councillor Bob Shepherd, Chelmsford City Council and Kay Odysseos presented their apologies.

2 Election of Chairman

In his absence, Councillor Penny Channer nominated Councillor John Jowers as Chairman of this sub-committee for which he is an ex-officio member. The nomination was seconded by Councillor Godfrey Isaacs.

In Councillor Jowers' absence Councillor Isaacs nominated Councillor Channer as Chairman for this meeting; a nomination Councillor Channer was happy to accept.

3 Confirmation of Membership of the Ethics and Integrity Sub-Committee

The Sub-Committee **noted** the membership as listed on the agenda.

The Terms of Reference, which were presented as an addendum to the meeting, were confirmed and **noted** by the Sub-Committee

4 Police and Crime Commissioner's Ethics and Integrity Framework; and the Essex Police Code of Ethics

Roger Hirst introduced the report to the Sub-Committee and stressed the importance of the Ethics and Integrity framework and the Police Code of Ethics. In addition, Essex Police has recently established an internal Ethics Board; and these initiatives are key in terms of enhancing and improving confidence in policing by the public.

The framework is a publicly available document.

The Essex PCC framework goes beyond the Nolan Principles, for example, with the addition of the concepts of fairness and respect; and it is critical Mr Hirst

stated that the Office for the PCC is held to account on this framework. Mr Hirst also stated he is appreciative of the establishment of the Essex Ethics Board, all of which is driving the current improvement in processes.

Regarding the membership of the Police Ethics Board, it was confirmed that the Independent Advisory Group representative on the Board is a non-police member. It was confirmed that the four independent staff members are appointed on a 12-month basis, and are appointed from staff that are not aligned to any other groups represented on the Board. The OPCC member on the Board will bring matters of interest forward for consideration to this Ethics and Integrity Sub-Committee. There is synergy between the two newly established bodies; and improvement of ethical behaviour of the police force as a whole, and attention being brought to bear at the earliest opportunity of things that should be seen as unacceptable is critical for public trust. Both Councillor's Channer and Isaacs supported this

The Police Standards Department (PSD) presents a quarterly report to the Essex PCC on public complaints and conduct procedures. Previously this was done through self-selection of instances. Now, however, this is done in two parts: self-selection and dip-sampling.

Susannah Hancock informed the Sub-Committee that the national Police code of ethics was established in 2014 - no ethical documentation existed beforehand. One of the key metrics in the Police and Crime Plan is confidence in policing and ethical behaviour is key in that.

Councillor Channer asked whether there is any filtering of issues that go forward to the Police Ethics Board given the size of the organisation? Susannah Hancock responded that the first meeting was held recently and the issues were specifically about ethics and integrity. Police interest groups also feed in any issues they may have collected. Susannah stated she will feed back on the process for sending in issues for consideration. Susannah is the established linkage between the Police Ethics Board and this Sub-Committee.

Action: Susannah Hancock

Councillor Channer questioned whether there is a register of interest for the Police Ethics Board, in particular in relation to the procurement of hospitality and allowances? In response, Susannah Hancock stated there is in terms of secondary employment which has to be declared and decisions are made around any potential conflicts there may be.

A key part of new recruits training is the Police Code of Ethics and what are appropriate and inappropriate behaviours – this includes the use of social media. All police officers and police staff will be held to account on the code of ethics. The PCC agreed to look at continuing professional development on ethics and the frequency of training; and what is in Personal Development Plans about ethics.

Action: Essex Police and Crime Commissioner

5 Future Items for the Sub-Committee

The documentation presented to the meeting explained what is currently in place

to support ethics and integrity; and the standards the Essex PCC is seeking to hold the police to account on, as well as the standards the public can hold him to account on. The Sub-Committee should consider what it might wish to look at moving forward, and how it can assist in moving the ethics agenda forward.

It was **agreed** that the Sub-Committee will not be looking at individual cases but the generality of ethics and integrity. Given the earlier discussions, it was felt that themes such as misconduct could form part of the Forward Plan of the Sub-Committee.

Action: Robert Fox

Susannah Hancock outlined the sorts of ethical dilemmas facing police officers every day, such as the use of force and stop-and-search. In relation to the use of force the recent introduction by the Chief Constable of spit-guards was raised. It was agreed the use of spit-guards could be discussed at the next meeting of this Sub-Committee including an opportunity for members to look at a spit-guard. Key lines of enquiry being the rationale behind the introduction; the impact spitting by those apprehended has on the police force; and the proportionality and force applied in the fitting of them?

Action: Robert Fox / Susannah Hancock

On a wider level Councillor Isaacs questioned how the use of force in Essex compares to that of comparable police forces? It was **agreed** to bring this forward to a future meeting with benchmarking against other police forces on the codes, principles and frequency of force.

Action: Robert Fox / Susannah Hancock

The agenda and minutes of the Performance and Resources Scrutiny Board as well as the Strategic Board will be reviewed to see if there has been anything of relevance to this Sub-Committee to report back on.

