

Essex Police and Crime Panel

14:30	Thursday, 26 November 2015	Committee Room 1, County Hall, Chelmsford, Essex
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Quorum: 5

Membership

Councillor Tony Hedley
Councillor Graham Butland
Councillor William Russell
Councillor Godfrey Isaacs
Councillor Bob Shepherd MBE
Councillor Tim Young
Councillor Gary Waller
Councillor John Jowers
Councillor Tony Durcan
Councillor Penny Channer
Councillor Jo McPherson
Councillor Ian Gilbert
Councillor Lynda McWilliams
Councillor Jane Potheary
Councillor Jim Gordon
John Gili-Ross
Kay Odysseos

Representing

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

For information about the meeting please ask for:

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

Fiona Lancaster, Committee Officer

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Essex County Council

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Part 1

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

		Pages
1	Apologies for Absence and Notices of Substitution The Secretary to the Panel to report receipt (if any).	
2	Minutes To approve the minutes of the meeting held on 29 October 2015 (attached).	5 - 10
3	Declarations of Interest Members are invited to declare any interest in any item on the agenda. Members may still declare an interest in an item at any time prior to its consideration.	
4	Questions to the Chairman from Members of the Public The Chairman to respond to any questions relevant to the business of the Panel from members of the public.	
5	Actions arising from the last meeting	11 - 12
6	Reports from the Police and Crime Commissioner:	
a	Finance Report and Budget Plans	13 - 30
b	Annual Report	31 - 72
c	Ethics and Integrity	73 - 78
7	Leadership, ethics and accountability: The Panel's draft response to the inquiry by the Committee on Standards in Public Life	79 - 82
8	Part-Night Lighting review	83 - 102
9	Forward Look	103 - 104

- 10 The Police and Crime Commissioner to update the Panel on On-going Issues (if any).**
- 11 Date of Next Meeting**
To note that the next meeting will be held at 2.30 pm on Friday 29 January 2016, in Committee Room 1, County Hall.
- 12 Urgent Business**
To consider any matter which in the opinion of the Chairman should be considered in public by reason of special circumstances (to be specified) as a matter of urgency.

Exempt Items

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

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

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

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

MINUTES OF A MEETING OF THE ESSEX POLICE AND CRIME PANEL HELD AT COUNTY HALL, CHELMSFORD, ON 29 OCTOBER 2015

Present:

Councillor

Tony Hedley
Graham Butland
Godfrey Isaacs
Bob Shepherd
Tim Young
John Jowers
Penny Channer
Jo McPherson
Ian Gilbert
Lynda McWilliams
Jane Potheary

Representing

Basildon Borough Council
Braintree District Council
Castle Point Borough Council
Chelmsford City Council
Colchester Borough Council
Essex County Council (Chairman)
Maldon District Council
Rochford District Council
Southend Borough Council
Tendring District Council
Thurrock Borough Council

Apologies for Absence:

Councillor

William Russell
Gary Waller
Tony Durcan
Jim Gordon
John Gili-Ross
Kay Odysseos

Representing

Brentwood Borough Council
Epping Forest District Council
Harlow District Council
Uttlesford District Council
Independent Member
Independent Member

County Councillor Michael Mackrory and Maldon District Councillor Stephen Savage were also in attendance.

The following Officers were in attendance throughout the meeting:
Terry Osborne, Director for Corporate Law and Assurance and Monitoring Officer, Essex County Council
Jane Gardner, Head of Commissioning Growing Essex Communities
Colin Ismay, Council and Member Support Manager, Essex County Council, Secretary to the Panel
Fiona Lancaster, Committee Officer, Essex County Council

Nick Alston, the Essex Police and Crime Commissioner, and Lindsay Whitehouse, Deputy Commissioner, were in attendance throughout and supported by Susannah Hancock, Chief Executive

Stephen Kavanagh, Chief Constable of Essex Police, was also in attendance throughout the meeting.

1. Minutes

The minutes of the meeting held on 28 May 2015 were approved as a correct record and signed by the Chairman.

2. Declarations of Interest

Councillors G Butland, T Hedley and J Jowers declared a personal interest as members of the Essex Fire Authority (minute 3 below refers).

3. Questions to the Chairman from Members of the Public

Councillors G Butland, T Hedley and J Jowers declared a personal interest in the questions regarding the location of the new Essex Police Headquarters (minute 2 above refers).

From Councillor Michael Mackrory

Councillor Mackrory asked for comments on why a decision to locate the new Essex Police Headquarters (HQ) on the Essex Fire Authority's (EFA) Kelvedon Park site had not been pursued, what planning permission requests Chelmsford City Council could anticipate in relation to housing development plans on the existing Essex Police HQ Springfield site, and how levels of service would be maintained where stations are being closed eg in Brentwood, Epping Forest and Uttlesford.

In response, the Chairman explained that the possibility of locating the new Essex Police HQ at Kelvedon Park had been considered, but the problems with only one route of access on and off the A12, together with the hazardous slip roads, meant that a new location in Chelmsford was preferred.

The Chairman confirmed that any residential development plans for the Essex Police HQ Springfield site would be subject to Chelmsford City Council planning regulations.

Councillor Hedley reported that with significant investment, and subject to planning permission, another building could be accommodated at the EFA's Kelvedon Park site. There were other areas such as the Control Room, IT systems and Human Resources where Essex Police and the EFA could consider shared services, although integration would not be straightforward and further investment would be required. He also reminded the Panel that the Government had a commitment to explore the opportunity for Police and Crime Commissioners to take over the responsibility for the Fire Services.

