



Essex County Council

Essex Police, Fire and Crime Panel

14:00	Tuesday, 21 March 2023	Committee Room 1 County Hall, Chelmsford, CM1 1QH
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For information about the meeting please ask for:

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3	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. Please note that members of the public wishing to ask a question must email democratic.services@essex.gov.uk by noon on the day before the meeting and that questions must relate to an item on the agenda for the meeting.	
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| 11 | National Association of Police, Fire and Crime Panels Update | |
| 12 | Date of Next Meeting
To note that the next meeting will be held on Thursday 15 June 2023 at 2:00pm. | |
| 13 | 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)

The following items of business have not been published on the grounds that they involve the likely disclosure of exempt information falling within Part I of Schedule 12A of the Local Government Act 1972. Members are asked to consider whether or not the press and public should be excluded during the consideration of these items. If so it will be necessary for the meeting to pass a formal resolution:

That the press and public are excluded from the meeting during the consideration of the remaining items of business on the grounds that they involve the likely disclosure of exempt information falling within Schedule 12A to the Local Government Act 1972, the specific paragraph(s) of Schedule 12A engaged being set out in the report or appendix relating to that item of business.

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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.

Committee: Essex Police, Fire and Crime Panel

Enquiries to: Sophie Campion, Senior Democratic Services Officer

Membership, Apologies, Substitutions and Declarations of Interest

Recommendations:

To note

1. Membership as shown below
2. Apologies and substitutions
3. Declarations of interest to be made by Members in accordance with the Members' Code of Conduct

Membership

(Quorum: 7)

Representing

Councillor D Dadds
Councillor F Ricci
Councillor K Barber
Councillor R Savage
Councillor J Lager
Councillor M Lilley
Councillor P Stalker
Councillor R Playle
Councillor M Garnett
Councillor M Heard
Councillor A Williams
Councillor I Shead
Councillor L McWilliams
Councillor G Collins
Councillor M Sutton
John Gili-Ross
Sheila Murphy
Councillor J Deakin
Councillor A McGurran

Basildon Borough Council
Braintree District Council
Brentwood Borough Council
Castle Point Borough Council
Chelmsford City Council
Colchester City Council
Epping Forest District Council
Essex County Council
Harlow District Council
Maldon District Council
Rochford District Council
Southend-on-Sea City Council
Tendring District Council
Thurrock Council
Uttlesford District Council
Independent Member
Independent Member
Co-opted Member for Balanced Appointment
Co-opted Member for Balanced Appointment

Minutes of the meeting of the Essex Police, Fire and Crime Panel, held in Committee Room 1 at County Hall, Chelmsford on Tuesday, 7 February 2023

Present:

Councillor

Davida Ademuyiwa
Frankie Ricci (Chairman)
Keith Barber
Russ Savage
Michael Lilley
Paul Stalker
Ross Playle
Mark Heard
Ian Shead
Lynda McWilliams
Gary Collins
Maggie Sutton
Aidan McGurran

Representing

Basildon Borough Council (substitute)
Braintree District Council
Brentwood Borough Council
Castle Point Borough Council
Colchester Borough Council
Epping Forest District Council
Essex County Council
Maldon District Council
Southend-on-Sea Borough Council
Tendring District Council
Thurrock Council
Uttlesford District Council
Co-opted Member for Balanced Appointment

Co-opted Independent Members

Sheila Murphy

Also in attendance

Gemma Bint	Democratic Services Officer
Pippa Brent-Isherwood	Chief Executive, Office of the Essex Police, Fire and Crime Commissioner (OPFCC)
Sophie Campion	Senior Democratic Services Officer, Secretary to the Panel
Annette Chan	Chief Accountant, OPFCC
Neil Cross	Chief Finance Officer, Essex County Fire and Rescue Service
Jane Gardner	Deputy Essex Police, Fire and Crime Commissioner
Ben-Julian Harrington	Chief Constable, Essex Police
Roger Hirst	Essex Police, Fire and Crime Commissioner
Darren Horsman	Strategic Head of Policy and Public Engagement, OPFCC
Rick Hylton	Chief Fire Officer/Chief Executive, Essex County Fire and Rescue Service
Debbie Martin	Chief Finance Officer, OPFCC
Carlie Mayes	Maldon District Council, named substitute (observer)
Janet Perry	Chief Financial Officer, OPFCC
Emma Tombs	Democratic Services Manager
Dawn Walters	Management Accountant, OPFCC

1 Membership, Apologies, Substitutions and Declarations of Interest

The report of the Membership, Apologies and Declarations was received.

1. The membership of the Panel was noted.
2. The following apologies were noted:
 - John Gili-Ross (Chairman)
 - Cllr Mike Garnett, Harlow District Council
 - Cllr David Dadds, Basildon Borough Council, substitute was Cllr Davida Ademuyiwa
 - Cllr Jude Deakin, Co-opted Member for Balanced Appointment
 - Cllr Arthur Williams, Rochford District Council
3. The following declarations were made by Members:
 - Councillor Lynda McWilliams declared a Code Interest as her son was currently a serving Essex police officer and her granddaughter was a serving special police officer. Councillor McWilliams participated fully in the meeting.
 - Councillor Mark Heard declared a Code Interest as his son was currently a serving Essex police officer. Councillor Heard participated fully in the meeting.
 - Councillor Frankie Ricci declared a Code Interest as his step-son was currently a serving Essex police officer. Councillor Ricci participated fully in the meeting.

2 Minutes

The minutes of the meeting held on the 8 December 2022 were approved as a correct record and signed by the Chairman.

3 Questions to the Chairman from members of the public

There were none.

4 2023/24 Proposed Fire and Rescue Precept

The Panel received report EPFCP/01/23 which set out the proposed budget and precept for Essex County Fire and Rescue Service for 2023-24. The budget had been set in line with the objectives included within the Fire and Rescue Plan 2019-2024.

The Commissioner introduced the report setting out the proposed budget and precept for Essex County Fire and Rescue Service and highlighting the areas of focus linked to the Fire and Rescue Plan priorities. The Commissioner made reference to the main risk areas including the challenging economic situation, uncertainties within the funding sources and the on-going pay offer negotiations and potential industrial action. The Commissioner also gave some feedback from the precept survey which had been undertaken.

The Panel considered the detailed information provided on the budget and precept proposals. During the discussion members of the Panel asked a number of questions to seek clarification and test the evidence and assumptions, to

ensure that they were satisfied that the proposed Precept enabled delivery of the objectives included within the Fire and Rescue Plan 2019-2024 and represented value for money.

During the discussion the following points were made:

- Clarification was sought regarding the preparations and potential effect on the proposed budget of industrial action. The Commissioner and Chief Fire Officer confirmed that this had been looked at in detail, including the financial impact, ability to run the service and provide resilience cover by trained fire and rescue officers. It was hoped that it could be avoided but contingencies were in place.
- In testing the assumptions made in the proposed budget, a question was raised regarding what contingencies had been put in place for funding inflationary rises and market pressures. The Commissioner confirmed that provision had been made and there was flexibility with the general reserves if re-prioritisation was required.
- Clarification was given regarding the training budgets which had remained in line with the increase in the overall budget.
- An explanation was provided regarding how the precept flexibility to increase the precept to a higher level this year without a referendum, impacted on the medium and longer-term stability of the budget. There were a number of variable factors relating to the current economic situation but the aim was for a sustainable service, providing value for money and a balanced budget. It was acknowledged that further saving would be needed over the next couple of years to ensure sustainability.
- The Commissioner confirmed that he was content with the level of recruitment to the service.

It was agreed that further information would be provided to the Panel on the following:

- Detailed information on training budgets for the past 5 years.

The recommendation that the Essex Fire and Rescue precept be increased by £4.95 (6.57%) for the 2023-24 financial year for a property in Band D was put to the vote by the Panel Chairman. Following consideration of the report and having listened to the Commissioner's justification for the increase, the Panel voted 12 in favour to accept the Commissioner's proposal without qualification or comment, with one abstention. It was

Resolved:

That the Panel supported without qualification or comment, the Police, Fire and Crime Commissioner's proposed increase in the precept of £4.95 (6.57%) for the 2023-24 financial year for a property in Band D. The precept payable for a Band D Council Tax property would increase from £75.33 to £80.28.

5 2023/24 Proposed Police Precept

The Panel received report EPFCP/02/23 which presented the Police, Fire and Crime Commissioner's proposed police precept for 2023/24.

The Commissioner introduced the report setting out the proposed budget and precept for Essex Police and highlighting the areas of focus and investment linked to meeting the priorities of the Police and Crime Plan. The Commissioner also gave some feedback from the precept survey which had been undertaken. The Chief Constable highlighted some areas which had seen an improvement due to investment in those areas.

The Panel considered the detailed information provided on the budget and precept proposals. During the discussion members of the Panel asked a number of questions to seek clarification and test the evidence and assumptions, to ensure that they were satisfied that the proposed Precept enabled delivery of the objectives included within the Police and Crime Plan 2021-2024 and represented value for money.

During the discussion the following points were made:

- Members acknowledged the work of the Budget-Setting Working Group during the budget and precept setting process and the opportunity for all Panel members to gain an understanding of the process and background information to prepare for consideration of the precept proposals.
- In response to a query relating to where the newly recruited officers under the police uplift programme would be placed and how members of the public would see the benefit, the Commissioner outlined the teams and areas of focus and the increased visibility and presence.
- Some issues were raised by Members regarding a lack of visibility in rural areas, the response to low level crimes including retail crime, rising crime rates and lower solved rates and whether paying a higher precept would see improvements in these areas. The Commissioner highlighted areas of success where there had previously been focus and investment and the crime rate in those areas had decreased as a result. It was explained that there were specialised teams in place such as the rural crime team and business crime team. The Commissioner made reference to some points that had affected the crime figures including comparisons to the period of Covid where crime figures were distorted due to lockdowns and some new crime definitions which had been brought in. The Commissioner highlighted areas of focus including violent crimes and explained that he was confident and optimistic that with the increase in officers and the interventions which were being put in place, residents would see improvements.
- It was confirmed that additional support staff had been put in place to support the increased number of police officers, but not to the same level.
- In response to a question related to investigation and detection rates, it was confirmed that there was a focus on improving investigation. The Chief Constable outlined some areas where there had been some incremental improvement.

- In testing the assumptions made in the proposed budget, a question was raised regarding what contingencies had been put in place for funding inflationary rises and market pressures. The Commissioner confirmed that substantial provision for further inflation had been built in and there were strong assumptions around energy and fuel increases. There was some availability within the general reserve but other operational reserves had depleted due to rising costs. Depending on future pay settlements there would be robust discussions with the government on funding.
- In response to a question raised regarding potential impact from planning decisions, it was explained that there was a balance between increased tax revenue from new housing and increased demand on services. Lobbying was taking place to amend the current planning system to take into account emergency services.
- It was confirmed that there was no charge to residents for investigation of crime.
- It was clarified that there were different routes into recruitment to the service which included apprenticeships, degree holders and non-degree holders.
- Issues around the investigation of domestic violence cases, support for victims and working in partnership with other agencies were raised. In response the Commissioner, Deputy Commissioner and Chief Constable set out what investment had been made in this area, the work of the partnership board which brought together all key stakeholders and the work which had been done to better understand needs in this area and provide a better service. It was explained that there had been a huge amount of investment in investigators and improvements in working relationships with the Crown Prosecution Service. Advisors were in place to provide better support to victims. Prevention work was also done through education, through the joint education services provided by the Police and Fire service but also through the Essex County Council public health programme providing information on healthy relationships.
- Clarity was provided regarding measures in place on vetting processes and standards of professionalism within the service.
- Confirmation was given regarding training budgets, on-going refresher training and specialist skills training.
- Members asked what could be done to encourage better engagement levels in the precept survey in future. It was confirmed that different strategies were tried each year. A suggestion was made to involve local Community Safety Partnerships in future.
- It was confirmed that funding which had been received previously from some local Councils, to assist in increasing the number of officers, had been welcome particularly when resources were tight. However, where this funding may be re-directed in future, there would not be a cut to the number of police officers.

It was agreed that further information would be provided to the Panel on the following:

- Detail on increased level of support staff within the service.
- Detailed information on training budgets for the past 5 years.

The recommendation that the Essex Police precept be increased by 6.84%, equivalent to an increase of £14.94 a year, from £218.52 to £233.46 for a Band D property was put to the vote by the Panel Chairman. Following consideration of the report and having listened to the Commissioner's justification for the increase, the Panel voted 11 in favour and 2 against to accept the Commissioner's proposal without qualification or comment. It was

Resolved:

That the Panel supported without qualification or comment, the Police, Fire and Crime Commissioner's proposed precept increase of 6.84%, equivalent to an increase of £14.94 a year, from £218.52 to £233.46 for a Band D property, raising an additional £9.91 million of council tax receipts.

6 Date of Next Meeting

The Chairman confirmed that the reserve meeting date of Monday 20 February 2023 would not be required due to the Panel's decision to support the proposed precepts.

The Panel noted that the next meeting would take place on Tuesday 21 March 2023.

There being no urgent business, the meeting closed at 12.16pm.

Report title: Police and Crime Plan Performance Measures – Quarter 2 2022/23	
Report to: Essex Police, Fire and Crime Panel	
Report author: The Police, Fire and Crime Commissioner for Essex	
Date: 21 March 2023	For: Noting and comment
Enquiries to: Suzanne Harris (Head of Performance and Scrutiny - Policing and Crime) 01245 282083 suzanne.harris@essex.police.uk	
County Divisions affected: All Essex	

1. Purpose of Report

- 1.1 The purpose of this report is to provide an overview of Essex Police's progress in delivering the priorities set out in the Police and Crime Plan, based on data and other information to the end of September 2022.

2. Recommendations

- 2.1 That members of the Panel note and comment / seek clarity as appropriate on the content of the report and attached appendix.

3. Context / Summary

- 3.1 The attached quarterly report, produced by Essex Police and scrutinised at the Performance and Resources Board chaired by the Commissioner, provides highlight reporting against the priorities set out in the Plan.
- 3.2 This is the last iteration of the report in this format that will be presented to the Panel. Future reports will chart progress against a key set of metrics as well as highlighting areas of challenge and in need of improvement along with successes.
- 3.3 During Quarter 2, highlights with regard to performance include:
- Much good work continues to be done in collaboration with local community safety partners. For example, each district policing team continues to work with CSP partners to provide a visible, multi-agency presence to provide community reassurance and prevent offending in violent crime hotspots as part of Operation Grip. There were also joint patrols of police and Council ASB teams throughout the summer in Brentwood, Loughton, Waltham Abbey, Purfleet and Tilbury to tackle anti-social behaviour and disorder during the good weather. Operation Union once again provided high visibility across Southend during the summer, including through joint patrols with Council officers.

- “Street Weeks” are being held each month, bringing together Community Policing Teams, the Rural Engagement Team, the Business Crime Team, the Fraud Prevention Team, “Watch” schemes, Crimestoppers and local CSP partners to deliver a week of coordinated community engagement activities. Each event includes joint days of action tackling fly tipping and industrial scale waste.
- Southend became the first policing team in the UK to use “Open Gates”, a weapons searching system which can simultaneously check multiple people, which was funded by the CSP.
- The North Domestic Abuse Problem Solving Team (DAPST) alone supported the arrest of 77 offenders during Quarter 2. Of its cohort of 26 high threat perpetrators, six were remanded into custody as a result of its work.
- During Quarter 2, the North DAPST also obtained the first Stalking Protection Order for a high-risk victim of domestic abuse to feature the use of a Buddi-Tag condition.
- Volunteers also continue to make a notable contribution to the work of the force. Every Domestic Abuse Investigation Team (DAIT) in the north of the county now has Active Citizens embedded within them. In another national first, these volunteers provide additional capacity to enable the highest level of support to be provided to victims. In the South Local Policing Area (LPA), Victim Champions provide call backs to victims for an in-depth discussion of their experiences to help inform and improve police practice.
- Awareness of the Street Safe app has been reinvigorated to ensure anyone who feels unsafe can report areas of concern. Up to the end of September 2022, 71 reports had been received via the app, with concerns raised about street lighting, drug and drink use. By the end of December 2022, this number had risen significantly to 317 reports submitted.
- Work was conducted with the University of Essex and Anglia Ruskin University to deliver prevention training to students regarding consent, alcohol, drugs and personal safety at the start of the academic year. Engagement with students continues through a partnership approach and a dedicated police officer.
- The final part of section 28 of the Youth Justice and Criminal Evidence Act – the special measure to allow pre-recorded cross examination of intimidated victims of sexual and modern slavery offences – launched in Essex on 26 September 2022, with the Special Measures Assessment having been completely rewritten to ensure that eligible victims of crime are correctly identified and offered the most appropriate support early in the proceedings.
- The Rural Engagement Team (RET) continues to oversee all unauthorised encampments. During Quarter 2 there were 26 encampments, with policing powers used on 10 occasions. New legislation which came into effect in 2022 was enforced on one of these occasions.
- The Braintree and Uttlesford Districts pioneered a Victim Improvement Strategy which will be rolled out across the North LPA and potentially the force. This aims to increase the confidence of victims of crime through victim needs assessments, targeted street beats, victim cards, revisits and letters as well as the increased use of restorative justice and referrals into partners.

3.4 The quarter saw many positive results from targeted operations including:

- Operation Pan, which led to the identification and arrest of two suspects involved in a criminal gang using explosives to blow up ATMs and steal cash from within. Both pleaded guilty.
- Operation Semitone, which identified what appears to be an ongoing feud between two organised crime groups (OCGs) involved in the supply of drugs, with multiple incidents relating to the people involved. Two suspects have been identified, arrested and remanded awaiting trial.
- Operation Perform, which ran in Harlow throughout the summer, providing dedicated cycle patrols every day on the district's cycle paths and open spaces. Several arrests were made for possession of an offensive weapon and robbery during the operation.

3.5 In terms of areas for continued focus:

- Working to improve the solved rate for sexual offences remains a priority.
- During Quarter 2, 12 people were killed and 208 were seriously injured following road traffic collisions, compared with 16 fatalities and 228 serious injuries during the same period the previous year. Whilst this shows an improving direction of travel, performance in this area remains a significant departure from Vision Zero. In order to address this, a new Vision Zero roads policing operation has been running since 22 June 2022 to target offences on the strategic roads network. Up until the end of Quarter 2, this had identified 442 seatbelt offences, 87 mobile phone offences, 42 careless driving offences, 58 offences relating to a vehicle having no insurance, 1,119 speed offences and 125 other road traffic offences. The operation had also resulted in 13 arrests for drink / drug driving. The Extra Eyes road safety initiative also continues to gain momentum, with 1,339 submissions during Quarter 2, 895 (66.8%) of which resulted in a positive outcome. Quarter 2 saw an increase in submissions from vulnerable road users, including 376 pedal cyclists, 195 pedestrians and five horse riders.
- Call answering times remain a focus of attention. Additional resources are being allocated to assist with this and improvement is expected by the end of summer 2023.

4. Appendices

Appendix 1 – Police and Crime Plan 2021-2024 Quarterly Update – Quarter 2 2022/23

Police and Crime Plan 2021-2024

Quarterly update including MSG aspirations

Quarter 2 – 2022/23

Data to September 2022



Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q2

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Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q2

Priority 1 - Further investment in crime prevention

We will:

Build on the success of Community Safety Partnerships (CSPs) by encouraging increased targeting of hotspots, including in the night-time economy, and known offenders to tackle crime and anti-social behaviour (ASB).