Action: Susannah Hancock

Councillor Isaacs asked how harassment and bullying is monitored and acted upon within the force? Mr Hirst responded that he is not involved in any individual cases. However, from June 2018 when new legislation will take effect, he will take over from the Chief Constable the review process when individuals are unhappy with the outcome on cases. Currently appeal cases go to the Chief Constable for review.

It was **agreed** that further suggestions and a call for ideas will be made outside this meeting to those who could not attend.

Action: Robert Fox

With regard to issues of corruption, Mr Hirst explained that an Anti-corruption Unit at Essex Police to track and investigate any suggestion of corruption. The PCC has not seen any evidence of cases of corruption other than those highlighted by the dip-sampling in terms of misconduct. There are no linkages to organised crime and this has been probed; however the OPCC is not complacent about corruption. Essex Police have invested in the latest Anti-corruption software which once installed will help to track websites, emails etc. This is transparent and where it has been installed in other parts of the country,

has led to the managing of behaviours of officers.

6 Date of Next Meeting

Dates for potential meetings in the latter part of October 2016 will be circulated to the Sub-Committee to establish the next meeting.

Action: Robert Fox

Any other Business

With no further business identified the meeting closed at 3.07 p.m.

Chairman

AGENDA ITEM 9

Essex Police and Crime Panel	EPCP/16/17
Date: 20 July 2017	

PCP Meeting 20 July 2017: PCC Decisions

Report by the Police and Crime Commissioner to the Panel

Enquiries to: Susannah Hancock (Chief Executive)

Telephone: 01245 291613

Email: susannah.hancock@essex.pnn.police.uk

Purpose of report

The purpose of this report is to provide the Panel with information about financial and strategic decisions made by the PCC.

This report contains information on decisions made from the last submission date for the previous PC Panel Meeting of 1st June 2017, up to and including 11th July 2017, which is the final submission date ahead of the PC Panel Meeting on 20 July 2017.

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

Attachments:

Appendix 1: PCP Meeting 20 July 2017: PCC Decisions

PCP Meeting 20 July 2017: PCC Decisions *

Ref	Decision On	Date approved
054/17	Volunteer Award – Parish Safety Volunteers	11/05/17
056/17	Volunteer Award – Wickford Crimewatch	11/05/17
058/17	Festival of Rice	25/05/17
042/17	Body Worn Video (BWV) cameras for Essex Police Authorised Firearms Officers (AFO)	04/06/17
053/17	Pan Essex Council Tax Counter Fraud Software	05/06/17
057/17	Barnardos Children Affected by Parental Imprisonment (CAPI) Service	05/06/17
060/17	Essex Sexual Assault Referral Centre (SARC) Achieving Best Evidence (ABE) Suite	05/06/17
061/17	Basildon Community Safety Hub	08/06/17
066/17	Kelvedon Lease Accommodation	20/06/17
070/17	IT Infrastructure Modernisation	03/07/17
034/17	Sale of Former Saffron Waldon Police Station	03/07/17
071/17	Chelmsford SOS Bus	05/07/17
067/17	OPCC Budget 2017/18	06/07/17
062/17	Stansted Airport – Counter Terrorism Border Policing Accommodation	11/07/17
064/17	Walton Tornado 150 Event	11/07/17
072/17	External Audit Contract	11/07/17

For detailed information on each decision, go to the OPCC website at:

<http://www.essex.pcc.police.uk/decisions-5/>

Please note: *This report contains PCC Decisions made following the last PCP Meeting of 1 June 2017, up to and including 11 July 2017 (ahead of submission for the PCP Meeting of 20 July 2017).

AGENDA ITEM 12

Essex Police and Crime Panel	EPCP/17/17
Date: 20 July 2017	

Forward Look

Report by the Secretary to the Panel

Enquiries to: Robert Fox: 033301 34585 robert.fox@essex.gov.uk

Purpose of report and background

To plan the business of the Panel.

The next Meeting of the Panel is to be scheduled for September 2017.

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

Date	Performance for period up to	Other business
September 2017		<ul style="list-style-type: none"> • Police and Fire Collaboration • Estates Strategy
19 October 2017		<ul style="list-style-type: none"> • Police Technology including Athena update and the emergency services network • Presentation by the Chairman of the Police Joint Audit Committee • Police and Crime Plan Performance Report • PCC Decisions report
7 December 2017		<ul style="list-style-type: none"> • Budget Scene Setting • Report from the October meeting of the Ethics and Integrity Sub-Committee • Serious Violence • PCC Decisions Report
25 January 2018		<ul style="list-style-type: none"> • The Proposed Police Precept 2018/19 • PCC Decisions Report
15 February 2018		<ul style="list-style-type: none"> • Police and Crime Panel Performance Measures • Information sharing and co-operation • PCC Decisions Report
24 May 2018		<ul style="list-style-type: none"> • PCC Decisions Report

The Panel is asked to identify any other business it would like to consider.