4. Actions arising from the last meeting

The Panel received report EPCP/013/15 by the Secretary to the Panel highlighting the matters raised during the previous meeting that required further action and indicating the action taken.

The Commissioner reported that the detailed work on reported child offences was continuing and was an integral part of the regular scrutiny of police performance.

The Commissioner confirmed that he would provide a further update on 'Airwave' at a future meeting.

5. Membership

The Panel received report EPCP/014/15 by the Secretary to the Panel reviewing the membership of the Panel.

The Panel considered whether the vacancy created after the resignation of Ann Haigh as a co-opted member needed to be filled to achieve a better political balance.

The Panel agreed that, taking into account the political alliances of Councillor Tim Young and his substitute Councillor Dominic Graham, no further action was needed at this stage to appoint a co-opted member.

6. Responding to Today's Demands Planning for Tomorrow's Challenges

The Panel considered report EPCP/015/15 which outlined the proposals announced on 6 October by the Chief Constable and the Commissioner to deliver a police force fit for the future.

The Commissioner and Chief Constable highlighted the key reasons for the proposals for change, some of which would have been made regardless of the financial challenges. These included the fact that previously there had been a lack of a long-term strategy and investment in Essex Police, in particular regarding the Police Estate, the failing 101 Service, a lack of investment in IT systems, and the obstacles preventing public contact and engagement.

Panel Members noted the changes already made to shift patterns to enable the service to better respond in times of peak demand, and the movement of resources into the previously neglected areas of domestic abuse and serious sexual offences in order to deliver a high quality of investigation.

The following points were made during the ensuing discussion.

- Panel Members indicated their support for the proposals and their acceptance of the logic behind these.
- Concern was expressed about some of the potentially contradictory messages being given to residents. For example, the mistaken belief that an increase in the police precept would result in more police officers across the County.
- Panel Members indicated that contact between the police and communities needed improvement, and that it would be helpful for the Panel to receive a copy of the public engagement plan to understand how the police intend to work with partners.
- Residents were still unclear about whether to call the 101 Service rather than email police officers to ensure incidents were recorded. Panel Members reported that they had received complaints about the 101 Service, and some residents had expressed concern about what services were being moved online and the channels through which they could

contact the police. The Commissioner undertook to provide the Panel with a summary of the police public contact plan which showed the various channels through which residents could access the police.

- Panel Members expressed disappointment in the way they had been notified about the handling of anti-social behaviour incidents and what action the police now expected of local councils. They also questioned the approach taken by the police to divulge to residents that they would not now attend low level incidents. The Chief Constable apologised for the way the notification regarding anti-social behaviour had been handled.
- The likelihood that more cuts in the police service could lead to increasing levels of crime, and concern in particular regarding the increases already witnessed in Colchester Borough, with some driven by drug dealing gang activity from outside of the County.
- The Panel acknowledged that youth offending crime was falling.
- That crime is exported between neighbouring counties and London, and the importance of Athena in tracking offenders across boundaries.
- Residents' misconception that closing police stations will affect response times and how this can be better communicated to residents.
- That the loss of PCSO's will leave gaps in the service provided to communities.
- The Chairman urged Panel Members to write to the Home Secretary regarding police funding.
- The Chief Constable asked Panel Members to encourage their residents to continue to report all incidents of crime.

7. Update from the Chief Constable

This update was considered in conjunction with agenda item 7 (Responding to Today's Demands Planning for Tomorrow's Challenges).

8. Review of Complaints Procedure

The Panel considered report EPCP/016/15 by the Director for Corporate Law and Assurance, Essex County Council, which sought approval to a revised process for dealing with complaints made about the Police and Crime Commissioner and the Deputy Police and Crime Commissioner.

The following points were made during the ensuing discussion.

- That the proposed revisions had resulted from a year's experience in operating the complaints process, and in the light of guidance issued by the Local Government Association in April 2015. The process now

focused on looking to achieve informal resolution. Some new aspects of the process related to the role of the Monitoring Officer to decide the most appropriate approach to resolving a complaint, and the opportunity to dis-apply the process and delegate to the Monitoring Officer in limited circumstances.

- In response to concerns expressed by the Office of the Police and Crime Commissioner (OPCC), the Monitoring Officer offered to remove the examples provided in Appendix 1 of the report, and to develop a simplified guide on the process, with input from the OPCC.
- The Monitoring Officer accepted that any suggestion to dis-apply a complaint process should be in consultation with the Chairman.
- The Commissioner said that he and his office had a number of concerns with the draft process, which they had raised with the Monitoring Officer. He said that not all the concerns raised by his office had been recognised or accepted in the report. The key areas which contained issues of ambiguity included the role of the Monitoring Officer under delegated powers and the Commissioner's accountability to Essex constituents, the Commissioner's role in referring complaints about the Chief Constable to the Independent Police Complaints Commission (IPCC), clarity around complaints in relation to OPCC staff, and the accessibility of the document.
- The Chief Executive, OPCC, expressed concerns about the process on sharing sensitive/confidential information between parties and how this would work in practice. She also felt there had been insufficient time for a review of the latest draft ahead of the meeting.
- Panel Members accepted the concessions made by the Monitoring Officer as a result of feedback from the OPCC, but expressed the view that they were unsure of the stumbling blocks which were holding up the settlement of the revised process and were concerned about the underlying tensions.
- A suggestion that Councillor Shepherd mediate discussions between the OPCC and the County Council was not agreed.
- The Commissioner stated that he would decline to engage with the Panel if the revised process was adopted in its current format.
- Some Panel Members expressed their concern at the Commissioner's response.
- The Secretary undertook to circulate a copy of the relevant Regulations to the Panel Members.
- The Panel agreed a fourth recommendation as follows:
 - (4) the Monitoring Officer and OPCC be authorised to review and make changes to the Revised Complaints Process if they are both in

agreement, and to present a new document to the next scheduled Panel meeting on Thursday 26 November 2015 for agreement by the Panel.