North LPA

- Braintree Community Policing Team (CPT) conduct intensive days of action targeting Organised Crime Groups (OCGs) under Operation Heap. This is in partnership with CSP staff who conduct taxi operations to disrupt their use by OCGs. Recent deployments led to 17 intelligence reports, the seizure of three vehicles and four arrests.
- A housing subgroup has been created within the Braintree CSP to support vulnerable people with complex needs. The group identifies triggers leading to unacceptable behaviour causing tenancies to fail and a downward spiral of behaviour. The subgroup consists of Police, Housing, Mental Health and the local authority with a support package being agreed to support the individual.
- The Colchester Community Safety Delivery Board has formed a Crime Prevention Subgroup bringing together a range of partners who think collaboratively to address identified crime prevention and ASB issues. This has seen CCTV coverage increased to address the concerns of residents walking home at night.
- Uttlesford District has launched the Horizon Project, working with a cohort of clients with multiple disadvantages. The cohort has 11 clients who each agency works with to improve their outcomes and reduce the impact on emergency services, offending behaviour, homelessness and their readiness to enter the workplace.
- Maldon Community Policing Team works proactively with partners to target ASB hotspots and focus activity to challenge repeat offenders. Chelmsford and Tendring Districts lead night time economy `Nights of Action`, supported by partners across the CSP, Street Pastors, Uturn, businesses, public houses and taxi companies. These include targeted joint ASB patrols, advice to businesses, knife sweeps and knife arch use.
- “Balling with a Bobby” ran over the summer in Colchester and saw Essex Police work with the Essex Rebels basketball team to provide free basketball sessions for young people alongside engagement with officers, breaking down barriers through sport. The sessions were well received and, across the district, 16% of participants were from a ethnic minority background.
- Each district works with CSP partners to deliver Operation Grip, providing a visible presence in violent crime hotspots. We are including CSP partners in these patrols and, in Tendring, work is underway to include Street Pastors and the Essex County Fire & Rescue Service to enhance the effectiveness of this work.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q2

Priority 1 - Further investment in crime prevention

We will:

Build on the success of Community Safety Partnerships (CSPs) by encouraging increased targeting of hotspots, including in the night-time economy, and known offenders to tackle crime and anti-social behaviour (ASB).

West LPA

- Thurrock will see the launch of the new police quad bikes to target Public Space Protection Order (PSPO) breaches and those who commit ASB within the town centre. As of 16th September: 30 E-Scooters seized, 80 containers of alcohol seized, 10 PSPO tickets given and 180 people spoken around PSPO enforcement. This operation also resulted in the arrest of a male on an e-scooter and armed with a knife for various offences.
- There have been joint patrols throughout the summer with police and council ASB teams in Brentwood, Loughton, Waltham Abbey, Purfleet and Tilbury to tackle ASB and disorder in the good weather.
- Essex, Hertfordshire and the Metropolitan Police Service have been conducting the cross border Operation Claymore in July and August, using ANPR to identify vehicles linked to violence and drugs. These vehicles are then stopped by police and searches / arrests follow. This has been a successful operation to deter cross border crime.

South LPA

- South LPA partakes in a Community Operations Group, a monthly multi-agency problem solving group, jointly chaired by the CSP.
- “Open gates” are a weapons searching system which can simultaneously check multiple people. These were funded by the CSP. Southend is the first policing team to use this within the UK.
- Operation Grip is a more targeted streamlined “hotspot” approach, including joint patrols with council partners. Project Servator deployments are conducted within Operation Grip zones by both uniformed officers and partners from the CSP.
- Operation Union provides high visibility across Southend during the summer, with joint patrols from the Council. Operation Fair is used in Castle Point and Rochford to identify the most challenging offenders / individuals and create a process of visits, disruption activities, and partner referrals via the CSP including routes towards prosecution. Operation Casio in Basildon identified the top five most violent offenders and made a process of focussed intelligence gathering, visits, disruption, intervention and engagement with buy-in from the CSP to push towards crime prevention. Operation Hyena in Basildon is a focussed street robbery operation in hotspot offending areas with a blend of high visibility crime prevention patrols and use of covert assets to capture offenders.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q2

Priority 2 - Reducing drug driven violence

Through our Violence and Vulnerability Partnership we will: Protect vulnerable people from gangs while we deal with the hardened criminals who prey on them.

- The Serious & Organised Crime Unit in the Serious Crime Directorate (SCD) continues to target Class A drug dealers in the county with a focus on those individuals and gangs that cause the most harm to vulnerable people in our communities.
- Working with the LPAs, the Violence Reduction Unit and regional teams we have developed intelligence around those gangs that are primarily focussed on dealing drugs in the county. Through targeted interventions using a range of overt and covert tactics, we have made it a more hostile environment, limiting the gangs' ability to deal freely in drugs whilst at the same time identifying and safeguarding vulnerable people with partners.
- This work has expanded into the Metropolitan Police Area who we have a good working relationship with and regularly share intelligence and assist each other in targeted operations. Specifically we have had a lot of success around locating outstanding offenders who are directly linked to drug driven violence.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q2

Priority 2 - Reducing drug driven violence

Through our Violence and Vulnerability Partnership we will: Encourage and facilitate cooperation between public bodies in line with the government's proposed public sector duty to reduce serious violence.

- Operation Pan was an investigation centred around a criminal gang using explosives to blow up ATMs and steal cash from within. Two suspects were identified and have been arrested. Both males have pleaded guilty and are awaiting sentencing on remand.
- Operation Dapple was a reactive investigation into an attempted murder whereby the victim received a shotgun wound in a failed kidnap attempt in the Waltham Abbey area. After an extensive investigation, two males were identified and have subsequently been arrested. Warrants were executed and, during searches, cash, ammunition and the shotgun have been recovered.
- Operation Semitone is the investigation into a conspiracy to murder and possession of a firearm with intent to endanger life. The investigation has identified what appears to be an ongoing feud between two OCGs involved in the supply of drugs, with multiple incidents relating to the persons involved. Two male suspects have been identified and arrested. Both are remanded awaiting trial.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q2

Priority 3 - Protecting vulnerable people and breaking the cycle of domestic abuse

We will:

Continue the programme of investment in dedicated officers working in collaboration with other partners to support high volume, repeat victims and tackle repeat perpetrators and break the cycle of domestic abuse.

North LPA

- The North LPA is committed to ensuring its Domestic Abuse Problem Solving Teams (DAPSTs) deliver the highest service to repeat victims of domestic abuse and challenge repeat perpetrators. We are proud of the commitment of our teams who work in partnership with Independent Domestic Violence Advisers (IDVAs) and COMPASS to support victims and break the cycle of abuse.
- The North DAPST supported the arrest of 77 offenders during the reporting period, as well as conducting 14 DVPO enforcement visits and 28 victim engagement visits to ensure compliance with orders and referral to partner agencies. The team is managing a cohort of 26 high threat perpetrators, applying for civil orders, conducting engagement visits, and disruption work including 12 specific offender operations. As a result, six of these nominals are now remanded in custody.
- The North DAPST has increased its referrals into COMPASS and the IDVA service to ensure the right support to break the cycle of abuse. The North DAPST works alongside partners to engage with 81 of the most vulnerable victims of domestic abuse who are linked to live crimes or are associated with a high threat cohort perpetrator. In Tendring, the IDVAs now work in the police station, supporting partnership activity and the delivery of joint training.
- The North Domestic Abuse Investigations Teams (DAITs) deliver the investigation of domestic abuse, and managers work in partnership with the Crown Prosecution Service (CPS) through a local board, developing best practise and reviewing decisions made in serious and complex domestic abuse investigations.
- The North LPA leads project KULPA which will be launched in October in partnership with Next Chapter's IDVA service. This supports victims of abuse by providing an application to upload journals or material securely , ready for when they feel able to speak to the police. This provides reassurance to victims that phones may not need to be provided to the police to support an investigation.
- Braintree CSP has formed a Domestic Violence Subgroup, supporting individual victims and their needs. The group has membership from Essex Police, Next Chapter, Mental Health and housing.
- Community Safety Engagement Officers (CSEOs) from across the LPA attend the TRIBE project run by Next Chapter, engaging with children from DA relationships to talk about safety planning and building positive relationships.
- The Colchester District is piloting a Child Exploitation Community Panel, which brings together partners to discuss children at risk who do not meet statutory thresholds and also allowing partners to bring information to police around vulnerable places and spaces.

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Priority 3 - Protecting vulnerable people and breaking the cycle of domestic abuse

We will:

Continue the programme of investment in dedicated officers working in collaboration with other partners to support high volume, repeat victims and tackle repeat perpetrators and break the cycle of domestic abuse.

North LPA (Continued)

- Tendring District is working with Next Chapter's Tribe Project in Jaywick to meet families that have suffered domestic abuse and especially meeting the children within domestic abuse situations. Within this project, officers listen to concerns and fears to build trust and confidence.
- Our DAPST recently obtained a Stalking Protection Order for a high risk victim of domestic abuse which was the first of its kind to feature the use of a Buddi-Tag condition. We are also working towards two applications for Sexual Harm Prevention Orders against our highest risk offenders.
- Every North DAIT now has Active Citizens embedded in the teams. This is a first in the county and provides additional capacity to enable the highest level of support to be provided to victims.

West LPA

- The West Domestic Abuse Problem Solving Team is continuing to receive referrals from other agencies, which include social care, in order to engage with those believed to be victims of unreported DA. The collaboration allows agencies to provide safeguarding to victims that engage, which can include emergency housing and apprehension of offenders in order to break the cycle of abuse.
- The problem solving team is continuing to engage with agencies that were created in order to assist offenders in addressing their behaviour and building better relationships moving forward. The referrals continue to be made and reviewed in order to monitor that the offenders are engaging and the help they are receiving is having a positive impact on their lives.
- The West DAPST has been working with 12 perpetrators considered to pose the highest risk to their victims. Each perpetrator is being managed by an officer with consideration around referrals and reviewing their current offending behaviours. The approach towards each of them is unique and based on a full review of their history of offending and reports of being a victim.
- The West DAPST is continuing to monitor and apprehend outstanding suspects wanted for DA. It continues to conduct enquiries to locate suspects who try to evade arrest and ensure that all attempts are logged on the DAIT investigations.
- The West DAPST is engaging with the Change project in order to facilitate co-locating once a week. This will give both police and the project a chance to discuss referrals and those suitable to be offered support services.

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Priority 3 - Protecting vulnerable people and breaking the cycle of domestic abuse

We will:

Continue the programme of investment in dedicated officers working in collaboration with other partners to support high volume, repeat victims and tackle repeat perpetrators and break the cycle of domestic abuse.

South LPA

- Two members of staff from the Change Project have been brought into Southend and Basildon to work with repeat offenders alongside the DAPST.
- Ongoing conversations are taking place with Victim Support about developing a more holistic process for repeat victims.

Forcewide

- Essex Police is currently running Operation Puffin, a targeted operation on over 100 nominals identified as being at a considerable risk to domestic abuse victims. These perpetrators are monitored by the domestic abuse problem solving teams with a view to prevent further crimes being committed.
- We are in the process of compiling a victim strategy document, in partnership with Safesteps, to be able to provide victims of domestic abuse with a comprehensive list of services available to be them for support and guidance, enabling them to make their own decision as to which agency suits their best needs.

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Priority 4 - Reducing violence against women and girls

We will:

Work with communities and listen to women and girls directly affected by violence and harassment to discuss and understand what we can do differently and use this feedback to inform our future work.

- Essex Police is working with Tackling Organised Exploitation Crime to target VAWG high harm offenders identified through the extraction of data across the Athena network of forces.
- The force has reinvigorated and relaunched Operations Yalta and Ratify to give additional focus to safeguarding victims and preventing domestic rape. Operation Yalta focuses on repeat victims, whereas Operation Ratify targets frequent offenders, with domestic abuse being a frequent theme on both sides. Monthly meetings discuss offenders / victims using a tier system based on intelligence, highest risk and data held by police. A plan is put in place for Tier 1 offenders and each Local Policing Area (LPA) engages locally with partners to form a bespoke prevention / safeguarding package that may include housing, social care, education and / or health partners.
- Operation Goldcrest is aimed at young people at risk of or currently victim of Child Sexual Exploitation (CSE) who do not want to engage with the police or support an investigation. It gives them the opportunity to report abuse anonymously and provide forensic samples, which will be stored for up to 25 years. This balances the voice of the victim and their wishes at the time of the offence with ensuring evidence capture in case of a future change of intent to support a prosecution. This is currently only available in one local authority area (Thurrock), with a plan to expand.
- The Sexual Violence Scrutiny Panel consists of decision-making representatives from the Crown Prosecution Service, Adult Social Care, Children's Social Care, Mental Health, and Police who meet quarterly to discuss and reflect on two closed rape investigations. Each meeting follows a different theme (ethnic minorities, child rape, mental health, drug / alcohol dependency).
- In November, the Professional Standards Department Independent Advisory Group will be examining a finalised VAWG related public complaint around police conduct. Learning / feedback identified from this will be shared with the wider workforce.
- Essex Police Crime and Public Protection (C&PP) Command detectives met with staff and students at Thurrock College Freshers Week, engaging with the largest crowd to date, listening to the feedback and insight into the challenges they have faced and their experiences as young service users. Spiking kits were handed out during the event and topics such as consent, rape myths and safeguarding were discussed.
- Basildon College Fair was also attended. Rape / sexual offences and violence against women and girls were discussed with the staff and students, which was well received. The college has given Essex Police carte blanche to return whenever they like and also to speak within their curriculum about consent and staying safe. By working with partners, we ensure that communities can be confident of receiving tailored support and have the confidence to report crime.

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Priority 4 - Reducing violence against women and girls

We will:

Support Essex Police and partners to robustly target offenders and to develop stronger investigations that lead to more successful prosecutions.

North LPA

- Our domestic abuse teams attend child protection meetings where the family have been involved in domestic abuse. They work with partners to support victims and children which provides them with the confidence to support prosecutions.
- The DAIT in Tendring District has commenced focus panels with victims of domestic abuse to receive feedback to improve the service we provide and develop stronger investigations.
- In Colchester, the Multi Agency Coordination Panel brings together police and partners to discuss offenders causing the most harm and joint tactics to disrupt them effectively using the range of powers across all agencies.
- Chelmsford and Tendring Districts lead night time economy 'Nights of Action', supported by partners across the CSP, Street Pastors, Uturn, business, public houses and taxi companies. These include targeted patrols to provide reassurance to woman and girls and ensure an effective response to incidents.
- Chelmsford and Maldon Community Policing Teams have attended every licensed premises with their CSP to give advice to staff to help them support females in trouble and identify potential threats to women and girls. Drug testing kits have been distributed and premises with repeat reports of drink spiking have been given preventative merchandise for patrons.
- Awareness of the Street Safe app has been reinvigorated to ensure anyone who feels unsafe can report areas of concern. To date, 71 reports have been received with concerns raised about lighting, drug and drink use.
- Work has been conducted with the University of Essex and Anglia Ruskin University to deliver prevention training to students regarding consent, alcohol, drugs, and personal safety. Engagement with students continues through a partnership approach and a dedicated police officer.
- A Home Office Safer Streets Bid of £450k was secured to reduce the fear of crime in Witham. This will see the installation of eight additional CCTV cameras, signage and lighting, addressing the fears of woman and girls and making spaces safer.
- Braintree Community Policing Team held an all girls football tournament utilising sport as a means of engagement, building trust and confidence, supported by other partners of the CSP including Next Chapter and the Colchester United Community Team. The team received inputs regarding personal safety and woman and girls had the opportunity to provide feedback on their experiences.

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Priority 4 - Reducing violence against women and girls

We will:

Support Essex Police and partners to robustly target offenders and to develop stronger investigations that lead to more successful prosecutions.

North LPA (Continued)

- As part of the Safer Streets fund, Chelmsford Community Policing Team and CSP worked with Anglia Ruskin University to complete surveys with local women to understand their fears. From this feedback, foliage was cut back from pathways on the Bunny Walks, and extra lighting and additional CCTV were installed.
- Colchester District are working with the University Of Essex, Open Road and other community groups to run Night Time Economy Audits to obtain the views and experiences of woman and girls in the town at night. This involves plain clothes police officers walking with woman in the night time economy to look, see and feel the issues making woman feel unsafe.
- The Colchester IAG now represents 34 groups, including women's safety groups, and has delivered a range of training to members including domestic abuse, modern slavery and human trafficking.

West LPA

- Operation Perform has been ongoing in Harlow throughout the Summer. This provides dedicated cycle patrols every day on Harlow's cycle paths and open spaces. A number of arrests have been made for Possession of an Offensive Weapon and robbery whilst this operation has been in place.
- Operation Grip is well maintained in the West – August saw 550 patrols in violent crime hotspots, providing community reassurance and helping to prevent crime.
- Various night time economy operations have been run in Harlow, Brentwood and Loughton including the use of knife arches and high visibility patrols, engaging with licensees.
- Additional CCTV cameras have been installed in Harlow to help create a safer town centre for women and girls.
- Operation Benison has been expanded to ensure that local licensed premises, including restaurants, are properly complying with their terms. Attending officers have been raising awareness with licensees around spiking and drug offences in their premises.
- Harlow CSP is developing a dedicated sub-group for VAWG and will be using first hand testimony and surveys to inform some of its regeneration work in the town to make it feel safer.
- The Epping Council funded team has linked in with the Streetsafe initiative to provide a data-driven VAWG focus. They are working with the local authority to develop an environment-based approach to reduce VAWG and allow local women and girls to feel safer.
- CPTs and CSEOs have been promoting the Ask Angela and the White Ribbon campaigns as part of the VAWG work in Brentwood and Epping Forest District.

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Priority 4 - Reducing violence against women and girls

We will:

Support Essex Police and partners to robustly target offenders and to develop stronger investigations that lead to more successful prosecutions.

South LPA

- The number of HeForShe champions has increased in South LPA and wider communications have been circulated to raise awareness.
- In Castle Point and Rochford there is a drive to increase awareness of VAWG in schools and pupil behaviour by introducing it as an agenda item with secondary school headteachers.
- At St Vincent's, the DAPST, with the support of other agencies, has worked to engage with victims of DA.
- There has been a focus on victim call backs by Victim Champions, for in-depth discussions of their experiences.
- The LPA has encouraged youth representation on the IAG, with proactive approaches to group of Headteachers and public services course providers.
- Work on Operation Vimto aims to build relationships, gain sex workers' trust and target people using and exploiting them.
- Operation Gerbera is a proactive operation deploying plain clothed "Disruptive Effects" Officers into night-time economy (NTE) venues. This operation was welcomed by females. The Southend CPT Inspector is currently working on a project with colleagues from Headquarters to develop wristbands which can be used to identify whether a drink has been spiked. The project involves working directly with the manufacturers and, if successful, funding will be sought from NTE partners.

Force-wide

- Operation Lantern was an operation at Stansted Airport where officers aimed to prevent Female Genital Mutilation (FGM) by looking to identify those at risk and targeting offenders.
- Work is being carried out to develop and improve the Domestic Violence Disclosure Scheme, also known as Claire's Law, whereby Essex Police intends to improve its service to deliver historical information to potential victims of domestic abuse for them to make an informed decision about any relationship from the facts disclosed.

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Priority 5 - Improving support for victims of crime

We will:

Work with partners to ensure victims receive appropriate tailored support and are confident to report crime or, if they choose, to seek non-custodial resolutions and out of court disposals.

North LPA

- Braintree and Uttlesford have pioneered a Victim Improvement Strategy which will be rolled out across the North LPA. This is aimed at improving the confidence of victims of crime. This includes victim needs assessments, targeted street beats, victim cards, revisits and letters. There is greater use of restorative justice and partner referrals.
- Tendring District holds a monthly partnership meeting with key stakeholders and the third sector, allowing all to refer individuals to the panel for support and a joint problem solving approach. By working closely with these partners, we are delivering an enhanced personalised service to victims of crime, including non-court disposal when this may provide greater victim satisfaction.
- Community Safety Support Officers in Tendring are working with the Council for Voluntary Services to support a Muslim Sister Circle group. Each party has the opportunity to discuss concerns and police give advice on crime prevention and crime reporting. There have been specific inputs on hate crime and the support police and partners can give around this.
- Colchester District holds an Anti Social Behaviour Review Board, which encourages partners within Housing and the wider CSP to nominate challenging cases to receive enhanced support from a multiagency panel chaired by police. This enables the assessment of different disposal options and best outcomes for victims.
- Colchester is also working with partners to ensure accurate hate crime reporting. This has seen partners trained alongside officers as Hate Crime Ambassadors which has supported the journey for victims of these crimes.
- The Change Hub is now integrated within each of our DAPSTs. Referrals into this service are offered with every Domestic Violence Prevention Order (DVPO). This positive relationship promotes discussion around offenders and has increased referrals into the service for offenders outside of the DVPO process.