RESOLVED:

- (1) To adopt the Revised Complaints Process in the form at Appendix 1.
- (2) To adopt the terms of reference for the Complaints Sub-Committee as set out at Appendix 3.
- (3) To agree to delegate decision-making to officers to make decisions as set out in the Complaints Process at Appendix 1.
- (4) That the Monitoring Officer and OPCC be authorised to review and make changes to the Revised Complaints Process if they are both in agreement, and to present a new document to the next scheduled Panel meeting on Thursday 26 November 2015 for agreement by the Panel.

9. Forward Look

The Panel considered report EPCP/017/15 by the Secretary to the Panel concerning the planning of the Panel's business.

The Secretary to the Panel undertook to amend the wording in relation to the business shown for the May 2016 meeting. Otherwise, the Panel agreed the business proposed for the scheduled future meetings.

10. Update on On-going Issues

The Commissioner reported that he was continuing to hold Essex Police Challenge events and Panel members were encouraged to attend.

11. Date of Next Meeting

The Panel noted that the next formal meeting would take place at 14:30 on Thursday, 26 November 2015, in Committee Room 1, County Hall, and that this would be preceded by a private pre-meeting starting at 13:45.

Chairman
26 November 2015

AGENDA ITEM 5

Essex Police and Crime Panel	EPCP/020/15
Date: 26 November 2015	

Actions arising from the last meeting

Report by the Secretary to the Panel

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

Purpose of report

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

Minute No	Action required	Action taken
4. Actions Arising	Commissioner to provide update on "Airwave" at a future meeting	Added to Forward Look
6. Responding to Today's Demands Planning for Tomorrow's Challenges	Commissioner to provide Panel with public engagement plan for Responding to Today's Demands Planning for Tomorrow's Challenges	To be circulated to panel end of November summarising engagement events.
6. Responding to Today's Demands Planning for Tomorrow's Challenges	Commissioner to provide Panel with Police Public Contact Plan	Circulated to the Panel by e mail 18 November 2015.
8. Review of Complaints Procedure	Secretary to provide Panel with Complaints Regulations	
8. Review of Complaints Procedure	Revised Complaints Procedure to be brought back for the Panel	Paper from OPCC provided.

AGENDA ITEM 6(a)

Essex Police and Crime Panel	EPCP/022/15
Date: 26 November 2015	

Finance Update

Incorporating the half year 2015/16 budget monitoring report, progress on allocating 2015/16 Community Safety Grants and an introduction to the 2016/17 budget and precept proposal

Report by the Treasurer of the PCC to the Panel

Enquiries to:

Charles Garbett, Treasurer, 01245 291612 charles.garbett@essex.pnn.gov.uk, or
 Greg Myddelton AD for Commissioning 01245 291644
greg.myddelton@essex.pnn.police.uk

1. Purpose of report

1.1 This report incorporates:

- i) The 2015/16 month 6 (April to September) revenue and capital payments and receipts compared with budget.
- ii) Progress in allocating PCC community safety funding for the year to date (April to October).
- iii) Emerging budget issues that will inform early discussions on the 2016/17 budget and precept.

2. Recommendation

2.1 The Panel is requested to:

- i) Note the financial performance of the PCC at the half year 2015/16 position.
- ii) Consider the emerging issues and associated risks in giving early consideration to the forthcoming proposed precept to be presented to this Panel on 29th January 2016. Views of Panel members will inform the development of the PCC budget strategy and precept proposal.

3. Financial Monitoring 2015/16

3.1 The half year result showed that the 2015/16 revenue budget was forecast to overspend by £1.5m. This position is summarised in Table 1 below:

Table 1: Analysis of forecast 2015/16 revenue budget overspend of £1.5m

	<i>Current Budget</i>	<i>Actuals to Date</i>	<i>Forecast Outturn</i>	<i>Variance - Over / (Under) Spend</i>
	£000	£000	£000	£000
Employees	244,507	121,281	244,284	(223)
Premises	9,745	5,778	9,872	127
Transport	5,606	1,918	4,596	(1,010)
Supplies and Services	22,533	12,519	24,188	1,655
Third Party Payments	5,690	2,124	6,124	434
Kent Collaborative Services	5,972	338	5,888	(84)
Income	(28,444)	(10,498)	(28,973)	(529)
Other expenditure/(income)	194	250	322	128
In-Year Savings Shortfall	(1,026)	0	0	1,026
Net Expenditure	264,777	133,710	266,301	1,524
Contribution from General Balance	(2,070)	0	(3,594)	(1,524)
BUDGET REQUIREMENT	262,707	133,710	262,707	(0)

3.2 The PCC has informed the Chief Constable that net spending must be within budget by the end of this financial year. The main reasons for the net forecast overspend are:

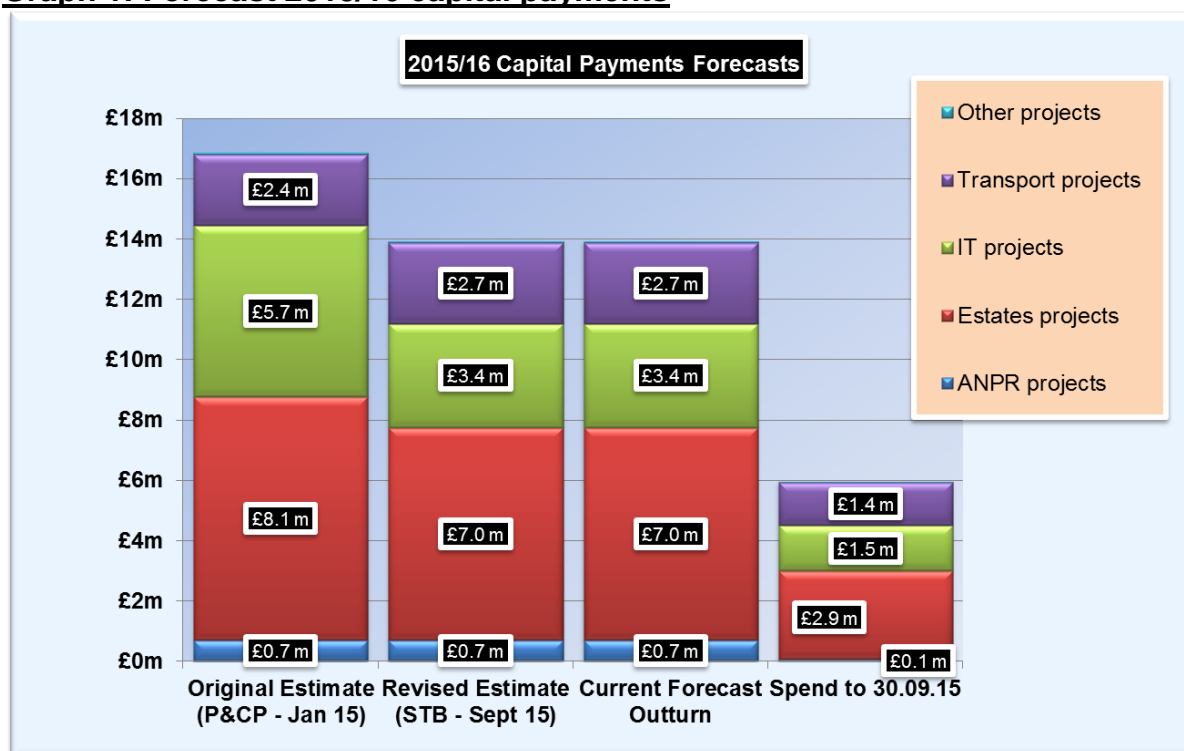
- i) Hardware and software licences, including renewal of the licence agreement with SAP, £819k
- ii) Agency staff, including increased work involving serious and dangerous offenders, £580k
- iii) Police Officer overtime, covering vacancies and increased work on public protection.
- iv) Police staff overtime of £372k
- v) Fuel savings of £706k as fuel prices and mileage have reduced.
- vi) Increased sponsorship income of £168k

3.3 At the end of September there were 2,958 police officers, 252 PCSOs and 1,860 staff employed.

3.4 Capital expenditure for the half year position was £5.9m with the forecast for 2015/16 being £13.9m as shown in the graph below for projects that have received PCC approval.

3.5 In the PCC January 2015 budget report to this Panel it was stated that the 2015/16 five year capital programme was subject to change as significant new information from the Estates and IT reviews had been received. This enabled the scale and timing of projects to be revised from £16.9m to £13.9m.

Graph 1: Forecast 2015/16 capital payments



3.6 Capital receipts of £2.5m have been generated to date to fund future capital investment. The capital investment programme is currently being developed through the PCC Strategic Transformation Board.

3.7 The progress in allocating £4.658m of community grants during 2015/16 is outlined in the Appendix. A total of £1.970m of funding has been spent and a further £2.328m has been agreed in principle. This amounts to 92% of grant monies 'allocated' by the end October 2015.

4. Scene setting for the 2016/17 Budget and Precept proposal

4.1 The following subjects will be considered:

- i) HMIC Value for money Profile 2015
- ii) Capital investment
- iii) Central Government Grant
- iv) Medium term financial planning
- v) Police officer/PCSO/Staff numbers
- vi) Reserves
- vii) 2016/17 Precept

HMIC Value for Money Profile 2015

4.2 At the time of writing this report HMIC were due to publish their VFM profile of all forces across England and Wales.

4.3 The following features continue to be evident for Essex Police:

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

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

Capital Investment

4.5 The PCC Strategic Transformation Board has been overseeing the full range of work associated with transforming Essex Police within a period of austerity. Through investing in modern technology, reshaping the estate and providing fleet facilities to match investing in an efficient, well equipped Force.