South LPA

- The South LPA is working to streamline the repeat victim process, working with Victim Support to increase the support that can be given to individuals.
- The Restorative Justice figures are being reviewed with the goal of increasing input and awareness.
- Hate Crime Improvement Plans have been implemented:
 - By Southend CPT with focus on out of court disposals.
 - By Basildon, focused on identifying thematic good practice and areas for development via “deep dives”. These are shared with the Independent Advisory Group (IAG) Chair for transparency and to improve victim confidence. The next phase is to share good work / results via social media platforms.
- Castle Point and Rochford CPT has delivered hate crime presentations at Haredi Jewish Community congregations, to encourage reporting and raise awareness of policing capabilities, procedures and support.

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Priority 5 - Improving support for victims of crime

We will:

Work with partners to ensure victims receive appropriate tailored support and are confident to report crime or, if they choose, to seek non-custodial resolutions and out of court disposals.

- The final part of the Youth Justice and Criminal Evidence Act special measure section 28 – pre-recorded cross examination for *intimidated* witnesses – launched in Essex on 26th September 2022. This special measure is open to victims of sexual offences and modern slavery offences. In preparation for this, the MG2 Special Measures Assessment has been completely rewritten to ensure that victims of crime are correctly identified and offered the most appropriate support early in the proceedings.
- Independent Sexual Violence Advisers (ISVAs) from CARA in the north of the county are now co-locating with the Crime & Public Protection (C&PP) teams twice a week at Colchester, increasing partnership working and understanding and ultimately providing better support for victims of crime.
- The Community Engagement Group was held in September with partners and community leaders from across Essex. The most recent presentation covered out of court disposals, restorative justice and protective orders. The community leaders and supporters who were present were reassured by the ongoing work and commitment of Essex Police to provide tailored support, instilling confidence in the community that they have a choice on the direction of non-custodial resolutions should they wish to report a crime.
- Nottingham Police operates a stream of consent workshops. The emphasis is on education, mechanisms to report, safety and online safety. They work closely with their education partners and secondary education settings and above. A visit to Nottinghamshire Police has therefore been arranged for early November 2022 to fully understand what they have in place in order to replicate this across Essex.

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Priority 6 - Protecting rural and isolated areas

We will:

Collaborate with rural communities and partners to understand rural communities and their issues, prevent crime and feedback on police activities.

Local Policing Support Unit (LPSU)

- The Rural Engagement Team (RET) has undertaken dedicated operations tackling hare coursing with 7 Force collaboration. The last day was held on 11/09/22. This will continue through Q3 / Q4.
- In excess of 37 community engagement events have been completed.
- The RET recently received training on badger crime investigations, improving knowledge around wildlife crime.
- The RET continues to undertake high profile and complex investigations. A recent conviction for cruelty caused to a fox received national coverage.
- The RET oversees all unauthorised encampments. During this period there were 26 encampments and policing powers were used on 10 occasions ensuring consistency. The new legislation which came in this year has been enforced on one of these occasions.
- An agricultural plant Single Point Of Contact (SPOC) within the RET reviews all plant investigations.
- The RET has recently undertaken cycle training and received cycles to enhance patrols of rural and isolated areas.
- The LPSU Strategic Customer Group (SCG) has co-ordinated multi-agency 'Street Weeks' in Tendring, Uttlesford and Maldon, bringing together CPTs, the Rural Engagement Team, the Business Crime Team, Essex Watch, Fraud Prevention, Crimestoppers and local CSP partners for a week of co-ordinated engagement activities.
- 'Street Weeks' are being held each month. Four events have been held to date. Each event includes joint days of action with local authority partners tackling fly tipping and industrial scale waste.
- Farm and Rural Watch, coordinated by the Essex Watch Liaison Officers, currently consists of 750 members who receive a weekly report regarding crimes relating to the rural community in order that they can be aware of what is happening throughout the county and take any precaution they think fit. They also receive occasional topical crime prevention advice and a copy of the Rural Engagement Team's newsletter. All members are encouraged to report crimes and any suspicious activity through the proper channels.

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Priority 7 - Preventing dog theft

We will:

Work with charities and partners to introduce campaigns and promotional activity to increase awareness of dog theft and promote prevention activity so people know how to keep their dog safe.

- The Rural Engagement Team (RET) has created a new dog theft prevention leaflet containing advice and guidance to owners and offering reassurance around fear of crimes and reiterating the relatively low levels of offences. This new leaflet is in the process of being distributed to local stakeholders, i.e. vets, Dogs Trust, the RSPCA, dog groomers, pet stores, and country parks to raise awareness of preventing dog theft.
- Plans have been drawn up in Q3 2022 for a Dog Engagement Event to be held in every district to raise awareness of preventing dog theft once the darker evenings draw in (Via the LPSU SCG).
- All dog theft investigations are overseen by a specialist within the RET. Victims are contacted and enhanced support is provided ensuring a high level of service due to the impact of such a crime.
- Any intelligence received by Essex Watch Liaison Officers from Dog Watch Members direct is submitted through the proper channels and, where applicable, is highlighted to the Dog Theft SPOC and local community policing teams.
- Dog Watch is led by our Essex Watch Liaison Officers. The Dog Watch scheme is open to any individual, related business and interested partners, and is promoted by EWLOs at public engagements, and via the Essex Police Website and word of mouth. All Dog Watch members receive crime prevention advice around looking after their dog and guidance on how to report any suspicious activity to the police.
- In excess of 37 community engagement events were held over the summer with each engagement raising awareness with dog owners.

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Priority 8 - Preventing business crime, fraud and cyber crime

We will:

Improve the reporting of fraud and reduce the number of people and businesses who become victims by raising awareness of the risks, through promotion of Fraud Alerts, and how to stay safe both on and off line.

- **Business Watch** – This is coordinated by the Essex Watch Liaison Officers and currently consists of 104 members, six of which are SPOCs for approximately 570 organisations through the two Business Improvement District (BID) groups or SPOCs for their estate. These members receive a weekly report regarding a number of crimes relating to the business they think fit. They also receive occasional topical crime prevention advice and a copy of the Business Crime Team's newsletter. All members continue to be encouraged and supported to report crimes and any suspicious activity through the proper channels.
- **Cybercrime Clinics** – A collaboration with Essex Police's Cyber Protect Officer which offers drop-in virtual clinics for Essex businesses. Clinics are advertised through social media and personal visits. Three clinics have been held so far, with a review to be completed to encourage further attendance
- **Operation Ram** – The Business Crime Team identified an organised crime group responsible for bulk alcohol theft across the South of England. This group is responsible for £100k theft per week across the region. Working in partnership with Kent and 21 other forces, warrants have been obtained and will be actioned soon.
- **Wholesaler Car Park Thefts** – Relates to identified theft from a vehicle offences in wholesaler car parks. Victims are small businesses purchasing bulk cigarettes / tobacco. Working with partners to educate customers on vehicle security. Security advice and awareness raising leaflets have been provided.
- **Fraud Prevention Coordinators** – Have attended 49 public events, holding talks, giving advice and guidance through tabletop exercises to members of the public, prioritising the vulnerable when applicable. There were 1,323 engagements with the public in the last three months.

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Priority 8 - Preventing business crime, fraud and cyber crime

We will:

Improve the reporting of fraud and reduce the number of people and businesses who become victims by raising awareness of the risks, through promotion of Fraud Alerts, and how to stay safe both on and off line.

- The SCD's Prevent and Protect Team works closely with Local Policing and the Fraud Prevention Officers. The team carries out victim engagements, following up on vulnerable fraud alerts and safeguarding against repeat victimisation.
- Fraud awareness presentations and cyber security advice have been delivered through Prevent and Protect officers to Basildon Council, Essex County Fire and Rescue Service's Community Team, Essex Community Volunteer Services Managers and Essex County Council, reaching over 1,000 individuals.
- Fraud Prevent and Protect officers have delivered monthly Romance Fraud Peer Support Group meetings, supporting over 200 victims of fraud.
- Fraud Prevention Coordinators have attended 49 public events in this reporting period, conducting 1,323 engagements with the public.
- Three cybercrime clinics have been developed and delivered by the Business Crime Team and Cyber Prevent and Protect officer, offering drop-in virtual clinics to Essex businesses. These are advertised via social media and personal visits.

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Priority 9 - Improving safety on our roads

We will:

Correct the misconception that death and injury on our roads are inevitable by working through SERP to deliver Vision Zero.

- During Q2, a total of 220 people were killed or seriously injured following road traffic collisions, 12 were fatalities. This compares to 244 during Q2 of 2021/22, of which 16 were fatalities.
- The new Vision Zero roads policing operation, which has been running since 22nd June 2022, targeting fatal offences on strategic roads, has resulted in 442 seatbelt offences; 87 mobile phone offences; 42 careless driving offences; 58 vehicle with no insurance offences; 125 other road traffic offences; 13 drink / drug driving arrests and 1,119 speed offences being pursued.
- Officers attended six school crossing patrol sites in support of operatives, assisting with the promotion of the Stop Means Stop road safety campaign, liaising with pupils, parents and teachers.
- Community Speed Watch statistics report over 100 groups and over 1,000 volunteers working with Essex Police to reduce casualties on the roads. Officers visited 25 Community Speed Watch and six School Speed Watch sites with over 300 hours of engagement in support of our schools and volunteers, enforcing, engaging within the local community, and promoting the Vision Zero campaign. This in turn is strengthening Essex Police and Safer Essex Roads Partnership joined up working approach.
- Officers enforced at over 30 sites as a result of analysed speed survey data, and localised complaints across the county, supporting the Essex Police 'You Said We Did' campaign.
- Essex Roads Policing Unit created over 30 social media articles promoting operational success within the county in conjunction with our partners, generating a reach of over 1 million impressions during Q2.
- The Extra Eyes road safety initiative continues to gain momentum with 1,339 submissions and 895 positive outcomes (66.8%). This includes 354 careless driving offences; 358 careless driving (close pass) offences; 46 mobile phone offences; and 82 red traffic light offences. There was an increase over the last quarter in submissions from our vulnerable road user groups including 376 pedal cyclists, 195 pedestrians and five horse riders.

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Priority 10 - Encouraging volunteers and community support

We will:

Continue to grow the Special Constabulary with the aim to have a Special Constable in every town and parish, growing the Community Specials programme, and one supported by every major business through the Employer Supported Policing Scheme.

Essex Special Constabulary

- The Special Constable headcount is currently 395. This quarter, Special Constables have completed a total of 23,672 hours' work. They have undertaken 19,494 hours of operational policing. 13 Special Constables left to become regular constables, of which 10 joined Essex Police.
- A dedicated Special Constables recruitment campaign has now been established. This is the revised **#MyOtherLife** campaign and due for relaunch shortly.
- A new national process for applying was launched, replacing the Quick Apply scheme. All new applicants undertake the national sift as part of their application.
- There are 13 Community Special Constables (CSC) supporting nine Parishes who completed 60 duties and 477 hours during July and August.
- The Employer Supported Policing (ESP) scheme currently has 58 companies and 92 Special Constables registered, including Essex Police. We continue to work with the Essex Chamber of Commerce and local Parish Councils to promote ESP and CSC. There is a slight change in the hours commitment for the CSC role in order to try to attract more candidates.

Active Citizens and Police Support Volunteers

- Essex Police currently retains 62 Active Citizens (ACs) and 112 Police Support Volunteers (PSVs) .
- There are three volunteer applicants in the pipeline, with eight ready for deployment. Seven volunteers were selected for a new role in the Casualty Bureau and have now started training. Further roles are being progressed with the Positive Action Team and Firearms Administration.
- The Domestic Abuse Investigation Team has approved six roles to operate from the North District DAIT.
- Our Police Support Volunteers and Active Citizens have supported several LPSU Street Week events across the county.
- We have now had approval for duty sheet volunteers and training for the new system will follow shortly and be included in inductions.
- Three volunteer induction courses have been conducted and training courses continue to be provided for both new and existing volunteers.

Volunteer Police Cadets

- There are 300 Volunteer Police Cadets (VPCs) and 109 Volunteer Cadet Leaders across 13 Cadet Units. Recruitment campaigns are ongoing across the force to replace cadets who have left this summer and to support units, such as Chelmsford and Braintree, which are not back to full strength since the pandemic. In August, 50 VPCs and 10 VPC Leaders enjoyed a five day summer camp at Stubbers Adventure Centre, Upminster. Cadets have continued to attend community engagement events, with activities including car park marshallng.

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Priority 10 - Encouraging volunteers and community support

We will:

Continue to support and collaborate with Neighbourhood Watch and further develop other watch schemes such as Farm and Rural Watch, and Pub Watch as well as supporting Crimestoppers.

LPSU SCG

- The Local Policing Support Unit Strategic Coordination Group (SCG) continues to bring together community partners and agencies along with various teams within Essex Police. The group has successfully mobilised support for Street Week activities in **Tendring, Maldon, and Uttlesford** with events shortly being undertaken in **Chelmsford, Brentwood, Epping and Colchester**. Events have focused on delivering organised, proactive community engagements, including more local, visible policing and access to police and partners.
- The National Business Crime Centre through the NPCC is co-ordinating a week of action tackling business crime 17th -24th October.

Essex Watch

- The Essex Watch Liaison Officers (EWLOs) continue to work with Neighbourhood Watch (NHW) and, during this quarter, have supported 40 community engagement events including the PFCC sponsored Secure Garden event at the RHS Flower Show. They continue to work closely with the farm and rural Community, with 750 members, and 100 Business Watch Groups. Dog Watch continues to grow.
- EWLOs, working with the Marine Unit, actively promoted Marine Watch, visiting many of the marines on the East coast. They are also working with Herts Police, looking at cross border crime involving the canals that connect both counties.
- Plans are being implemented for a new Horse Rider Volunteer Scheme to support Heritage, Rural and Farm Watch.

VPC

- The Volunteer Police Cadet Scheme continues to work in collaboration with the Essex County Fire Cadets. There are now plans for a joint Police and Fire Cadets PFCC Games for 2023. Work is also underway with volunteers from Fire and Rescue to relaunch the Duke of Edinburgh scheme. Volunteer Police Cadets also continue to support their Local Policing Teams with crime prevention activity and by attending local community engagement events.

Street Pastors

- Street Pastors continue to support the LPAs within the night time economy and link in with the SOS buses in Colchester and Southend .

Crimestoppers

- Crimestoppers continues to work with the Citizens in Policing Team around promoting their Crime Stopper Zone initiative. A pilot in Tendring around rural heritage crime has been paused due to operational demands but should be running again soon.

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Priority 11 - Supporting our officers and staff

We will:

Foster a supportive culture within Essex Police and the Police, Fire and Crime Commissioner's office with an increase in diversity and an inclusive recruitment and development strategy so that people from all segments of our community can aspire to serve the public through these services.

- The 'We Value Difference' campaign that advertises via social media, radio and TV continues to attract diverse applicants into policing continues. It highlights the range of roles for officers, police staff and volunteers. The Initial Police Learning and Development Programme (IPLDP) recruitment route that opened in July has seen an increase in applicants. As at 5th September 2022, there were 484 applicants in the officer pipeline with 47% female and 8% ethnic minority applicants.
- The Positive Action Team (PAT) and Corporate Recruitment teams have undertaken 32 outreach events across the quarter to promote policing as a career of choice. Some are held in conjunction with events in local communities, with a focus on recruitment in districts with larger ethnic minority communities, such as Thurrock, Harlow, Colchester and Southend. Community Support Engagement Officers are also heavily engaged in this. Recruitment Ambassadors have recently been recruited through the Multi-Ethnic Support Association (MESA).
- A Positive Action Programme is in place to support those applying for the role of police officer. As at 2nd September 2022, there were 120 trained 'Buddies' with 63 applicants receiving bespoke one-to-one support.
- The PAT has started engaging with the Essex Strategic IAG Chair and Colchester IAG Chair who are offering to form a multi-ethnic group. This group will review existing recruitment processes / information sources and bespoke help provided by the PAT to provide advice / suggestions to enhance the offering for ethnic minority candidates, with a view to increasing applicant numbers. This 'tactical advisory' group idea has been shared with the College of Policing and Police Uplift Programme colleagues who are keen to share best practice.
- In support of the Diversity, Equality and Inclusion (DE&I) Strategy, members of the DEI and PAT teams are planning for the next 'Towards Excellence' conference in May 2023. Learning has been taken from the 2022 event which received positive feedback from internal and external stakeholders and the National Police Chiefs Council (NPCC).
- The DE&I and PAT teams have facilitated online meetings involving staff, partner agencies and community groups to invite comments on the National Police Chiefs Council's (NPCC's) Code of Practice (CoP) on Race Action. Five meetings were held and feedback was submitted to the Race Action Plan Working Group.
- The D&I Team provided inputs to six new student and sergeant training programmes involving up to 200 personnel. This helps to embed an understanding that DEI is an intrinsic and consistent value to excellence in policing.
- Essex Police has 6,073 employees. Overall workforce representation is 4.17% ethnic minority personnel (4.03% officers) and 47.28% female (36.20% officers) as at 30th September 2022.

Report title: Fire and Rescue Plan Performance Measures – Quarter 2 2022/23	
Report to: Essex Police, Fire and Crime Panel	
Report author: The Police, Fire and Crime Commissioner Fire and Rescue Authority	
Date: 21 March 2023	For: Noting and comment
Enquiries to: Joanna Thornicroft (Head of Performance and Scrutiny – Fire and Rescue) 01245 282083 joanna.thornicroft@essex.police.uk	
County Divisions affected: All Essex	

1. Purpose of Report

The purpose of this report is to provide an overview of the Essex County Fire and Rescue Service's progress in delivering the priorities set out in the Fire and Rescue Plan 2020 – 2024 during Quarter 2 of 2022/23.

2. Recommendations

That members of the Panel note and comment / seek clarity as appropriate on the content of the report and attached appendix.

3. Context / Summary

To put into context the circumstances in which these levels of performance were achieved:

- Quarter 2 was dominated by the heatwave of July and August 2022. July saw the greatest number of recorded incidents since the start of 2016, with August showing the second highest. The total number of incidents was 49% greater than during the same period the previous year, 45% above the previous quarter and 27% above the five-year average for the period.
- This is also reflected in a greatly elevated total number of fires, which was 152% higher than during the same period the previous year, 98% above the previous quarter and 47% above the five-year average for the period. The largest increase was seen in deliberate fires, the volume of which was 106% higher than the same period the previous year, 56% above the previous quarter and 20% above the five-year average for this period.
- There was also an increase in the provision of Special Services compared to the previous quarter and the five-year average for the period, with the largest increases linked to flooding (37 incidents in Quarter 2 compared with six incidents Quarter 1) and rescue / extraction from water (nine incidents in

Quarter 2 compared with two incidents in Quarter 1). Safer Essex has since convened a themed meeting of community safety partners on water safety and is now coordinating multi-agency work around this in preparation for another long, hot summer expected next year.

- The total number of false alarms was 23% greater than the same period the previous year, 37% above the previous quarter and 20% above the five-year average for this period.
- The volume of calls adversely affected average call handling and turnout times, but performance against both these metrics recovered to its previous position during Quarter 3.

During Quarter 2, highlights with regard to performance included:

- Despite the Prevention Team going into business continuity in September due to loss of staff, the number of Home Fire Safety Visits completed increased by 51% compared with the previous quarter and 38% compared with the same quarter the previous year. This included a significant increase in the number completed by operational crews.
- The service continues to see small but steady increases in the percentage of its workforce that has declared themselves to have a disability, to be from an ethnic minority background, and / or to identify as LGBTQ.

In terms of areas for continued focus:

- Core station coverage fell from 97% to 95% against a target of 98%. Global availability also dipped slightly, from 74% to 73% against a target of 80%. Linked to this, the average attendance time to potentially life-threatening incidents increased to 11 minutes 37 seconds against a target of 10 minutes. However, this improved to 10 minutes 22 seconds during Quarter 3, which is marginally better than performance during Quarter 1 (10 minutes 24 seconds). The proportion of total incidents that was responded to within 15 minutes also fell during Quarter 2, from 84% to 77% against a target of 90%. This likewise recovered to 83% in Quarter 3.