4.6 Incorporating both approved projects and capital proposals that are not yet approved by the PCC the latest projections of capital expenditure is shown in table 2 below:

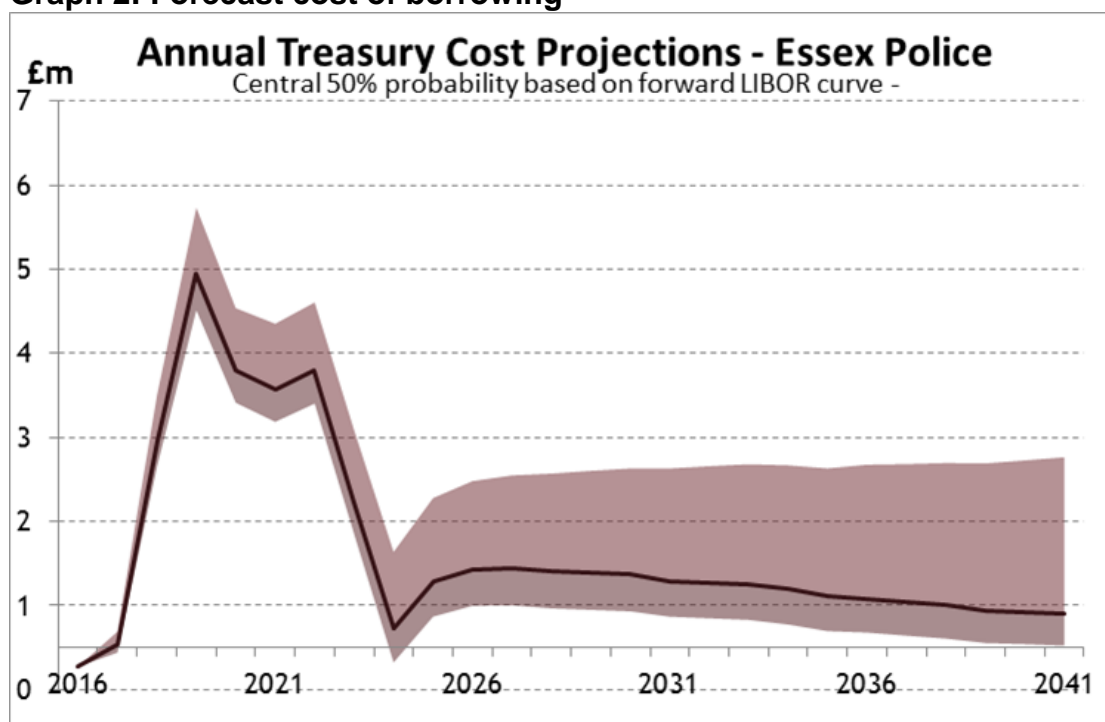
Table 2: 5 Year Capital Investment Plan

	Forecast Capital Expenditure £m					Total
	2015/16	2016/17	2017/18	2018/19	2019/20	
ANPR	0.7	0.6	0.3	0.3	0.3	2.2
Estates	14.0	15.6	20.3	15.3	11.4	76.6
IT	5.7	7.9	6.8	1.5	0.3	22.2
Transport	2.6	2.3	2.1	2.4	2.5	11.9
Other	0.4	0.1	0.1	0.1	0.1	0.8
TOTAL	23.4	26.4	29.6	19.6	14.7	113.7

4.7 The reason for the 2015/16 forecast expenditure of £23.4m being significantly higher than the £13.9m stated in paragraph 3.4 is the inclusion of estates and IT projects that are currently subject to a detailed business case. The capital investment plans needed to transform the estate and make full use of modern technology needs to be financed. The PCC capital disposals plan is forecast to generate around £60m of capital receipts over the same five year period but inevitably there will be a need to borrow.

- 4.8 The borrowing requirement will be largely driven by the capital investment plan, the precise timing of individual projects making up the plan, the longevity of assets purchased and the prevailing money market conditions.
- 4.9 Current forecasts suggest that up to £50m may be a borrowing requirement peaking in 2018. The cost of borrowing through the Public Works Loans Board (PWLB) is illustrated below.

Graph 2: Forecast cost of borrowing



- 4.10 From the peak cost of borrowing in 2018/19 it is estimated that outstanding loans will be reduced as capital receipts are generated leaving a cost of residual debt of approximately £1.5m that will offset with revenue savings from operating a smaller, more energy efficient estate.

Central Government Grant

- 4.11 There are two main sources of income for Essex Police - The Government grant and the council tax (precept). Together these need to support the £262.5m net expenditure required by Essex Police in 2015/16. The availability of funds from each source is crucial for the delivery of services.
- 4.12 There is a continued downward spiral in the level of Government grant in order to meet national public sector spending targets. Currently, there is a 4% deficit gap in GPD between tax revenues and public spending with a Government aim to have a small surplus by 2019/20.

- 4.13 Table 3 below sets out movement in both central government grant and precept income since the start of the first Comprehensive Spending Review in 2011/12, using 2010/11 as a base year.
- 4.14 Table 3 shows that Government 'formula' grant has reduced by £10.3m from £183.0m in 2010/11 to £172.7m in 2015/16. However, along the way there have been some significant changes as highlighted in the notes below the table. In order to identify the change in grant levels over this period it should be recognised that the neighbourhood policing grant being included in Police Grant is not additional, the council tax support grant is a transfer of resources from the tax base (i.e. precept level) and that the community safety grant was introduced along with additional responsibilities for the PCC.
- 4.15 Adjusting the 2015/16 grant level to enable a like-for-like comparison between 2010/11 and 2015/16 results in a government grant reduction of approximately £30m (16%) over the five year period.