Whilst the increase in response times was undoubtedly exacerbated by the heatwave, this remains an area of concern. A dedicated performance dashboard has now been created and made available to Area and Group Managers which is updated three times a day, providing real time information on incidents and response rates to help inform the service's deployment of resources. A detailed piece of work has also been commissioned to understand the link (if any) between station coverage and response times. If such a link is statistically established, the service's approach to core stations will be re-evaluated in light of the analysis.

- The number of audits completed under the Risk Based Inspection Programme of high and very high-risk premises (461) was higher than the previous quarter (421) but still significantly off target.

- Sickness rates improved slightly, from 6.4% to 6.0%, however turnover was slightly higher than the previous quarter, the same period the previous year, and the five-year average for this period.

4. Appendices

Appendix 1 – ECFRS Quarterly Performance Report – Quarter 2 2022/23



ECFRS Quarterly Performance Report Q2 2022/23

ECFRS Quarterly Performance Report Q2 2022/23

Summary

Quarter 2 Summary

Quarter 2 was dominated by the heatwave period which took place over July and August. July saw the greatest number of recorded incidents since the start of 2016, with August showing the second highest. This is also reflected in the total number of fires, with July at the number 1 spot, closely followed by August. The heatwave period has been analysed in greater depth in a separate paper which has previously been circulated.

In terms of fires, the largest increase compared to the five year average and previous quarter was seen by the number of deliberate fires. This is likely linked to the number of outdoor/field fires attended during the heatwave period. The number of ADF fires were in line with the previous quarter, and while slightly higher than the five year average, were within an acceptable tolerance range.

Special Services recorded an increase compared to the previous quarter and the five year average. The largest increases in Special Services during Q3 were seen for incidents linked to flooding (37 Incidents Q2 vs 6 incidents Q1) and Rescue/extraction from water (9 incidents Q3 vs 2 incidents Q1). As noted in the Heatwave Summary report, 17th August 2022 saw very high rainfall across the region after a prolonged period of very little rainfall and high temperatures. This in turn lead to a large number of flooding incidents, which is the likely contributions to the increase seen in these incidents during Q2. The high temperatures during this period are also a likely reason for the increase in water-based incidents, where people have been more likely to go into areas where there is water, and so increase the potential of getting into difficulty.

While July and August were very busy, September calmed down. The majority of metrics were in line with the five year average, with a decrease in the number of fires noted when compared to the five year average. False alarms and unwanted fire signals remained above targets and tolerance levels and were tracking higher than the five year average for September.

Response:

A trend throughout Q2 and onwards has been the increase in response time. This is likely due to the pressure from the heatwave, with appliances having to cover greater distances than normal in repose to the high number of fires, and associated coverage challenges.

However, the increase in response time has also been noted outside of the heatwave reporting period. To mitigate this and understand what was leading to the higher rate, a dashboard was created, updating three times a day and providing real time information on incident and their response rates. This has been made available to Area and Group Managers.

Continued on next page

ECFRS Quarterly Performance Report Q2 2022/23

continued from previous page....

Response:

At the end of Q3 an in-house study has been commissioned with the aim of understanding if there is a link between coverage and response times. If a link can be statistically established, the second phase will be to evaluate the core stations and to confirm that there is the correct number and in the correct locations. Early results of the analysis will be available during Q4 2022/23.

Q2 saw the percentage of total incidents responded to within 15 mins drop to 77%. This was likely due to the heatwave period, where appliances were having to travel greater distances than normal, as more local appliances were more likely committed to existing incidents. The study mentioned above will also cover this issue and address the factors which are potentially leading to the lower percentage rates.

Protection and Prevention:

A Data Analyst was recruited in July to support Protection and Prevention. The analyst has compiled several detailed analysis papers, including a detailed review of ADF fires across the region. The results of these reports and subsequent activity will be detailed in Q3 reporting onwards. The data analyst will also be compiling reports looking into the unwanted fire signals and identifying the areas where these occur more frequently.

Business continuity was declared in September for Prevention due to a loss of staff. This had an impact on the number of safe and well visits although despite this, the number of home fire safety visits conducted by the team saw an increase compared to Q1 of 51%, 38% higher than the same quarter last year. An increase in the number of home fire safety visits by operational crews was also observed, with plans to increase these visits in the coming months

RTC

Quarter 2 saw a decrease in the number of RTC's responded to by ECFRS, although there was an increase of 6 serious injuries when compared to the five-year average. The number of RTC fatalities was below the five-year average. The SERP data also recorded an increase in the number of serious injuries, and a decrease in the number of fatalities compared to their 3 year average, but in contrast to ECFRS, SERP attended to an increased number of RTC incidents.

People

To ensure the fitness and wellbeing of our employees, the next phase of the fitness policy was launched on 1st July. No detrimental effects to the number of employees on the run were observed as a result of the Fitech phase 2 launch.



Q2 2022/23 in numbers

#WeAreEssexFire

95% Core station coverage



5,996

Incidents attended



1,737

Home Fire Safety Checks



461

Very high / high risk Protection audits



77%



Attendance within 15 minutes

Accidental Dwelling Fires

197



14,448

Calls to Control



121

Non domestic fires



600

Deliberate fires

FireStoppers.
0800 169 5558

100% anonymous. Always.

54

Animal rescues





ECFRS Quarterly Performance Report

Q2 2022/23

Overall

Metric vs 5 Year Average

	Metric	5 Yr Avg	Last QTR
Total Incidents	5,996 ↑	4,725	4,127
Fires	2,496 ↑	1,695	1,260
Special Services	1,302 ↑	1,195	1,267
False Alarms	2198 ↑	1,835	2,110
Fire Fatalities	2 ↑	1	0
Accidental Dwelling Fire Fatalities	2 ↑	1	0

Target indicators - If a metric compares favourably against the target then the arrow will be green. If the metric is within 10% of the target, then it is orange. Anything greater than 10% of the target is shown as red.

Tolerance

Metric vs Tolerance

<div><div>Tolerance</div><div>Metric vs Tolerance</div></div>	Metric	5 Yr Avg	Last QTR	Tolerance			
Number of Primary Fire Injuries	14	17	10	27+	16-26	7-15	0-6
Number of ADF Fire Injuries	8	8	5	18+	10-17	3-9	0
Number of Deliberate Fires	600	501	385	474+	381-473	267-380	0-266
Number of ADF Fires	197	187	198	225+	198-224	130-197	0-129
Number of Non-Domestic Fires	121	119	129	123+	108-122	78-107	0-77
Number of Unwanted Fire Signals	322	285	302	288+	276-287	165-275	0-164
Audits (RBIP High/ V High)	461	178	421	0-488	489-551	552-608	609+

Targets

Metric vs Target

<u>Targets</u>	Metric	5 Yr Avg	Last QTR	Target
Metric vs Target				
Global Availability	73%	↓ 77%	74%	80%
Core Station Coverage	95%	↓ 97%	97%	98%
Potential Life-Threatening Incident First Attendance	11:37	↑ 10:34	10:24	10:00
Incidents attended within 15 minutes	77%	↓ 83%	84%	90%
Freedom of Information Response Rate	86%	↓ 87%	94%	90%

RTC

Metric vs 5 Year Average

	ECFRS			SERP		
	Metric	5 Yr Avg	Last QTR	Metric	3 Yr Avg*	Last QTR
RTC Incidents Attended	287 ↓	295	270	219 ↑	203	214
RTC Serious injury	37 ↑	31	20	234 ↑	214	220
RTC Fatalities	6 ↓	7	5	11 ↓	14	10

*3 years of SERP data currently available

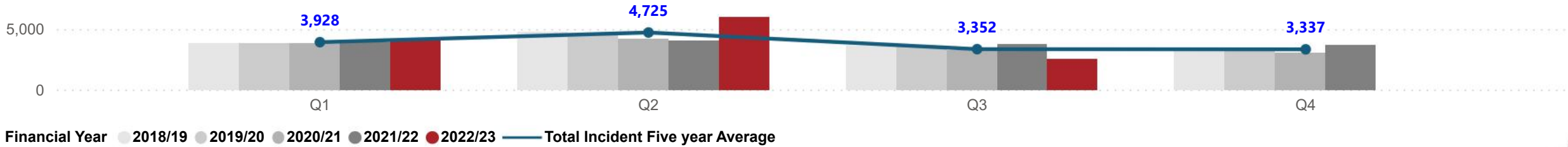
People

Metric vs 5 Year Average

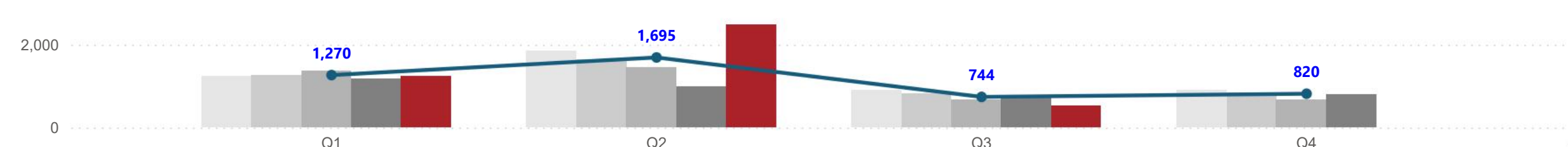
People

Metric vs 5 Year Average	Metric	5 Yr Avg	Last QTR	Comments
Sickness Rate	6.0% ↑	5.8%	6.4%	ECFRS data calculated using the Cleveland method.
Turnover	10.8% ↑	9.8%	10.6%	Standard CIPD calculation for workforce turnover

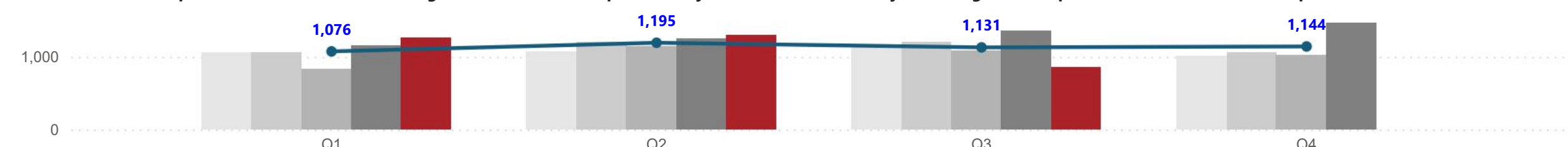
The number of Total Incidents are 49% greater than the same period last year , 27% above the five year average for this period and are 45% above last quarter.



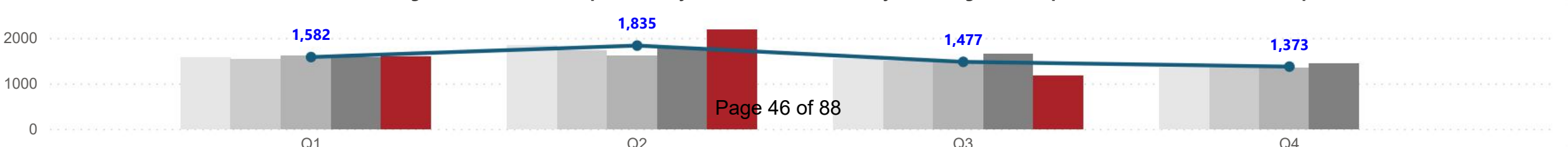
The number of Total Fires are 152% greater than the same period last year , 47% above the five year average for this period and are 98% above last quarter.



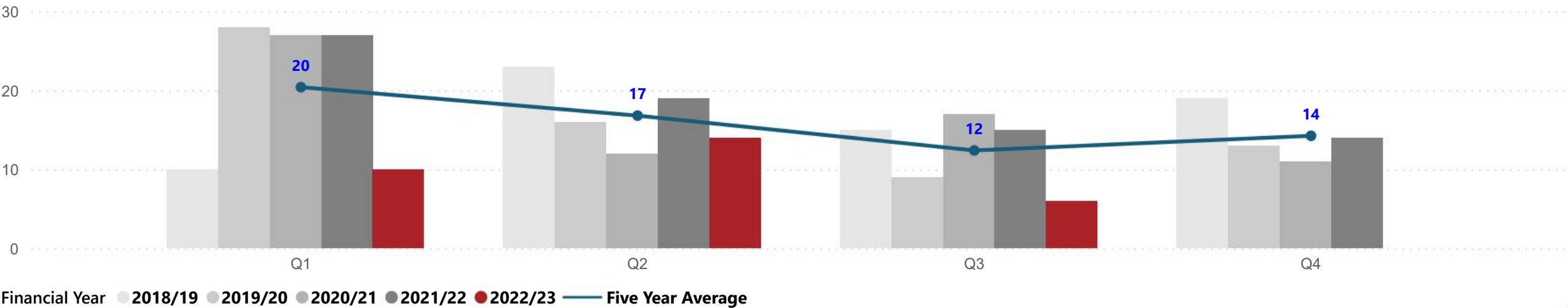
The number of Total Special Service Incidents are 4% greater than the same period last year , 9% above the five year average for this period and are 3% above last quarter.



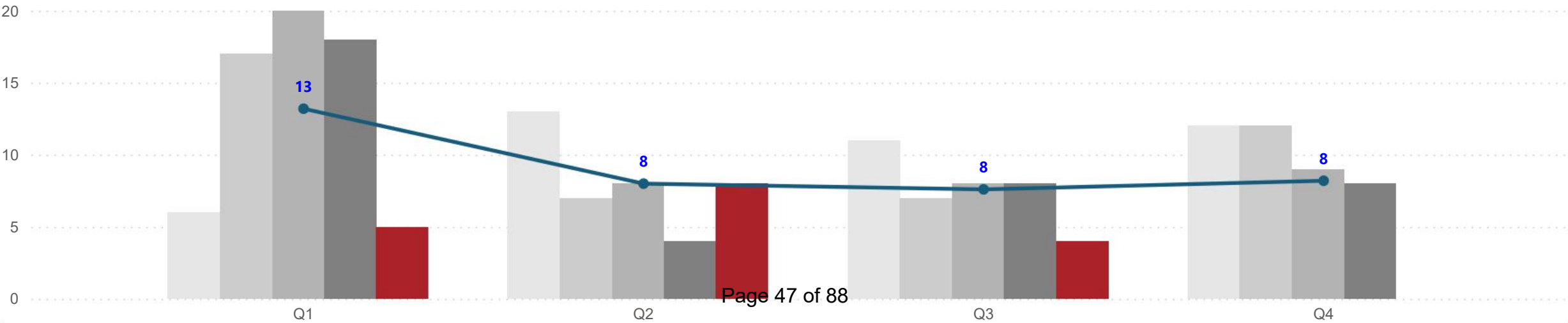
The number of Total False Alarm Incidents are 23% greater than the same period last year , 20% above the five year average for this period and are 37% above last quarter.



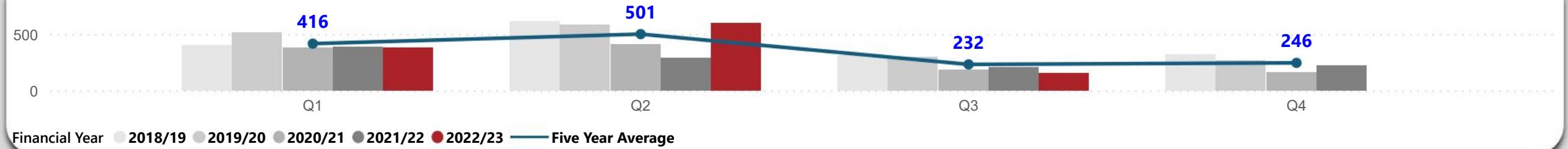
The number of Primary Fire Injuries are -26% less than the same period last year , -18% below the five year average for this period and are 40% above last quarter.



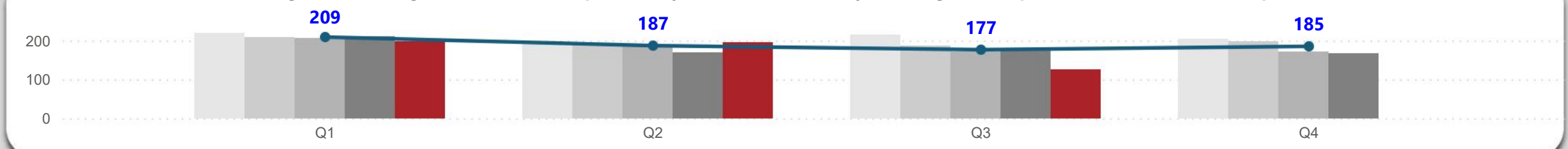
The number of ADF Injuries are 100% greater than the same period last year, the same as the five year average for this period and are 60% above last quarter.



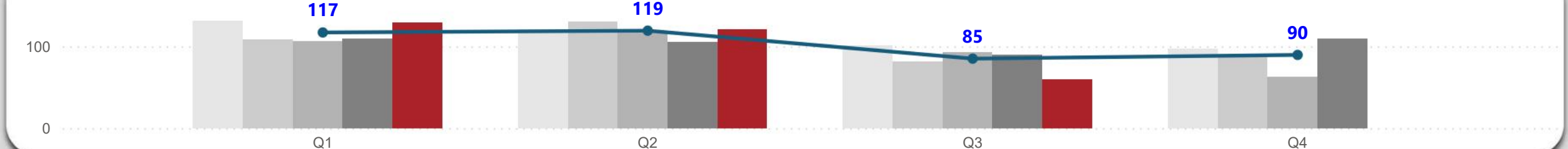
The number of Deliberate Fires are 106% greater than the same period last year, 20% above the five year average for this period and are 56% above last quarter.



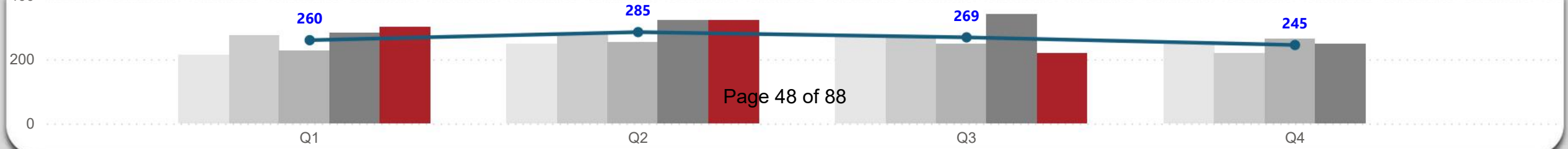
The number of Accidental Dwelling Fires are 17% greater than the same period last year, 5% above the five year average for this period and are -1% below last quarter.



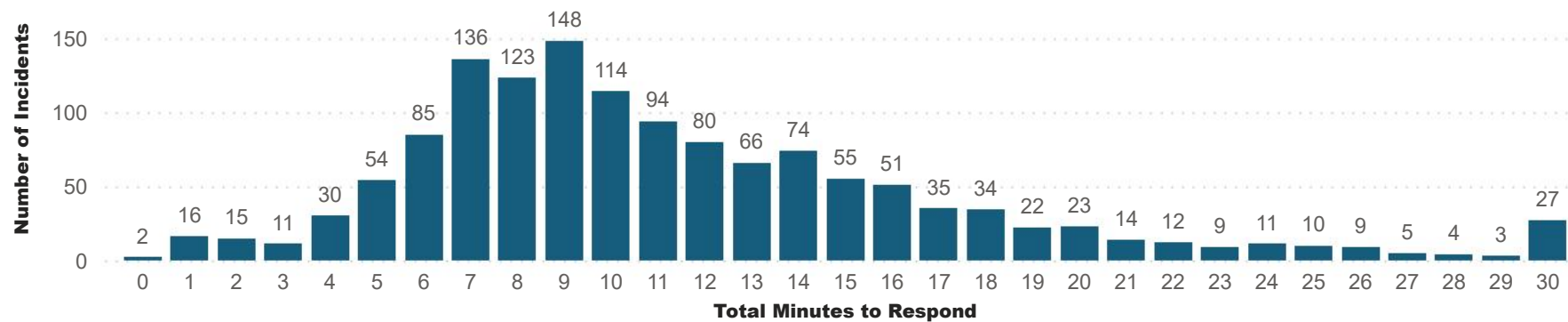
The number of Non Domestic Fires are 14% greater than the same period last year, 2% above the five year average for this period and are -6% below last quarter.



The number of Unwanted Fire Signals are 0% greater than the same period last year, 13% above the five year average for this period and are 7% above last quarter.



Number of Potential Life Threatening Incidents Per Minutes to Respond



% Within 15 Minutes

Qtr	2018/ 19	2019 /20	2020/ 21	2021/ 22	2022/ 23
Q1	89%	88%	89%	86%	84%
Q2	85%	84%	85%	84%	77%
Q3	86%	88%	85%	85%	83%
Q4	88%	89%	85%	85%	

Avg Call Handling Time

Qtr	2018/ 19	2019/ 20	2020/ 21	2021/ 22	2022/ 23
Q1	01:39	01:52	01:37	01:42	01:51
Q2	01:51	01:43	01:45	01:53	02:07
Q3	01:52	01:44	01:47	01:54	01:58
Q4	01:47	01:46	01:46	01:59	

Avg Turnout Time

Qtr	2018/ 19	2019/ 20	2020/ 21	2021/ 22	2022/ 23
Q1	02:30	02:24	02:35	02:27	02:25
Q2	02:25	02:33	02:33	02:28	02:37
Q3	02:33	02:35	02:40	02:38	02:24
Q4	02:34	02:37	02:42	02:38	

Avg Travel Time

Qtr	2018/ 19	2019/ 20	2020/ 21	2021/ 22	2022/ 23
Q1	06:02	05:56	05:09	05:50	06:03
Q2	06:23	05:49	05:37	06:03	06:47
Q3	06:09	05:50	06:01	06:05	05:57
Q4	05:50	05:32	05:24	05:43	

Avg Response Time

Qtr	2018/ 19	2019/ 20	2020/ 21	2021/ 22	2022/ 23
Q1	10:13	10:15	09:25	10:02	10:24
Q2	10:39	10:11	09:56	10:27	11:37
Q3	10:38	10:13	10:30	10:44	10:22
Q4	10:12	09:59	09:55	10:23	

The majority of incidents are responded to within 15 minutes, although there are several incidents which are taking longer to respond to and are driving up the average.

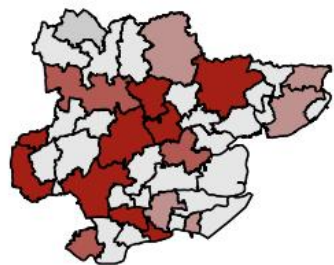
In order to better understand this and research ways to lower the average response time, a response time dashboard has been distributed to the Area Manager Response, who has shared it with the relevant Group Managers.

There were 115 potential life threatening incidents in which took more than 20 minutes to respond. If these are removed, the average response time is 10:10 minutes .

Of the incidents taking over 20 minutes, the average response time was 27:30 minutes, made up of an average call handling time of 05:57 minutes, an average turnout time of 04:23 minutes, and average travel time of 16:28 minutes.

JointStationName	Q1	Q2	Q3
Basildon	96%	94%	95%
Braintree	94%	88%	87%
Brentwood & Ingatestone	94%	91%	94%
Burnham & Tilligham	96%	96%	98%
Canvey	98%	95%	97%
Chelmsford	96%	94%	96%
Clacton & Weeley	98%	97%	99%
Colchester	96%	94%	95%
Dovercourt	94%	97%	98%
Grays	97%	96%	98%
Harlow Central	96%	94%	96%
Loughton & Waltham Abbey	96%	95%	96%
Maldon	98%	96%	98%
Rayleigh Weir & Hawkwell	98%	97%	98%
Saffron Walden	99%	98%	99%
Sible Hedingham & Halstead	98%	97%	97%
Southend	97%	97%	97%
Stansted & Dunmow	98%	96%	97%
Witham	97%	95%	97%

Core Station Coverage 2022



Quarter Average

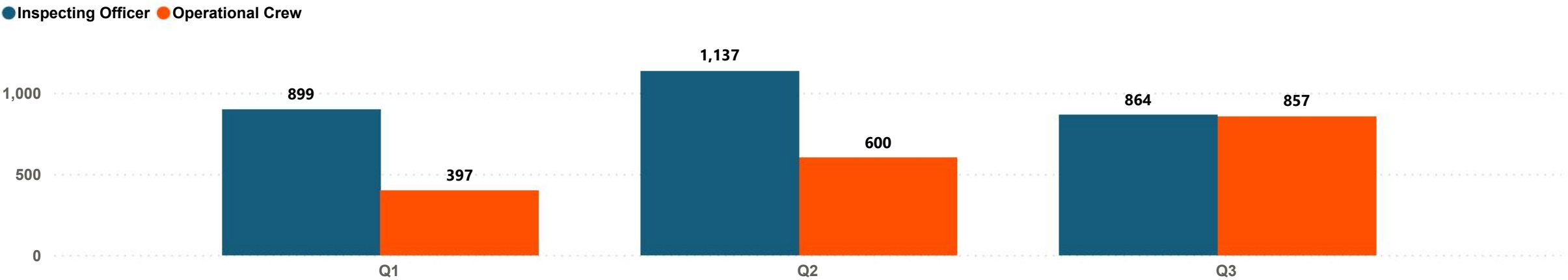
95%

Target 98%

Analysis is currently being undertaken, exploring if there is a link between coverage and response times. If a link can be statistically established, the second phase will be to evaluate the core stations and to confirm that there is the correct number and in the correct locations.

Early results of the analysis will be available during Q4 2022/23.

Total Home Fire Safety Visits conducted by Operational Crews and Inspecting Officers



Visit Summary

2022 saw a total number of 1,737 visits which were 34% greater than the previous month's total of 1,296 visits and 23% greater than the total number of 1,408 visits at the same point last year.

Operational Crew visits were 51% greater than the previous month's visits and 38% greater than the total number of visits at the same point last year.

Inspection Officer visits were 26% greater than the previous month's visits and 17% greater than the total number of visits at the same point last year.

Cumulative Prevention Visits - Inspection Officers



To ensure our communities within the home are as safe as possible we offer free home visits to any Essex resident, this includes the installing of Smoke Detectors. Knowing how to reduce the risk of fire in your home is an important part of living safe and well.

The service has set itself a target to meet or exceed the monthly national average for prevention visits by December 2022.

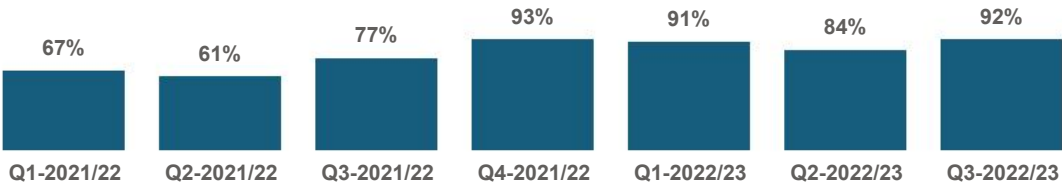
A key driver to this is our Fire Fighters delivering visits within their local communities.

An electronic survey is emailed to the resident of the property where a Home Fire Safety visit was conducted. The main results of the surveys are highlighted below.

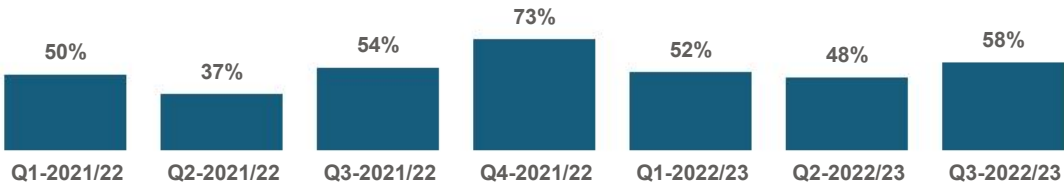
Home Fire Safety Visit Survey - Number of Responses



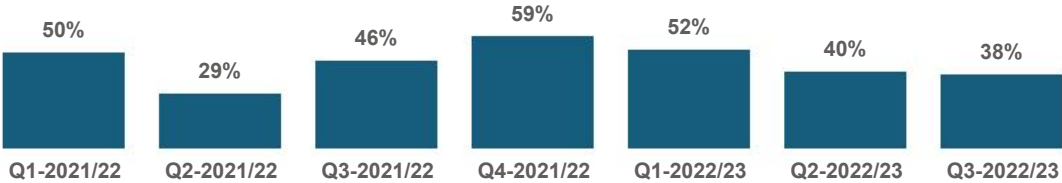
Did you LEARN about how to stay safe from fire at home (% Yes)



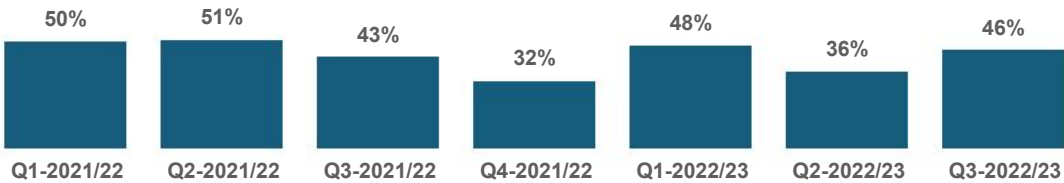
Have you already done something differently as a result of your visit? (% Yes)



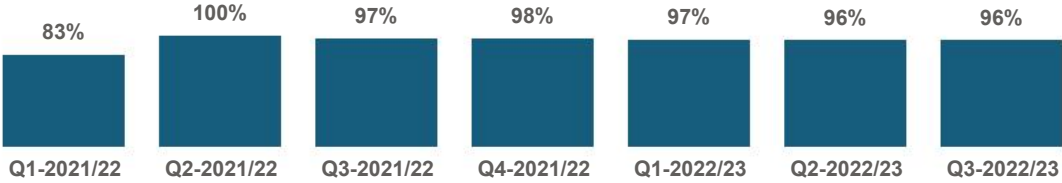
Do you INTEND to do something different as a result of your visit? (% Yes)



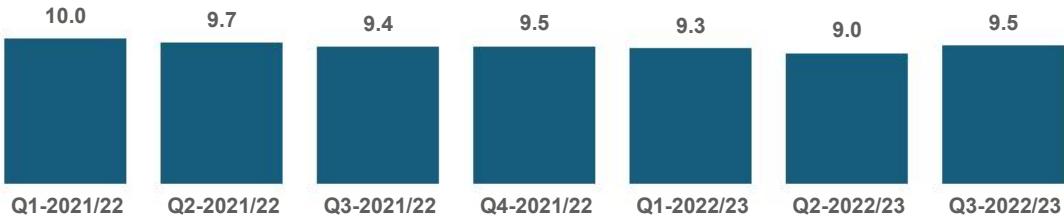
Have you TESTED and CLEANED your smoke alarms in the past 14 days? (%Yes)



I would RECOMMEND a Home Fire Safety visit to my friends and family (% Strongly Agree/Agree)



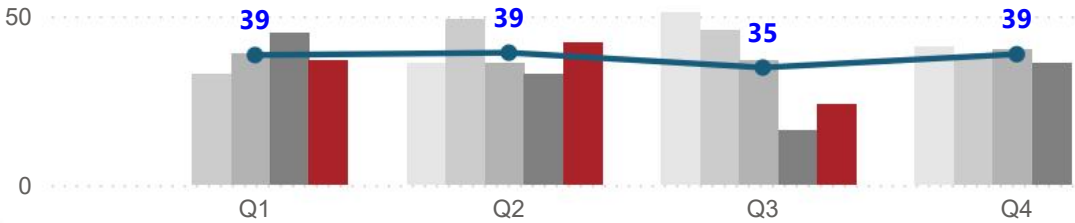
How do you RATE your experience of the Home Safety Service (1-10) - 10 Outstanding



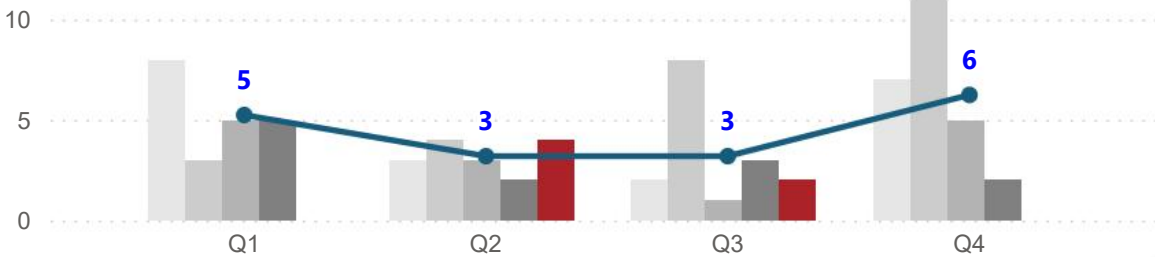
Information Governance - Be transparent, open and accessible

FOIs Received

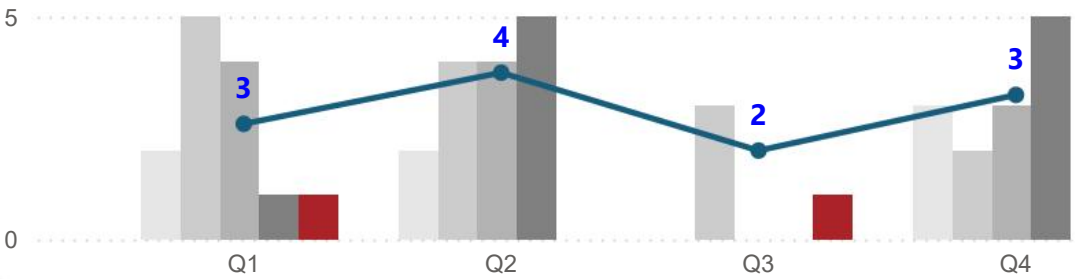
Financial Year 2018/19 2019/20 2020/21 2021/22 2022/23 Five Year Average



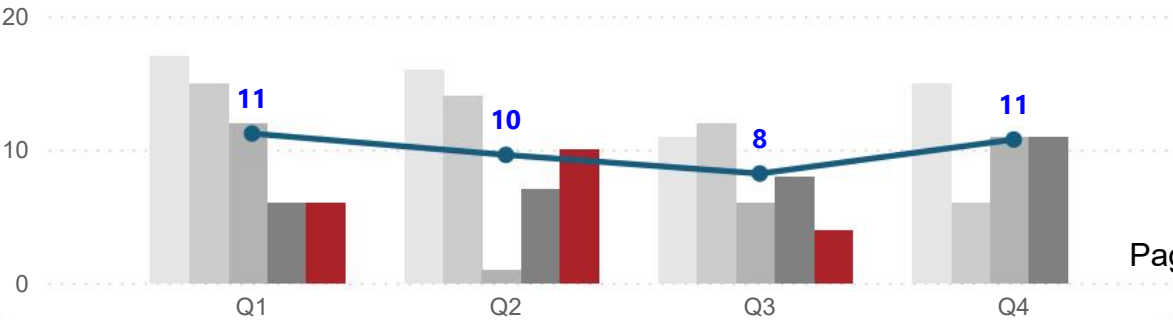
SARs Received



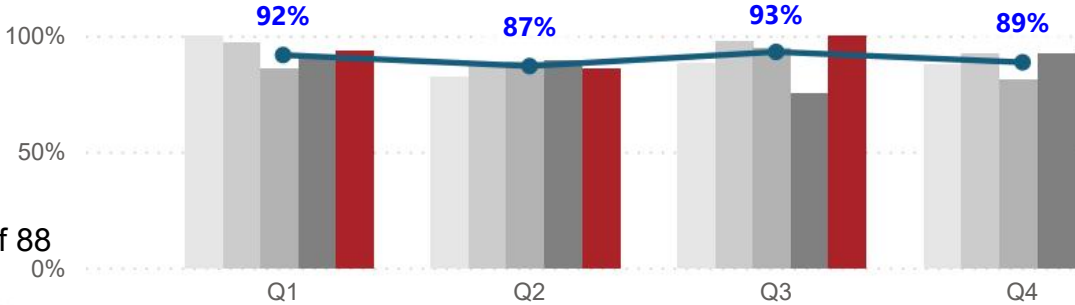
EIRs Received



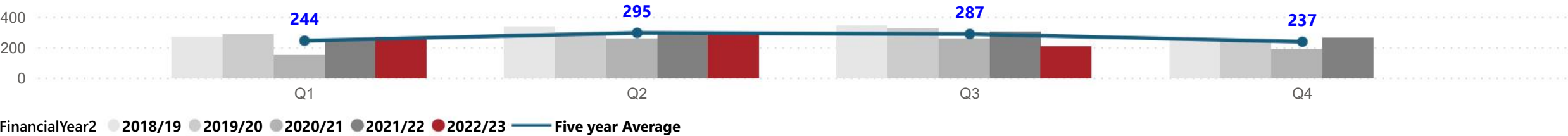
Complaints Received



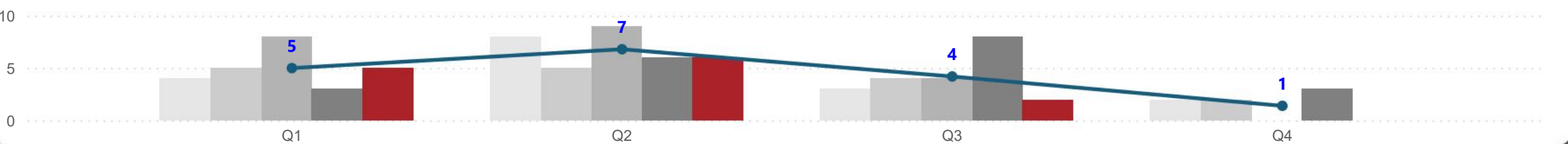
FOI Completion Rate



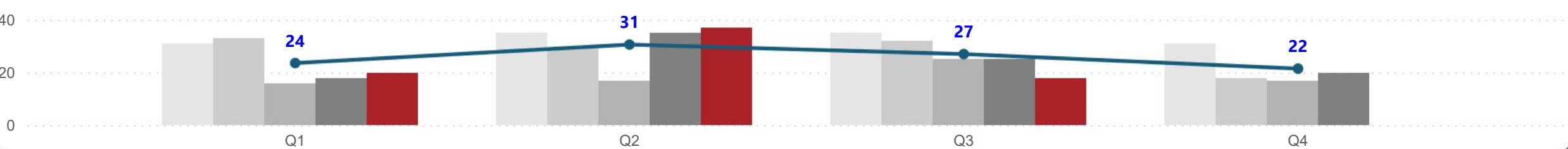
The number of RTCs attended by ECFRS are -5% less than the same period last year , -3% below the five year average for this period and are 6% above the previous quarter.



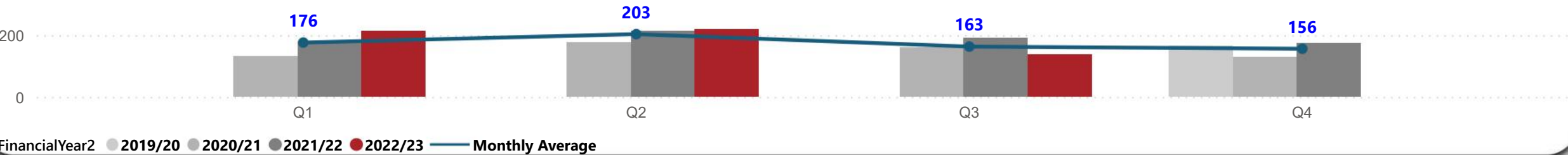
The number of fatalities from RTCs attended by ECFRS are the same as the same period last year , -14% below the five year average for this period and are 20% above the previous quarter.