Table 3: Essex Police Authority/PCC Formula Grant and Precept levels

Government Grant/ Precept level	2010/11 £'000	2011/12 £'000	2012/13 £'000	2013/14 £'000	2014/15 £'000	2015/16 Budget £'000
Police Grant (Note 1)	111,626	117,610	109,534	114,441	110,111	103,372
Revenue Support Grant	9,054	15,511	1,210			
DCLG	62,349	50,180	62,404	60,950	58,110	56,253
Council Tax Freeze Grant (Note 2)		2,133		2,133	2,133	2,133
Council Tax Support Grant (Note 3)				10,966	10,992	10,992
Community Safety Grant (Note 4)				1,246		
Government Grant Total	183,029	185,434	173,148	189,736	181,346	172,750
Council Tax Income	84,841	85,648	89,170	81,880	85,610	89,761
Grand Total	271,870	271,082	262,318	271,616	266,956	262,511
Band D Council Tax for Police	132.12	132.12	136.71	141.48	144.27	147.15

NOTES:

1. Neighbourhood police grant amounting to £7.2m was subsumed into Police Grant in 2013/14. Prior to 2013/14 this grant was a specific grant that offset service expenditure.
2. The Council Tax Freeze Grant was not available prior to 2011/12 and included in revenue support grant during 2012/13.
3. The Council Tax Support Grant was introduced in 2013/14 to reflect the new funding arrangements for council tax benefit. Prior to 2013/14 the tax base included persons who were eligible for council tax support and support was provided and grant funded through billing authorities. From 2013/14, these persons were not included in the tax base and the PCC was compensated through the Council tax Support Grant.
4. Community Safety Grant was channelled through to PCCs starting in 2013/14 and thereafter included in Police Grant to provide funds for the PCCs allocation of grants.

- 4.16 Essex reflects the national average position in that around two-thirds of police funding comes from Government formula grant. Given its significance and the generally accepted view that the current funding model was no longer fit for purpose the Government issued a consultation on reforming the way police forces in England and Wales are funded by Government.
- 4.17 The consultation explored the options on whether the existing model should be retained, whether the current model could be modified or whether to introduce a new funding model.
- 4.18 The Government's preferred option was to introduce a simplified more transparent model to be introduced in 2016/17. The simplified model is based on three broad levels that capture the drivers of crime and demand on police time:

- i) Population levels
- ii) The underlying characteristics of the local population
- iii) The environmental characteristics of police force areas

These broad areas provide five main indicators to determine funding:

- i) Population – 24%
 - ii) Band D Equivalent Properties – 16%
 - iii) Households with no adults employed and dependent children – 25%
 - iv) Hard pressed population – 25%
 - v) Bar density – 10%
- 4.19 Unfortunately, there were no indicators of non-crime demands on police time, which are often linked to issues of vulnerability, public protection and safeguarding. Nonetheless, initial extrapolations showed Essex to gain from the simplified formula approach, albeit important matters still needed to be determined, for example the funding of policing for London and transitional arrangements.
- 4.20 Following consultation on the simplified model the Government proposed refinements including an adjusted set of weightings across the core indicators as follows:
- i) Population – 30%
 - ii) Households with no adults employed and dependent children – 31%
 - iii) Urban adversity – 31%
 - iv) Volume and density of bars – 8%
- 4.21 In the event it was discovered that the consultation document and associated extrapolations were partly populated with old data. It is understood that this came to light in moving from 'hard pressed population' data to 'urban density'. The legitimacy of the consultation phase was challenged and the Government have decided to defer their proposals from 2016/17 to 2017/18.

- 4.22 Moving forward, the underlying assumptions for the level of both government grant and precept are shown below:

Table 4: Key planning assumptions underpinning Essex PCC medium term budget planning

Key assumption:	2015/16	2016/17	2017/18	2018/19	2019/20
Precept increase	2%	2%	2%	2%	2%
Government Grant Reduction (<i>Note: HMIC's view prior to the grant formula review is that a yearly average reduction of 5% should be used</i>)	-4.7%	-4.7%	-4.6%	-4.6%	-4.5%

- 4.23 News is awaited from the Government's Spending Review announcement on 25th November which will be followed three weeks later with specific government grant allocations for all forces.

Medium term financial strategy

- 4.24 In addition to the key assumptions on the level of government grant and precept there are additional assumptions that are worth highlighting:

- i) Police officers/ PCSO/ staff pay awards of 1% per annum
- ii) PCSO establishment will be 60fte from 1 April 2016
- iii) One-off costs are no longer to be funded from reserves

- 4.25 The resultant budget savings required are shown in Table 5 below.

Table 5: Savings required for the period to 2019/20

Savings Required	2015/16 £m	2016/17 £m	2017/18 £m	2018/19 £m	2019/20 £m
2015/16 Savings	12.2	12.2	12.2	12.2	12.2
2016/17 Savings		19.6	19.6	19.6	19.6
2017/18 Savings			13.9	13.9	13.9
2018/19 Savings				10.1	10.1
2019/20 Savings					6.1
Total	12.2	31.8	45.7	55.8	61.9

- 4.26 The Strategic Change Board chaired by the DCC oversees the projects that deliver the required savings and informs the Strategic Transformation Board programme. Work is progressing on the savings plan for 2016/17 and beyond and this will be presented to this Panel as part of the budget and precept proposal in January.

Reserves

- 4.27 The General Reserve forecast position for 31st March 2016 is **£11.5m** (4.4% of net revenue expenditure).