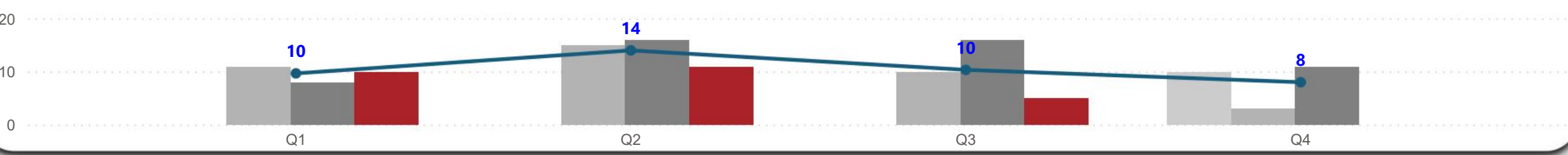
The number of serious injuries from RTCs attended by ECFRS are 6% greater than the same period last year , 19% above the five year average for this period and are 85% above the previous quarter.



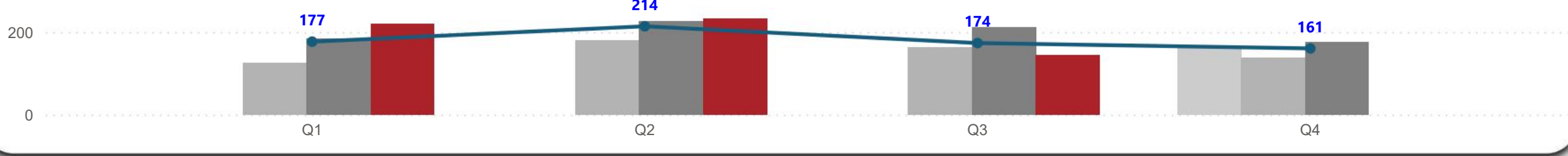
The number of SERP recorded RTCs are 3% greater than the same period last year , 8% above the five year average for this period and are 2% above the previous quarter.



The number of SERP recorded RTC Fatalities are -31% less than the same period last year , -21% below the five year average for this period and are 10% above the previous quarter.



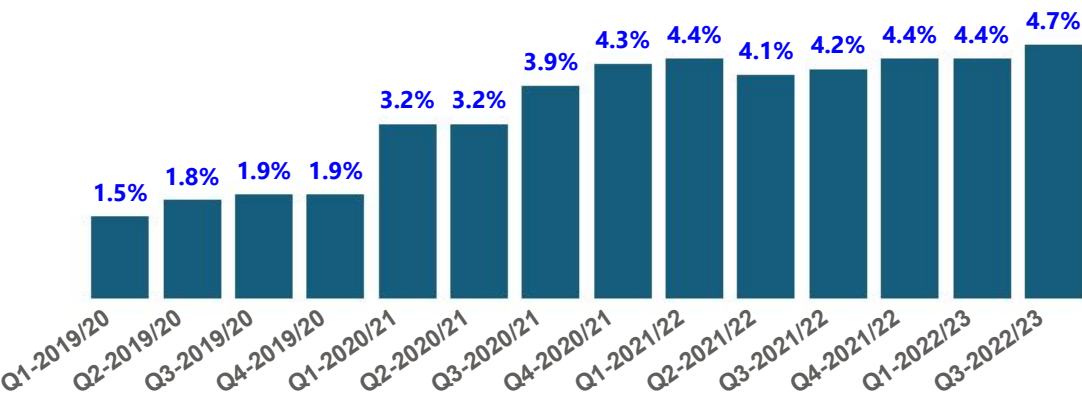
The number of SERP recorded RTC Serious Injuries are 3% greater than the same period last year , 9% above the five year average for this period and are 6% above the previous quarter.



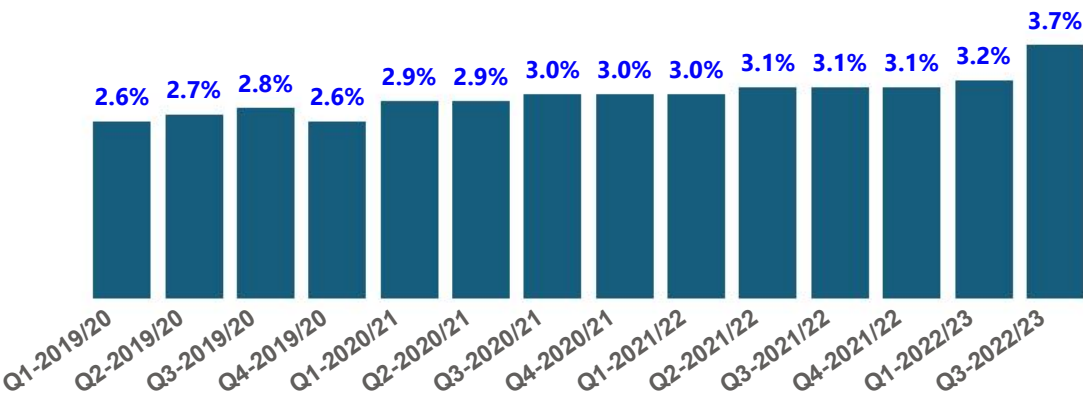
Road traffic safety is the responsibility of the Safer Essex Roads Partnership (SERP) which includes a number of organisations including Essex Police; Essex County Fire & Rescue Service; Essex County Council; Southend on Sea Borough Council; Thurrock Council; National Highways; East of England Ambulance Service Trust; Essex and Herts Air Ambulance Service Trust; and The Safer Roads Foundation (Registered Charity)

Vision Zero is the ambition of SERP to have ZERO road deaths and serious injuries on roads in the Essex, Southend and Thurrock council areas by 2040.

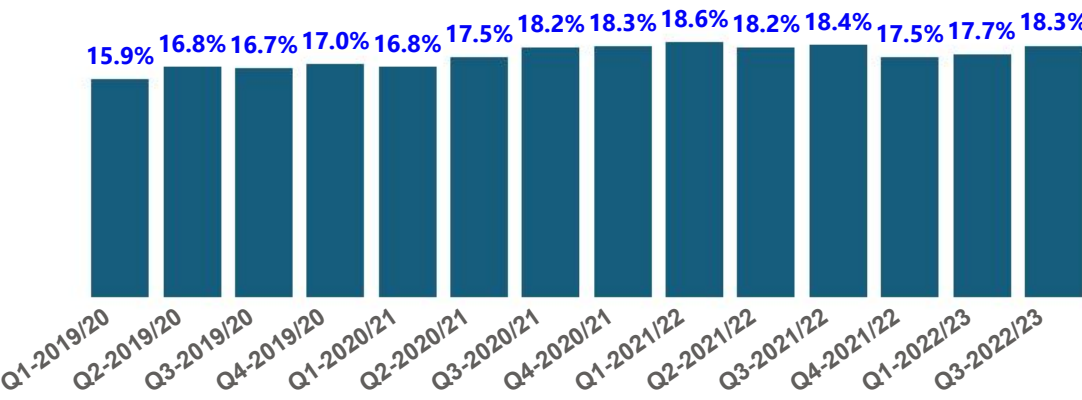
% Disabled



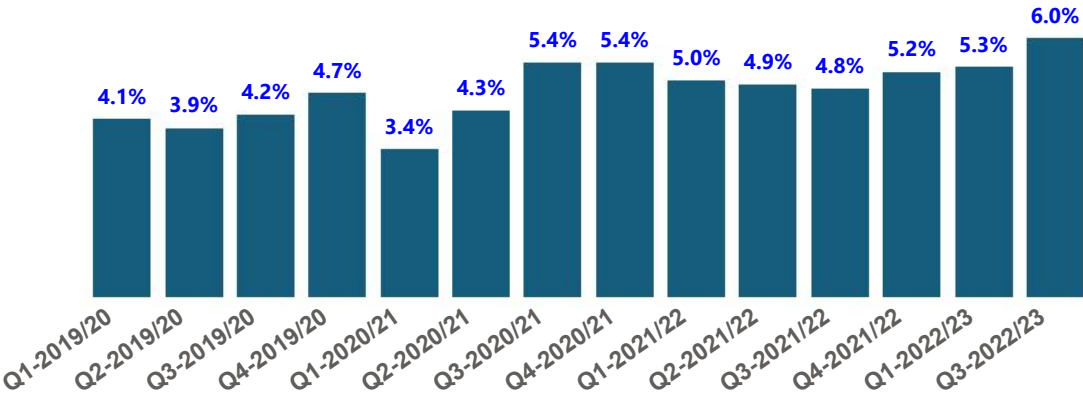
% Ethnic Minority



% Female

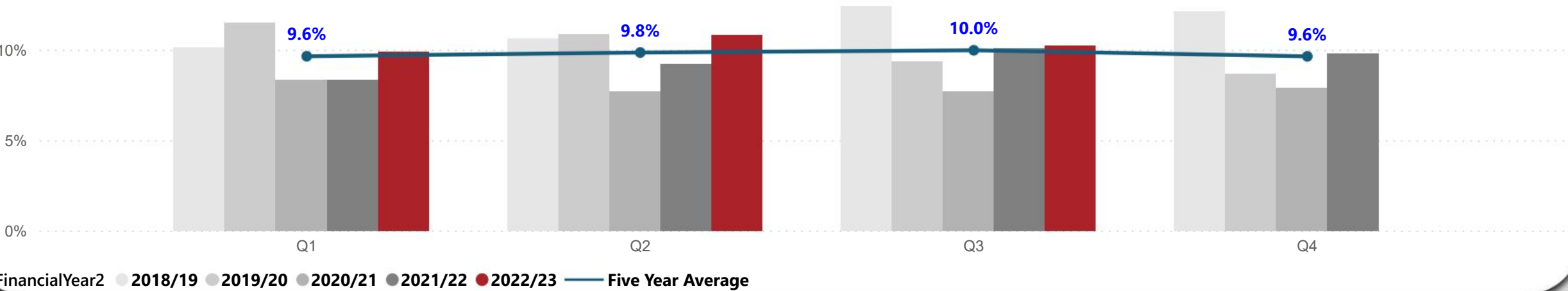


% LGBTQ

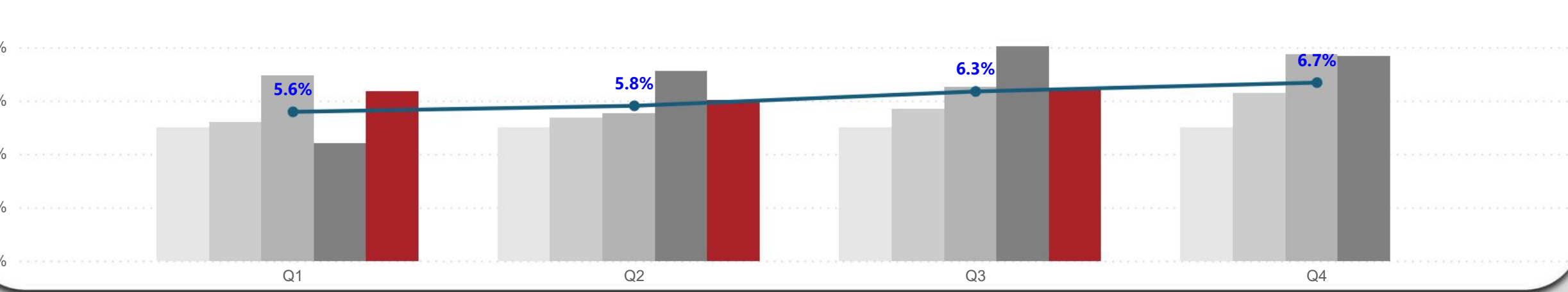


In each case (apart from disability), the figures reflect the number of people that have explicitly stated/recorded an identity in Civica. If a person has not responded to the question, they are excluded from the measures.

Turnover is 1.6% greater than the same period last year , 1% above the five year average for this period and are 0.9% above the previous quarter.



Lost Time to Sickness is -1.1% less than the same period last year , 0.2% above the five year average for this period and are -0.4% below the previous period.



Turnover data is calculated using the standard CIPD calculation

The 'Lost Time To Sickness' percentage is calculated from data obtained via Civica and applying the Cleveland method for calculation.

Incidents

	2018/19	2019/20	2020/21	2021/22	2022/23
Incidents	15,823	15,352	14,852	14,296	17,627
Fires	5,005	4,773	4,524	3,556	5,331
Special Services	4,324	4,425	4,251	4,524	5,394
False Alarms	6,494	6,154	6,077	6,216	6,902
ADF Fires	829	821	780	724	742
Deliberate Fires	1,671	1,742	1,361	1,030	1,421
Non Domestic Fires	476	437	397	372	450
Unwanted Fire Signals	995	1,073	966	1,117	1,213
RTC ECFRS	1,218	1,170	974	998	1,125
RTC SERP			476	681	800

Casualties

	2018/19	2019/20	2020/21	2021/22	2022/23
Fire Fatalities	5	5	4	7	8
ADF Fatalities	4	3	3	7	6
RTC ECFRS Fatalities	24	15	23	13	22
RTC ECFRS Serious Injury	140	128	83	95	102
RTC SERP Fatalities			36	37	48
RTC SERP Serious Injury			475	713	843
Primary Fire Injuries	66	78	61	74	53
ADF Injuries	40	47	47	39	29

Prevention and Protection

	2020/21	2021/22	2022/23
Home Fire Safety Visits	546	4,605	6,013
Home Fire Safety Visits - Operational Crew	48	666	1,834
Home Fire Safety Visits - Inspection Officers	498	3,939	4,179
RBIP V High\High Audits	34	1,257	1,247

The above tables summarise the 12 Month rolling totals for each measure, up to and including the reporting month. For example, if the reporting quarter is Q2 2022/23, then the figures under 2022/23 will be the total of Q2 2021/22-Q2 2022/23.

Report title: Police, Fire and Crime Commissioner (PFCC) Decisions	
Report to: Essex Police, Fire and Crime Panel	
Report author: Police, Fire and Crime Commissioner	
Date: 21 March 2023	For: Noting
Enquiries to: Pippa Brent-Isherwood (Chief Executive and Monitoring Officer) (01245) 291613 pippa.brent-isherwood@essex.police.uk	
County Divisions affected: All Essex	

1. Purpose of Report

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

2. Recommendations

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

3. Context / Summary

- 3.1 This report contains information about decisions made since 26 November 2022 up to and including 8 March 2023.

4. Appendices

Appendix A: PFCP Meeting 21 March 2023: PFCC Decisions Detailed
Appendix B: PFCP Meeting 21 March 2023: PFCCFRA Decisions Detailed

Ref	Decision On	Value	Outline	Date approved
100-22	Lightning Conductors, Fall Arrest & Radio Masts	£41,377.40 over three years + £250,030.18 for maintenance – total contract value £291,407.58	For the PFCC to approve the contract award to Central High Rise for an initial term of three years, with the option to extend for a further two 12-month periods.	25/01/2023
113-22	Fleet Workshop	Detailed costings to be confirmed post tender	To agree to progressing a fully collaborative fire and rescue and police fleet workshop including the joint provision of workforce requirements.	10/02/2023
128-22	Gates and Barriers	£348,348.75 over three years	To approve the contract award to DSSL Group Ltd for an initial term of three years, with the option to extend for a further two 12-month periods.	10/02/2023
146-22	PFCC Core Grants 2023-24	£1,219,290	To approve the allocation of annual core grants from the PFCC's 2023-24 Community Safety Fund to a range of community safety partners to deliver their core activities and support delivery of the priorities in the Police and Crime Plan.	10/02/2023
157-22	Phase 3 of the Violence and Vulnerability Joint Budget 2022/23	£578,707	To approve the allocation of £578,707 to support partner organisations to deliver against the priorities within the Essex Violence and Vulnerability Work Programme 2022/23	21/12/2022
158-22	MoJ Male Rape Support Funding	£359,807	Seeks approval to receive £77,320 Male Rape Support Funding from the Ministry of Justice (MoJ) and to allocate £359,807, including the £77,320 received from the MOJ Male Rape Support Fund, of Rape Support Funding from the PFCC's 2022-23 victims' budget to the Synergy Rape Crisis Partnership.	21/12/2022
159-22	Rural Crime Strategy	N/A	Seeks approval of the Essex Rural Crime Strategy 2023-2026	21/12/2022
160-22	Community Safety Development Fund	£333,707 available from the CSDF	seeks approval to launch the PFCC's 2022-23 Community Safety Development Fund. The CSDF is an annual small grants fund which supports community-led projects that are strongly aligned with the priorities set out in the PFCC's Police and Crime Plan.	16/12/2022

Ref	Decision On	Value	Outline	Date approved
161-22	The Estates Strategy & Adjustments to the Five-Year Plan	Reduction of the 2022/23 estates capital programme of £12,480,700. Increase in the 2023/24 estates capital programme of £4,980,000.	Recommends that the PFCC agrees the new Estate Strategy 2023-2028; removes certain items from the capital programme and the resultant in-year adjustments to the capital programme and notes further capital funding requirements submitted as part of the 2023/24 budget setting process.	21/12/2022
162-22	Airwave Contract	£*	Recommends that the Essex Police, Fire and Crime Commissioner reviews and signs the attached Change and Control Note (the details of which are sensitive), which will apply until the National Shutdown. The end date is currently unknown.	15/12/2022
165-22	Drug Testing on Arrest	£60,000	The Commissioner is asked to approve and sign the Acceptance of Grant document attached to the report, thereby allowing the force to spend £60,000 on Drug Testing on Arrest.	03/02/2023
166-22	Section 22a Police Act 1996 Collaborative Agreement	N/A	To approve an updated collaboration agreement which sets out the legal provisions for the Serious Crime Directorate (SCD) collaboration.	21/12/2022
167-22	The Children's Society Children and Risk of Exploitation (CARE) Project 2023-25	£99,000 from PFCC Victims Fund £69,000 p.a. from the Joint V&V Budget £80,00 from ECC.	Seeks approval to extend the Children's Society's Children at Risk of Exploitation (CARE) project for two years from April 2023 to the end of March 2025	21/12/2022
169-22	Delayed Notice – Statement of Accounts for the year ended 31.03.2022	N/A	The PFCC's approval was sought to publish a Delayed Notice regarding the delay in the publication of the Statement of Accounts for the year ending 31 March 2022 for the Police, Fire and Crime Commissioner Group and the Police, Fire and Crime Commissioner	30/11/2022

Ref	Decision On	Value	Outline	Date approved
170-22	Minerva Fund	£140,000	Seeks approval to launch a new £140k fund in support of the Minerva project. The Minerva Fund will support the roll-out of local hotspot maps to each Community Safety Partnership (CSP) in Essex, highlighting areas of vulnerability, particularly for violence against women and girls. The funding will be used by CSPs to deploy initiatives in these identified areas.	21/12/2022
172-22	Walton Unilateral Undertaking	£137.71	Seeks approval for the engrossment of a Unilateral Undertaking Agreement (Deed) to secure a planning obligation which will take effect following a grant of planning permission and implementation of the proposed change of use of the former Walton Police Station to residential dwelling status.	21/12/2022
173-22	Publication Policy Review	N/A	To agree the proposed Publication Protocol and associated processes	27/01/2023
174-22	Precept Leaflet	£27,000	To approve the allocation of up to £27,000 from the PFCC's communications budget to develop and distribute the precept leaflet.	27/01/2023
175-22	LQC Indemnity Update	N/A	Through decision 084-21 the Commissioner agreed to wording setting out the indemnity provided to LQCs. Following a national case where an LQC was called as a witness in an employment tribunal, this decision report proposes a revised form of words to incorporate these additional potential risks.	23/12/2022
176-22	Victim Services Contract 2023-26	£1,724,990 over three years	Sought endorsement of the result of an open competition, supported by 7F Commercial, to award the contract for the countywide victim referral, assessment and support service from April 1st 2023.	21/12/2022
177-22	Violence and Vulnerability Joint Budget 2022/23 Phase 4	£24,900	To approve the allocation of £24,900 to support partner organisations to deliver against the priorities within the Police and Crime Plan and Essex Violence and Vulnerability Work Programme 2022/23	23/01/2023
178-22	Management Team Terms of Reference	N/A	To approve the Terms of Reference for the PFCC's Management Team	27/01/2023
179-22	Police, Fire and Crime Commissioner Pay Award 2022/23	£1,900 p.a.	To implement locally the pay award for Police and Crime Commissioners (PCCs) and Police, Fire and Crime Commissioners (PFCCs) made by the Government with effect from 1 May 2022.	28/12/2022
001-23	Policy for Dealing with Persistent, Abusive or	N/A	To approve and adopt the updated Policy for Dealing with Persistent, Abusive or Unreasonable Contact, Correspondence and Complaints	27/01/2023