- 4.28 Considerable interest was shown by the Home Office regarding the possibility that excessive level of reserves had been built up by some authorities. This is not the case for Essex as the PCC revenue reserves are amongst the lowest of all shire forces.
- 4.29 PCC capital reserves are estimated to be less than £5m at 31st March and given the size of the proposed capital investment programme are expected to be fully used by early 2016/17. Moreover, some caution should be exercised in interpreting the above figures as not all reserves are 'cash-backed'.
- 4.30 The low level of reserves demands tight in-year budgetary control and the level of reserves will be reviewed in detail as part of the budget report presented to this Panel in January.

Police officer/PCSO/Staff numbers

- 4.31 The profile of employee numbers shows that there has been a reduction of 1,114 employees from 6,184 to 5,070 since 2010.

Table 6: Police Officer/PCSO/Staff Forecast change since 2010

	2010	Forecast 2016	Difference
Officer	3,594	2,958	-636
PCSO	445	252	-193
Staff	2,145	1,860	-285
Total	6,184	5,070	-1114

- 4.32 The relatively smaller reduction in staff reflects the programme of de-civilianization where police officers are required to undertake business support work.
- 4.33 Proposals to reduce PCSO numbers to 60 by 1 April 2016 are currently being considered by the Force.
- 4.34 A 2% precept rise bringing an extra £1.8m would fund 35 police officers and mitigate the reduction on an ongoing basis. The PCC is minded to commit all of the precept increase for 2016/17 to reducing the savings on police officers that would otherwise be needed.

Precept level

- 4.35 The other key assumption is the level of precept. Out of 35 English and Welsh Shire Forces for 2015/16, Essex along with Kent has the **second lowest precept at £147.15** for a Band D property. Only Sussex has a lower precept.
- 4.36 The additional income produced by a 1% precept rise amounts to around £880k.

- 4.37 The average precept for all forces is £175 for a Band D property. If Essex had a precept level equal to the average this would have generated an additional £16.7m in the current financial year, equivalent to approximately 330 police officers.
- 4.38 The Government will determine the level of precept that they deem to be excessive ('capping level'). It is expected that they will announce this alongside the Provisional Grant Settlement by 17th December at the latest. For planning purposes a maximum of 2% is assumed for 2016/17 and future years.

5. Managing Risk

- 5.1 The pressure placed on the Force to deliver in the face of very significant funding reductions are immense. The following risks should be considered:
- i) The risks associated with addressing the savings required for 2016/17 and the medium term
 - ii) The risks associated with failing to invest in professional policing services
 - iii) The risks associated with failing to invest in a long term strategy for areas such as Estates and IT in order to transform the Force
- 5.2 The Panel may wish to consider both the challenge and support that they can provide to assist the PCC in reshaping police services.

Community Safety Fund

- 1.1 The Community Safety Fund of £2.327m has been supplemented by £704k from 2014/15 carry forward monies by the PCC to a total amount of £3.031m to support the allocation of community safety grants during 2015/16.
- 1.2 To date £2.366m has been allocated by the PCC largely to CSP's, drug and alcohol teams and the youth offending service. This represents a commitment by the PCC to continue to support these local organisations despite increasing financial pressures.
- 1.3 The £704k carry forward from 2014/15 has been fully allocated through transfers to the Community Safety Development Fund (CSDF), Victims Fund and the Essex Police Transformation programme.
- 1.4 As part of the Community Safety Fund the PCC continues his support for the Public Service Reform Unit (formerly Whole Essex Community Budget). The programmes for reducing re-offending, strengthening communities, domestic abuse (including the multi-agency safeguarding hub) are expected to make a strong and measurable contribution to the delivery of the Police & Crime Plan.
- 1.5 The PCC has continued to make statutory funding contributions, previously met from the Force budget, to organisations such as Youth Offending Services and Safeguarding Boards. These standalone budgets have now been incorporated into the Community Safety Fund. The PCC continues to monitor the services being provided in exchange for the contributions being made in order to ensure value for money.
- 1.6 The PCC updated the Police & Crime Plan in 2015-16 to expand the area of focus of 'reducing domestic abuse' to incorporate wider Hidden harms such as sexual abuse, child sexual exploitation, modern slavery, elder abuse and hate crime. The PCC made available an additional £100,000 grant Fund to support local activity to tackle these hidden harms.

Community Safety Development Fund

- 1.7 For 2015/16 the New Initiatives Fund (NIF) has been renamed Community Safety Development Fund (CSDF) and the scope of this fund has been broadened by removing the necessity for projects and interventions to be new.
- 1.8 The CSDF continues to attract a large number of bids from a wide range of organisations for projects that are aimed at addressing all of the areas of focus within the Police & Crime Plan.
- 1.9 The CSP's and the wider Essex partnership have played a key role in the decision making process. This is highly valued and something that the PCC views as critical to the success of the CSDF.

- 1.10 The CSDF has a budget of £500k and at the end of October 2015 £190k had been spent and further £203k had been allocated. This amounts to 78% of grant monies 'allocated' by the end October 2015.