Ref	Decision On	Value	Outline	Date approved
	Unreasonable Contact, Correspondence and Complaints			
002-23	Accessibility Strategy and Statement	£3,000	Recommends that the Commissioner agrees the approach set out in the Accessibility Strategy and the Accessibility Statement and approves the allocation of up to £3,000 from the staff pay budget towards the cost of starting to improve content currently published on the website.	03/02/2023
003-23	Southend MARAT 2022-23	£46,957	To approve the allocation of £46,957 to Southend-on-Sea City Council as a contribution to the costs of the Southend MARAT in 2022-23.	03/02/2023
005-23	Home Office Domestic Abuse Perpetrator Programme	£291,272 external funding	To agree to accept a Home Office grant for domestic abuse perpetrator work and to commission local organisations to undertake delivery	18/01/2023
017-23	Violence and Vulnerability Joint Budget 2022/23 Phase 5	£352,995	To approve the allocation of £352,995 to support partner organisations to deliver against the priorities within the Essex Violence and Vulnerability Work Programme 2022/23	03/02/2023
020-23	Police Property Act	£6,000	Seeks PFCC endorsement of Essex Community Foundation's proposal to allocate £6,000 from the Police Property Act Fund to four groups in 2023.	03/02/2023
023-23	Communications Spend	£29,480	To approve the allocation of £29,480 from the PFCC's Communications and Public Engagement budget to deliver the communications and engagement activity for the Commissioner agreed in the Communications and Engagement Strategy 2021- 2024 (approved through decision report 172-21)	21/02/2023
024-23	CCTV Upgrade Works in Basildon Town Centre	£12,500	Recommends that the PFCC contributes up to £12,500 from their Community Safety Development Fund towards the costs of an upgraded CCTV system within Basildon town centre.	03/02/2023
030-23	Statement of Accounts for the year ended 31 March 2022 for the Police, Fire and Crime Commissioner Group and the Police, Fire and Crime Commissioner	N/A	To recommend that the PFCC signs the Statement of Accounts for the year ending 31 March 2022 for the Police, Fire and Crime Commissioner Group and the Police, Fire and Crime Commissioner	22/02/2023

Ref	Decision On	Value	Outline	Date approved
039	Access to HMPPS Data	N/A	Seeks approval from the Police, Fire and Crime Commissioner to enter into a Memorandum of Understanding with the Ministry of Justice in order to access key local statistics relating to offenders under the supervision of the Probation Service, with the aim of preventing and / or reducing crime and disorder and reducing reoffending	27/02/2023

*Denotes decision report which is pending publication due to commercially sensitive information or not published in full due to otherwise sensitive information. Commercial decisions will be published upon completion of the contract.

For detailed information on each decision, go to the PFCC website at [Decision making - Essex Police, Fire & Crime Commissioner \(pfcc.police.uk\)](https://pfcc.police.uk) Decisions can be sorted by reference number and date on the PFCC website.

Please note: This report contains PFCC decisions made after 26 November 2022, up to and including 8 March 2023 (ahead of submission for the PFCC meeting of 21 March 2023).

Ref	Decision On	Value	Outline	Date approved
026-22	Service Medical Advisor Contract	£*	To gain agreement from the PFCC to award a contract for the supply of a Service Medical Advisor (SMA). The SMA supports the Occupational Health team to provide advice for the many complex cases referred to Occupational Health, particularly those in the safety critical role of firefighters. Also, a physician has to be appointed by the Health & Safety Executive to comply with asbestos medicals under the Asbestos Regulations 2012, and the SMA meets this requirement.	05/02/2023
042-22	Public Sector Equality Objectives	N/A	Approval is sought for the adoption of four new Public Sector Equality Duty (PSED) objectives. The proposed objectives will replace those that have been in place since 1 March 2018.	09/12/2022
044-22	Breathing Apparatus Instructors	£398,129.27	Approval sought for the funding of three Breathing Apparatus Instructors for an initial one-year period followed by a second year if evidence from the strategic workforce plan (SWP) supports the need.	21/12/2022
045-22	Fleet Workshops	Detailed costings to be confirmed post tender	To agree to progressing a fully collaborative fire and rescue and police fleet workshop including the joint provision of workforce requirements	11/01/2023
051-22	ECFRS Year End Accounts	N/A	The purpose of this paper is to obtain formal authority to publish the Accounts for the year ended 31 March 2022.	30/11/2022
054-22	Funding for the Transitional Arrangements at Newly Converted Stations	£444,857	Requests the extension of embedded resources at the converting stations for a further 12 months for the financial year 2023-24. This proposal has been developed on a station-by-station basis with a focus on the current and future status of all new on-call employees.	21/12/2022
055-22	Insurance Renewal	£633,526.75	To approve the payment of the annual insurance renewal premium for the Authority.	21/12/2022
057-22	Assurance Strategy	N/A	To seek the Police, Fire and Crime Commissioner's (PFCC) approval of the publication of the Assurance Strategy.	12/01/2023
058-22	Procurement of the new Finance System	£220,000	To seek the Police, Fire and Crime Commissioner's approval for the procurement of a new finance system.	13/01/2023

Ref	Decision On	Value	Outline	Date approved
059-22	Purchase of fleet	£*	Seeking approval to procure 20 vehicles via direct award through a procurement framework, the details of which are commercially sensitive.	10/02/2023
001-23	Industrial Action Plan	£*	To seek the Essex Police, Fire and Crime Commissioner Fire and Rescue Authority's (EPFCCFRA's) approval of the service's proposed plan to respond to industrial action (IA), the details of which are operationally sensitive.	03/02/2023
002-23	Sale of Surplus Property	£*	Relates to the sale of PFCCFRA estate	28/02/2023

*Denotes decision report which is pending publication due to commercially sensitive information or not published in full due to otherwise sensitive information. Commercial decisions will be published upon completion of the contract.

For detailed information on each decision, go to the PFCC website at [Decision making \(Fire and rescue\) - Essex Police, Fire & Crime Commissioner \(pfcc.police.uk\)](https://pfcc.police.uk) Decisions can be sorted by reference number and date on the PFCC website.

Please note: This report contains PFCC decisions made after 26 November 2022, up to and including 8 March 2023 (ahead of submission for the PFCP meeting of 21 March 2023).

Annual Complaints Report 2021-22

Agenda Item 8

Reference number: EPFCP/06/23

Report title: Annual Complaints Report 2021-22	
Report to: Essex Police, Fire and Crime Panel	
Report author: Paul Turner, Director, Legal and Assurance, Essex CC	
Date: 21 March 2023	For: Noting
Enquiries to: Paul Turner, Director, Legal and Assurance, Essex County Council paul.turner@essex.gov.uk	
County Divisions affected: All Essex	

1. Purpose of Report

- 1.1 The purpose of this report is to provide the Essex Police, Fire and Crime Panel (PFCP) with an update on the handling of complaints made against the Essex Police, Fire and Crime Commissioner (PFCC) since 1 October 2021.

2. Recommendations

That the information contained in the report be noted.

3. Context and Summary

- 3.1 The Panel has a statutory responsibility under the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 for handling complaints regarding the non-criminal behaviour of the PFCC and for resolving such complaints. The PFCP is also required to forward any 'serious' complaint it receives against the PFCC to the Independent Office for Police Conduct. The definition of a 'serious' complaint is 'a qualifying complaint about conduct which constitutes or involves, or appears to constitute or involved, the commission of a criminal offence'.¹
- 3.2 It is important to note that complaints can only be considered if they relate to an act or omission of the Commissioner or Deputy personally. However, such acts or omissions can include acts or omissions relating to how the Commissioner or Deputy has (or has not) dealt with a complaint about the Chief Constable or about the fire service. They can also be about alleged criminal misconduct of the Commissioner or Deputy in their personal life.
- 3.3 The Panel's complaint procedure was adopted in October 2019 and updated in June 2022 and can be found attached as Appendix A.

¹ Paragraph 2(6) of Schedule 7 of the Police Reform and Social Responsibility Act 2011

Annual Complaints Report 2021-22

4. Summary of Complaints Received during period 1 October 2021 – 30 September 2022

- 4.1 Two potential new complaints were received against the PFCC during this period. One complaint was recorded and one complainant chose not to continue with the complaint but wished for the Panel to be made aware of the issues raised.
- 4.2 The one recorded complaint was dealt with by the Monitoring Officer under delegated authority and a response was provided to the complainant by the Monitoring Officer advising that there was not any evidence of misconduct by the Commissioner as he had reviewed and responded to the matters raised by the complainant in a reasonable way.
- 4.3 The second piece of correspondence, related to some perceived inadequacies with the Police complaints process and review process by the Commissioner, but we clarified with the author that it was not intended to be a complaint about the conduct of the Commissioner. The correspondence was brought to the attention of the Chairman of the Panel who responded to the author. The response referred to the previous work of the Panel in March 2022 when a report was brought on the Police Complaints Review process. The Chairman confirmed that the Panel would continue to monitor this.
- 4.4 In addition, there were two complaints received before 1 April 2021 which had not been resolved by that date. These were both from the same complainant and were considered at a meeting of the Sub-Committee in December 2021. These were considered by an independent reviewing officer and reported to the Sub-Committee which resolved to make no finding of misconduct against the Commissioner, but made some recommendations to the Commissioner for informal resolution, which he accepted.

5. Appendices

Appendix A – Essex Police, Fire and Crime Panel Complaints Procedure

Police, Fire and Crime Panel for Essex

Procedure to be Followed when Considering Complaints About the Police, Fire and Crime Commissioner or Deputy Police, Fire and Crime Commissioner

1. Introduction

- 1.1 The Police, Fire and Crime Panel for Essex ('the Panel') has responsibility for the initial handling of complaints made about the conduct of the Police, Fire and Crime Commissioner for Essex ('the PFCC') or the Deputy Police, Fire and Crime Commissioner ('the Deputy PFCC'). Complaints are governed by a statutory complaints procedure¹. The panel is required to refer criminal complaints to the Independent Office of Police Conduct (IOPC).
- 1.2 The Panel has authorised the Monitoring Officer of Essex County Council (or another authorised officer of ECC) to make some decisions about complaints under the complaints procedure. Unless the context otherwise requires, any reference to the Monitoring Officer in this policy includes a reference to an officer of ECC authorised by the Monitoring Officer.
- 1.3 The Panel has also created a Complaints Sub-Committee which is authorised to take any action under the Complaints Procedure.
- 1.4 Any decision or action which may be taken by the Monitoring Officer may also be taken by the Panel or by a Complaints Sub-Committee in an appropriate case.
- 1.5 A complaint is about the 'conduct' of the PFCC if it includes an allegation which relates to any act, omission, statement or decision of the PFCC or his Deputy (whether actual, alleged or inferred).
- 1.6 When following this procedure the Panel and those working on its behalf will ensure that they make such adjustments as it is reasonable to have to take in order to accommodate needs arising from the disability of a person involved.

2. Stage 1: Recording the Complaint

- 2.1 When a complaint is received the Monitoring Officer will consider the following questions:
 - (a) Does the complaint relate to the conduct of an office holder (either a PFCC or a Deputy PFCC)?
 - (b) Is the Police, Fire and Crime Panel for Essex the correct panel for the complaint (ie does the complaint relate to the Essex PFCC or Deputy PFCC)? If the Panel is not the correct Panel then the Monitoring Officer will refer the complaint to the correct panel.
 - (c) Has the complaint been withdrawn?

¹ The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.

- (d) Does the complaint relate to a new matter which is a matter which has not been or is not already the subject of criminal proceedings against the office holder?
- 2.2 If the answer to all four questions is 'yes' then the Monitoring Officer will record the complaint.
- 3. Stage 2: Determining whether the complaint should be referred to the IOPC**
- 3.1 The Monitoring Officer will consider whether the complaint includes any allegation which, if proved, would indicate that either the PFCC or the Deputy PFCC is likely to have committed any criminal offence. If the Monitoring Officer, after consulting the Chairman of the PFCP, considers that it does include such an allegation then the matter must be referred to the Independent Office of Police Conduct (IOPC) and the Monitoring Officer will make the referral.
- 3.2 The IOPC may investigate - in which case the Panel has no further involvement - or it may decline to investigate and refer the complaint back to the Panel, in which case the complaint will move to stage 3.
- 3.3 In the remainder of this document a reference to the PFCC is to be read as a reference to the Deputy PFCC if the complaint is about that officer.
- 4. Stage 3: Determining the Statutory route to be followed**
- 4.1 If the complaint is not required to be referred to the IOPC - or if the IOPC refers the complaint back to the PFCP - then the next step is for the Monitoring Officer to consider whether or not to disapply the statutory process.
- 4.2 If the statutory process is disapplied then the Panel can respond to the complaint in whatever way it feels fit. This would include deciding not to respond to it.
- 4.3 The Monitoring Officer is not required to disapply the statutory process, but may do so - after consulting the Chairman of the PFCP- if and to the extent that one or more of the following criteria apply:

- (a) The complaint is concerned with the conduct of a relevant office holder in relation to a person who was working in his capacity as a member of the office holder's staff at the time when the conduct is supposed to have taken place.

Complaints relating to the PFCC's alleged behaviour towards his staff will not normally be considered. Complaints about the activities of the PFCC's staff cannot be considered directly. The Panel can consider complaints that the PFCC has failed to respond adequately to complaints he has received about his staff may be considered if the PFCC's response is so inadequate as to amount to misconduct.

- (b) More than 12 months have elapsed between the incident, or the latest incident giving rise to the complaint and the making of the complaint **and** either—
 - (i) no good reason for the delay has been shown, or
 - (ii) injustice would be likely to be caused by the delay;
- (c) The matter is already the subject of a complaint. Note that the complaint does not have to be from the same complainant.
- (d) The complaint discloses neither the name and address of the complainant nor that of any other interested person and it is not reasonably practicable to ascertain such a name or address.
- (e) The complaint is vexatious, oppressive or otherwise an abuse of the procedures for dealing with complaints;
- (f) The complaint is repetitious. A complaint can only be regarded as repetitious if all of (a)-(d) below apply:
 - (a) it is substantially the same as a previous complaint (whether made by or on behalf of the same or a different complainant), or it concerns substantially the same conduct as a previous conduct matter;
 - (b) it contains no fresh allegations which significantly affect the account of the conduct complained of;
 - (c) no fresh evidence, being evidence which was not reasonably available at the time the previous complaint was made, is tendered in support of it; and
 - (d) as regards the previous complaint, either-
 - (i) the IOPC dealt with the complaint;
 - (ii) the Panel resolved the complaint in accordance with this process;
 - (iii) the complainant withdrew the complaint; or
 - (iv) the statutory complaint process was disapplied.

4.4 If the Monitoring Officer considers that the statutory process should be disapplied, the Monitoring Officer should, before finally deciding to do so, write to the complainant to explain

- (a) why the Monitoring Officer considers that the statutory process should be disapplied;
- (b) how it is proposed to deal with the complaint if the procedure is disapplied; and

- (c) that before making a decision the Monitoring Officer will consider any representations made by the complainant within 14 days from the date of the letter.
- 4.5 If, having considered any representations received in response to the letter, the Monitoring Officer then disappplies the process then the Monitoring Officer must write to the complainant and explain why the procedure has been disappplied and how the complaint is to be dealt with (which may include taking no further action). Any such action is beyond the scope of this policy.
- 4.6 There is no right of appeal against any decision to disapply the complaints process although the complainant may ask the Local Government and Social Care Ombudsman to look at whether an appropriate process has been followed.
- 5. **Stage 4: Informal Resolution**
 - 5.1 At this stage the Panel is required to arrange for the complaint to be subjected to informal resolution. The Monitoring Officer will write to the Complainant and the PFCC (and the Deputy PFCC if the complaint is about the Deputy PFCC) with proposals for informal resolution.
 - 5.2 There are four possible approaches as set out below. Two of them encourage the parties to reach agreement and two of them involve an opinion being reached by the Panel; Unless agreed otherwise by the parties, informal resolution will follow one or more of the following:
 - (a) **Period for local settlement:** The PFCC (or Deputy PFCC) is invited to consider the complaint and respond to it (for example by apologising or providing the complainant with a detailed explanation of the issues). This is likely to be suitable where the parties have a constructive relationship or where the complaint is minor. This process is unlikely to be suitable where positions have become entrenched or where the PFCC (or Deputy PFCC) does not believe that such a process is likely to resolve the complaint.

If this route is followed then the PFCC (or Deputy PFCC) will be given a fixed period of time (usually a month) to resolve the complaint. At the end of the fixed period the Monitoring Officer will contact both parties and ask if the matter has been resolved. If both parties agree that the complaint has been resolved then the complaint will be closed and the matter recorded as resolved.
 - (b) **Mediation:** The Monitoring Officer (either in person or via another person appointed for this purpose) attempts to facilitate a mediation. This is also likely to be appropriate for less serious complaints. It is not suitable unless both parties agree. Any information disclosed by either party to the mediator may be used in any subsequent resolution. At the end of the mediation the Monitoring Officer will contact both parties and ask if the matter has been resolved. If both parties agree that the complaint has been resolved then the complaint will be closed and the matter recorded as resolved.

- (c) **Resolution by Monitoring Officer, after Consulting the Chairman of the PFCP.** The Monitoring Officer may come to a conclusion about the complaint. As part of this conclusion the Monitoring Officer may, after consulting the Chairman of the PFCP, make recommendations about action the Monitoring Officer considers should be taken by the PFCC (or Deputy PFCC). This is only suitable for less serious complaints where the Monitoring Officer believes that it may be helpful for a person independent of OPFCC and complainant to express a view without convening a meeting of the Complaints Sub-Committee. It may also be suitable for less serious complaints where either of the previous processes have failed to resolve the complaint.
 - (d) **Resolution by the Complaints Sub Committee** The Monitoring Officer may, after consulting the Chairman of the PFCP, decide that a complaint should be referred to the Complaints Sub-Committee. The Complaints Sub-Committee will receive a report of the Monitoring Officer and will hold a meeting. This is suitable for more serious complaints, regardless of whether or not any other process has been followed. The basic process for this is set out at appendix 1 (although this may be varied in any particular case by the Monitoring Officer or by a Complaints Sub-Committee).
- 5.3 The resolution of the complaint must be informal. The parties may agree to follow an approach which is different to those set out in 5.2. The Monitoring Officer will write to the Complainant and the PFCC (or Deputy PFCC) and explain a preliminary view as to how the complaint ought to be subjected to informal resolution. Each party will be given a period of time to respond.
- 5.4 If a period for local settlement or mediation is allowed but does not resolve the complaint to the satisfaction of all parties then the Monitoring Officer will, after consulting the Chairman of the PFCP, adopt one of the processes in 5.2(c) or 5.2(d) instead.

6. Recording and Publishing the Outcome

- 6.1 When a complaint has been subject to informal resolution (whether or not to the satisfaction of both parties) then the Monitoring Officer must make a record of the outcome of the resolution and send a copy to both parties and to the monitoring officer of the Office of the Police, Fire and Crime Commissioner.
- 6.2 The Panel or a Complaints Sub-Committee may, after consulting the complainant and the subject of the complaint, publish part or all of the record referred to in 6.1 (subject to any alterations or redactions which they consider appropriate). Publication will be considered if:
- (a) Either party asks for the record to be published; or
 - (b) The Sub-Committee considers that the response of the PFCC (or Deputy PFCC) to any recommendations made has not, in their opinion,

been adequate and that it is in the public interest for the record to be published.

6.3 Publication may take the form of publishing the record or a written summary and may include a press release.

6.4 Publication of the outcome is entirely at the discretion of the Sub Committee.

Process for the Sub-Committee to Review Complaints

- 1.1 The Monitoring Officer may appoint a Reviewing Officer whose role will be:
 - to gather information about the complaint; and
 - to write a report on the Complaint and make recommendations about whether there is any merit in the complaint and, if so, what action the PFCC should take.
2. **Process to be followed by the Reviewing Officer**
 - 2.1 The Reviewing Officer is not permitted to investigate the Complaint, although they may ask for information. The Reviewing Officer will:
 - (a) Send a copy of the complaint to the person complained about and allow them a reasonable opportunity to provide a response and any supporting documents.
 - (b) Send a copy of the response to the complainant to give the complainant a reasonable opportunity to provide any information or documents in response to the evidence.
 - 2.2 Further steps may be necessary depending on how the review progresses.
 - 2.3 The Reviewing Officer may ask for any further information they consider helpful in order to provide the Sub-Committee with full details about the matters complained of. No party can be required to provide any information if it would be unlawful for them to provide that information.
 - 2.4 Any material sent to the Reviewing Officer will normally be shared with all other parties and the Sub-Committee.
 - 2.5 Notwithstanding 2.4 a party may apply to the reviewing officer with an application not to share a document or documents, if there are exceptional reasons not to do so.
 - 2.6 An application under paragraph 2.5 should clearly set out the nature of the material and why the party does not want it to be shared.
 - 2.7 A decision on the application will then be taken by the Reviewing Officer or the Monitoring Officer.
 - 2.8 If a party is dissatisfied with the decision under paragraph 2.7 they may appeal to the Sub-Committee.
 - 2.9 Other than as agreed in paragraph 2.7 or 2.8 above, material submitted to the Reviewing Officer should not be redacted or altered in any way.
 - 2.10 Once the Reviewing Officer is satisfied that all parties have had a fair opportunity to comment on the material submitted by the other party they will produce a report. The report will normally include all material submitted by parties to the complaint.

3. Before the Meeting

- 3.1 The Monitoring Officer will send the parties the final report. The version of the report sent to the parties will not include material where it has been agreed that it will not be shared. The parties may comment on the final report and any comments received by the Reviewing Officer or the Monitoring Officer will be circulated by him or her to the Sub-Committee and to the other party.
- 3.2 The Monitoring Officer, in consultation with the Chairman of the Sub-Committee, will decide whether or not the parties should be invited to attend the meeting. As a general rule the parties will not be invited to attend.
- 3.3 The Reviewing Officer's report will be considered by a Committee of the Panel, comprising the Chairman and / or Vice-Chairman of the Panel and one or two further members taken from a pool of Panel members nominated at the Annual meeting to comprise a membership of three. The Monitoring Officer may wish to submit a separate covering report clarifying or highlighting certain aspects of the Reviewing Officer's report.

4. Procedure at the meeting

- 4.1 The Chairman will welcome those attending the meeting and introduce everyone. The Chairman will remind everyone that the purpose of the meeting is for the complaint to be informally resolved.
- 4.2 The Committee will consider excluding the press and public.
- 4.3 The Monitoring Officer will present the findings and recommendations of the Reviewing Officer's report and may ask the Reviewing Officer to present all or highlight certain aspects of his or her report.
- 4.4 Members of the Sub-Committee may ask questions of the Monitoring Officer or the Reviewing Officer.
- 4.5 If present, the complainant (or their representative) will be invited to address the Sub-Committee for up to 10 minutes. No new matters may be raised and no new material may be introduced without the permission of the Chairman.
- 4.6 The Sub-Committee may ask questions of the Complainant (if present) to clarify any part of the complaint.
- 4.7 The PFCC or Deputy PFCC (or their representative) will, if present, be invited to address the Sub-Committee for up to 10 minutes. No new material may be introduced without the permission of the Chairman.
- 4.8 The Sub-Committee may ask questions to clarify any information provided by the PFCC (if present).
- 4.9 No witnesses may be called by any person without the prior permission of the Chairman. If permission is given then the other party and the Sub-Committee

will each be given the opportunity to ask questions of the witness. Any witness will be heard as part of the address and an extension of time will be given.

- 4.10 The Monitoring Officer will summarise the issues.
- 4.11 If the parties are present they will be asked to leave while the members deliberate.
- 4.12 The Committee may adjourn a meeting at any time for as long as they think appropriate.
- 4.13 The Sub-Committee will make a decision on the complaint and on how they think that the Complaint should be resolved. This may or may not include expressing a view as to whether there has been misconduct by the PFCC (or Deputy PFCC) and making a recommendation as to whether or not the PFCC should take any action to provide redress. If the Sub-Committee expresses the view that there has been misconduct then it will give reasons for this.
- 4.14 The Sub-Committee may:
 - (a) Make recommendations about any action which the Sub Committee considers should be taken by the PFCC.
 - (b) Ask the Monitoring Officer to provide an explanation to the complainant if it considers that this may assist to clear up or settle the matter directly with the complainant.
- 4.15 There is no right of appeal or review of the Sub-Committee's decision although the complainant may ask the Local Government and Social Care Ombudsman to look at whether an appropriate process has been followed.

5. After the Meeting

- 5.1 The Monitoring Officer will inform the parties of the outcome of the meeting.
- 5.2 Where the Sub-Committee has made recommendations to the PFCC the Monitoring Officer will ask the PFCC to consider the recommendations and to respond (usually within fourteen days) to say whether or not the PFCC accepts the recommendations and
 - (a) what action the PFCC has taken (or proposes to take); and
 - (b) if the PFCC does not propose to accept any recommendation then to provide detailed reasons as to why this is the case.
- 5.3 The Monitoring Officer may seek clarification of the PFCC's response and may make suggestions as to further actions which may assist with informal resolution of the complaint.
- 5.4 The Monitoring Officer will inform the Sub-Committee of the response to the recommendations received from the PFCC.

- 5.5 Having considered the PFCC's response, the Sub-Committee may make further recommendations to the PFCC on how it feels the complaint may be resolved informally or ask the PFCC to consider his response.

Record of Outcome

The Monitoring Officer will prepare a record of the outcome of the procedure and will ask the parties whether they would want the record to be published.

The Monitoring Officer will submit the record of the outcome to the members of the Sub-Committee for approval.

The Sub-Committee will consider whether to publish the record of the outcome of the procedure, taking account of the views of the parties if any views were received.

If so determined by the Sub-Committee, the Monitoring Officer will arrange for the record of the outcome so approved by the Sub-Committee to be published on the Council's website and anywhere else which the Sub-Committee directs

Agenda Item 9**Reference number: EPFCP/07/23**

Report title: Report of the Ethics and Integrity Sub-Committee	
Report to: Essex Police, Fire and Crime Panel	
Report author: Sophie Campion, Senior Democratic Services Officer	
Date: 21 March 2023	For: Noting
Enquiries to: Sophie Campion, Senior Democratic Services Officer sophie.campion2@essex.gov.uk	
County Divisions affected: All Essex	

1. Purpose of report and background

The Ethics and Integrity Sub-Committee is required in its Terms of Reference to report back to the next available ordinary meeting of the Essex Police, Fire and Crime Panel. The Sub-Committee met on 24 November 2022 and the minutes of that meeting are attached as Appendix A for the Panel to note.

2. Recommendation

That the Panel note the minutes of the Ethics and Integrity Sub-Committee.

Minutes of the meeting of the Essex Police, Fire and Crime Panel: Ethics and Integrity Sub-Committee, held in Committee Room 6, County Hall, on Thursday, 24 November 2022 at 14:00.

Present

John Gili-Ross
Cllr D Dadds
Cllr L McWilliams

Representing

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

Also present

Emma Hunter
Graham Hughes
Detective Superintendent
Scott Cannon
Deputy Chief Constable Andy
Prophet
Roger Hirst
Pippa Brent-Isherwood

Democratic Services Officer
Senior Democratic Services Officer
Essex Police
Essex Police
Essex Police, Fire and Crime Commissioner
Chief Executive and Monitoring Officer, Office of
the Police, Fire and Crime Commissioner for
Essex
Strategic Head of Policy and Public Engagement,
Office of the Police, Fire and Crime Commissioner
for Essex

1. Membership, Apologies, Substitutions and Declarations of Interest

1. The membership of the Sub-Committee was noted.
2. An apology was received from Cllr I Shead.
3. Councillor Lynda McWilliams declared a Code Interest as her son was currently a serving police officer and her granddaughter was currently a serving special constable. Councillor McWilliams participated fully in the meeting.

2. Minutes of the Previous Meeting

The minutes of the meeting held on 22 March 2022 were approved as a correct record and signed by the Chairman.

3. Ethics and Integrity Sub-Committee revised Terms of Reference

The Sub-Committee received report EISC/02/22 from Sophie Campion, Senior Democratic Services Officer.

The Sub-Committee had a short discussion regarding the value of substitutes, and it was

Resolved

To seek nominations for substitutions for the Essex Police, Fire and Crime Panel: Ethics and Integrity Sub-Committee.

The Sub-Committee NOTED the revised Terms of Reference and Procedure Rules for the Essex Police, Fire and Crime Panel Ethics and Integrity Sub-Committee.

4. Monitoring of Behaviours Within the Essex Police Service

The Sub-Committee received report EISC/03/22 from Roger Hirst, Police, Fire and Crime Commissioner.

At its meeting on 22 March 2022, the Essex Police, Fire and Crime Panel's Ethics and Integrity Sub-Committee considered a report on the process of recruitment and vetting of police officers in Essex. Following consideration of that report, the Sub-Committee requested this further report on how the behaviours of police officers and staff are monitored once they enter the force.

Since the request was made, His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) had published a report relating to vetting, misconduct, and misogyny in the police service. The report received by the Sub-Committee therefore also set out an initial commentary of the position in Essex in respect of the issues identified nationally, along with the next steps in terms of responding to the findings locally.

In response to questions from Members the following points were made:

- His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMIC) were scheduled to perform an inspection of Essex Police the week commencing 28 November 2022. It was noted that HMIC set criteria for cases which they will consider during the inspection to ensure they captured a representative picture of the organisation. Essex Police had selected cases based on these criteria to be put forward for inspection.
- Within Essex Police, there was a robust use of suspensions and restrictions in order to maintain public confidence. At the time of the meeting, there were approximately 20 officers under suspension and 43 operating on restricted duties. On average, investigations into these cases took 6 – 9 months to carry out.
- The restrictions in place on an officer were determined on a case by case basis, and the force aimed to ensure they would still make a valuable contribution to the organisation whilst maintaining the trust of the public. These restrictions were determined by the Head of the Professional Standards Department. Unison and the Police Federation could put forward evidence to support a change in these restrictions. The restrictions were under regular review and were adjusted as required.

- Professional standards were taught to new officers, staff, and special constables throughout their training.
- It was noted that when an officer or member of staff transferred into Essex Police from another force they were always vetted as though they were joining the force for the first time. Vetting included anti-corruption checks and intelligence checks.
- A system named 'Envelope' could be used by officers and staff to report incidents anonymously to the Professional Standards Department. There were ongoing challenges in ensuring confidence in the anonymity of this system, as well as encouraging members of small teams to report incidents. It was noted that all reports were risk assessed to ensure a positive outcome whilst retaining anonymity.
- The College of Policing's national sift had been adopted by Essex Police and formed part of the recruitment process.
- Everyone who left Essex Police was offered an exit interview and there was analysis carried out to determine why people chose to leave. The Professional Standards Department also viewed this data to consider if factors such as discrimination had played a role in a person's choice to leave. It was noted that anyone leaving could choose to have an interview with their line manager or someone else, such as an individual from human resources.

RESOLVED:

That members of the Sub-Committee noted the report and that the report generated from the HMIC inspection be considered at a future meeting of the Sub-Committee.

5. Date of Next Meeting

The date and time of the next meeting was to be arranged for March 2023.

6. Urgent Business

There was no urgent business. The meeting closed at 15:31pm.

Report title: Forward Work Plan	
Report to: Essex Police, Fire and Crime Panel	
Report author: Sophie Campion, Senior Democratic Services Officer	
Date: 21 March 2023	For: Approval
Enquiries to: Sophie Campion, Senior Democratic Services Officer sophie.campion2@essex.gov.uk	
County Divisions affected: All Essex	

1. Purpose of report and background

- 1.1 To plan the business of the Panel.
- 1.2 The next Meeting of the Panel is scheduled for **Tuesday 15 June 2023**.
- 1.3 Business proposed to be taken to the meetings is provided in the work programme at Appendix 1.
- 1.4 At each meeting, except the February meeting at which the proposed precepts are considered, the following standard items are also on the agenda in addition to the matters listed on the work programme:
 - PFCC Decisions Report
 - PFCC Update
 - NAPFCP Update
 - Forward Work Plan

2. Focused area of work

- 2.1 The Panel has the opportunity to add matters of interest or concern to the work programme. When such matters are added, initial scoping work is undertaken to ensure that they fall within the Panel's remit and that the request both adds value and is proportionate in terms of the work required of the OPFCC in delivering the request.
- 2.2 At its meeting in June 2022, the Panel agreed the addition of a focused look at performance against Priority 1 – More Local, Visible and Accessible Policing from the Police and Crime Plan as extended to 2021. Initial scoping work was completed in relation to the issues that had been raised by Members. As a result of that, a programme of various workstreams was planned to address what was understood to be the key areas of Member interest.

- 2.2 Visits were arranged to the Force Control Room and Resolution Centre to assist Members in understanding the incident management work and how it fits with Essex Police's Command and Control of Incidents Policy.
- 2.3 A workshop session was arranged to give Members an opportunity for early sight of the previous Police and Crime Plan 2016-2020 as extended to 2021 closure report (which included the priority on Local, Visible and Accessible Policing). The workshop also incorporated the session offered by the Commissioner at the September Panel meeting, to look at how those priorities fed into the new priorities in the current Police and Crime Plan, the areas of progress and the areas of future focus. As the workshop was an informal session the report was then brought to a Panel meeting for consideration and the report was formally noted at the meeting held on 8 December with no further action.
- 2.4 A report was brought to the Panel in December on Essex Police's Policy and Performance in relation to Deployment to Incidents. This focused on clarifying the policy on deployment to incidents, emergency response grading and how Essex Police performs against the policy and performance indicators with regard to high harm incidents (with emergency response performance and data). The report also set out the challenges facing Essex Police in responding to incidents and future plans with regard to responding to incidents. The Panel noted this report. During the discussion of the report a member advised that it had been his understanding that performance against attendance targets to incidents graded as 3 – Priority, under the Essex Police's Command and Control of Incidents Policy had also formed part of the original request to the Commissioner when the schedule of targeted work had been developed. This was supported by another member of the Panel and the matter was accordingly added to the work programme.
- 2.5 Some initial background work was subsequently completed to determine the feasibility of pursuing the item, whether it fits within the scope of the Panel and how the information required or the specific request itself, may be addressed. Initial discussions took place with the Commissioner, the Panel Chair and the Office of the Police, Fire and Crime Commissioner (OPFCC). Ultimately the decision on whether to provide additional information of an operational policing nature such as this lies with the Commissioner. The Commissioner made it clear that the focus of the new Police and Crime Plan is on Prevention, rather than Response, and there are clear priorities where the resources are being focused. Whilst the information on performance for responding to high harm incidents had been made available to the Panel in the December report, performance data for other types of incidents is not measured in the same way and is not readily available. The Commissioner, having considered this, was not prepared to provide a further report on attendance in relation to priority 3 incidents due to the level of resource this would require, particularly when considered against the focus on prevention within the new Plan.

- 2.6 In terms of assessing whether the item fits into the scope of the Panel, it may be considered outside of the Panel's remit to scrutinise decisions taken regarding operational deployment and prioritisation. Therefore the value of the Panel focusing in on such a specific area of a response category is not clear, particularly given that the Commissioner's focus in the current Police and Crime Plan is Prevention. 'Local, Visible and Accessible Policing' is no longer a specific priority in the current Police and Crime Plan which the Panel will be monitoring for performance going forward, however as pointed out by the Commissioner on more than one occasion, this theme runs throughout the other Plan priorities.
- 2.7 It is therefore proposed that no further work is undertaken by the Panel relating to performance against specific attendance targets to incidents and that this item is removed from the Forward Work Plan.
- 2.8 Following the programme of workstreams that were undertaken to address the issues raised in the original focused work, on performance against Priority 1 – More Local, Visible and Accessible Policing from the Police and Crime Plan as extended to 2021, the feedback was positive. A number of Panel Members had indicated that they were satisfied with the level of information provided and felt they had a better understanding of the incident management process. On the basis of that feedback no further workstreams had been proposed and it is proposed that the item is concluded and removed from the Forward Work Plan.

3 Recommendations:

- 3.1 That the item relating to performance against attendance targets to incidents graded as 3 – Priority, under the Essex Police's Command and Control of Incidents Policy and how that fits with achieving the priorities in the Police and Crime Plan, is removed from the Forward Work Plan.
- 3.2 That the item on performance against Priority 1 – More Local, Visible and Accessible Policing from the Police and Crime Plan as extended to 2021, is concluded and removed from the Forward Work Plan.
- 3.3 The Panel is asked to note the Forward Work Plan and identify any other business it would like to consider.

Appendix 1

Provisional Date	Topic Title	Lead Contact	Purpose and Target Outcomes
15 June 2023	<ul style="list-style-type: none"> Election of Chairman and Vice-Chairman Appointment of Members to Ethics & Integrity Sub-Committee Complaints Sub-Committee membership Review of Balanced Appointment Objective Essex PFCP Grant Claim and Outturn Report – 2021/22 Essex Police, Fire and Crime Panel Annual Report Police and Crime Plan Performance Measures – Quarter 4 Budget-setting Process 	<p>Senior Democratic Services Officer SDSO</p> <p>SDSO</p> <p>SDSO</p> <p>Democratic Services</p> <p>SDSO</p> <p>OPFCC</p> <p>OPFCC</p>	<p>Annual meeting</p> <p>Annual meeting</p> <p>Annual Meeting</p> <p>Annual meeting</p> <p>To note</p> <p>To provide an overview of the Panel's activities during the 2021/22 municipal year</p> <p>Statutory Duty to review the Police and Crime Plan and monitor performance</p> <p>To receive a report to the budget-setting process and appoint a working group</p>
20 July 2023	<ul style="list-style-type: none"> Fire and Rescue Plan Quarterly Performance Update 	OPFCC	Statutory Duty to review the Fire and Rescue Plan and monitor performance

28 September 2023	• ECFRS Annual Report and Statement of Assurance	OPFCC	Statutory Duty to review the Annual Report and Statement of Assurance
	• PFCC Annual Report	OPFCC	Statutory Duty to review the Annual Report
	• Budget Scene-Setting	OPFCC	Update on the Budget-Setting process
7 December 2023	• Essex PFCP Budget Half Year Outturn Report	SDSO	To note
	• Police and Crime Plan Performance Measures (Quarter 2 2021/22)	OPFCC	Statutory Duty to review the Police and Crime Plan and monitor performance
	• Fire and Rescue Plan Quarterly Performance Update	OPFCC	Statutory Duty to review the Fire and Rescue Plan and monitor performance
	• Budget Update	OPFCC	Update on Budget-Setting process
	• Report on Annual Complaints 2022-23	SDSO	To note
1 February 2024	• Proposed Fire and Rescue Precept	OPFCC	Statutory Duty to review the proposed precepts
	• Proposed Police Precept	OPFCC	
Current focussed work	• a focused look at performance against Priority 1 – More Local, Visible and Accessible Policing from the Police and Crime Plan as extended to 2021		As agreed at the Panel's meeting on 23 June 2022. A programme of workstreams has been undertaken as set out in paragraph 2 of the report.
	• Performance against attendance targets to incidents graded as 3 – Priority, under the		As agreed at the Panel's meeting on 8 December 2022. Initial background

	Essex Police's Command and Control of Incidents Policy and how that fits with achieving the priorities in the Police and Crime Plan		work on the feasibility of this item is set out in paragraph 2 of the report.
Future work Date TBC	<ul style="list-style-type: none"> A review of the issues relating to E-Scooters 	TBC	As agreed at the Panel's meeting on 22 March 2022