Victims' Services

- 1.11 The Ministry of Justice provided the OPCC with a total 2015-16 allocation for the commissioning of victims' services of £1.943k. This grant includes provision for Restorative Justice and for services to victims' of sexual violence and domestic violence. From 1st April PCCs were also made responsible for commissioning/provision of practical support measures.
- 1.12 These grant monies are intended to be spent within the financial year 2015/16 to enable the PCC to:
- i) Provide emotional and practical support services for victims of including restorative justice services and practical support measures and particularly for victims in the priority categories outlined in the Victims' Code: victims of the most serious crime, persistently targeted victims, and vulnerable or intimidated victims, to help them cope with the immediate impacts of crime and, as far as possible, recover from the harm they have experienced;
 - ii) Provide emotional and practical support services for family members;
 - iii) Provide emotional and practical support services for victims of sexual violence and domestic violence;
 - iv) Build the capacity and capability of providers of services for victims of crime (including providers of restorative justice services) from the Voluntary Community and Social Enterprise (VCSE) sector; and
 - v) Cover any associated costs that arise in the process of commissioning/provision of victims' services.
- 1.13 During the year the PCC has increased the budget by £200k by transferring monies from the CSF and the 2014/15 carry forward. At the end of October 2015 £1.282m had been spent and a further £707k has been allocated in principle; this amounts to 85% of grant monies 'allocated' by the end October 2015.
- 1.14 The PCC made available £440,000 for the provision of sexual abuse support services in 2015-16. This funding supported the existing 3 rape crisis centres to provide their specialist support whilst also extending provision into the West of Essex where previously no specialist support was available. In an effort to improve the predictability, consistency and clarity of these services the OPCC developed a specification for this service and will be commissioning the service from April 2016.
- 1.15 A portion of the Ministry of Justice grant funding is allocated for the provision of victims-led Restorative Justice (RJ). The Essex Restorative Justice Hub

was originally piloted across the West of Essex for 6 months from April 2015. Following this successful pilot, the Hub was rolled-out across the rest of the County from October 1st 2015. This rollout was marked by two launch events in the North and South of the County to inform and engage local stakeholders.

	Community Safety Development Fund		
	2015/16 Budget	£	2,327,000
	2014/15 Carry Forward	£	704,000
	Available Budget	£	3,031,000
	Initiative	Agreed in Principle	Payments Made
CSP	Basildon	£ 29,374	
	Braintree	£ 20,158	£ 10,079
	Brentwood	£ 16,030	£ 8,015
	Castle Point	£ 17,261	£ 17,261
	Chelmsford	£ 21,808	£ 10,904
	Colchester	£ 25,581	£ 25,581
	Epping Forest	£ 21,896	£ 10,948
	Harlow	£ 27,684	£ 13,824
	Maldon	£ 14,235	£ -
	Rochford	£ 14,019	£ 7,010
	Southend	£ 40,935	£ 20,468
	Tendring	£ 28,516	£ 14,258
	Thurrock	£ 43,216	£ 43,216
	Uttlesford	£ 14,644	£ 7,322
DAAT	Essex DAAT	£ 399,785	£ -
	Southend DAAT	£ 54,296	£ -
	Thurrock DAAT	£ 48,907	£ 48,907
YOS	Essex YOS	£ 253,233	£ -
	Southend YOS	£ 18,586	£ 9,293
	Thurrock YOS	£ 18,930	£ -
	Southend YOS (Statutory)	£ 90,669	£ 45,335
	Thurrock YOS (Statutory)	£ 62,417	£ -
	Thurrock YOS 2013/14	£ 18,930	£ 18,930
	Neighbourhood Watch	£ 10,500	£ 10,500
Safeguarding	Essex CSB	£ 66,426	£ 66,426
	Southend SCB	£ 14,224	£ 14,224
	Thurrock CSB	£ 15,000	£ -
	Essex LASB	£ 58,564	£ 58,564
	Southend LASB	£ 19,858	£ -
	Thurrock LASB	£ 7,906	£ 7,906
	Thurrock LASB - Additional grant	£ 13,000	£ 13,000
	Crimestoppers	£ 42,525	£ 31,894
	Crimestoppers Regional Manager	£ 5,000	£ 3,750
	DA Project Manager	£ 29,000	£ -
	Youth Conference Expenses	£ 120	£ 120
	Essex Police Memorial Trust	£ 500	£ 500
	Essex Pride	£ 100	£ 100
	Sarah's Catering (MDS)	£ 450	£ -

	Thurrock LSCB - Conference	£ 3,000	£ -
	Stop Hate UK	£ 3,200	£ 3,200
	Mental Health triage	£ 16,000	£ 5,544
	OPPC Internal Financial Review	£ 28,700	£ -
	R&A Network Co-ordinator	£ 31,600	£ -
	Thurrock Modern Day Slavery	£ 2,570	
	Taxi Drive CSE Training	£ 455	
	EFDC CSE Conference	£ 1,450	
	Keep Basildon safe	£ 4,260	
	Braintree & Uttlesford Hidden Harm	£ 4,795	
	Safer Places LGBT DA support worker	£ 33,674	£ -
	EP Transformation Programme (PA Consulting) £300k VIREMENT	£ 300,000	£ -
	Allocation to CSDF £200k VIREMENT	£ 200,000	£ -
	Allocation to Victims £100K VIREMENT	£ 100,000	£ -
	Total	£ 2,313,987	£ 527,077
	Community Safety Development Fund		
	2015/16 Budget	£ 300,000	
	2014/15 Carry Forward	£ -	
	2015/16 Virements	£ 200,000	
	Available Budget	£ 500,000	
	Initiative	Agreed in Principle	Payments Made
CSDF	Open Door	£ 8,000	£ 8,000
	Essex Police Casualty Reduction	£ 15,000	£ -
	Grey Laughton - NIF Evaluation	£ 6,500	£ 6,500
	Safe as Houses - SAVS	£ 14,260	£ 14,260
	Firebreak Thurrock YOS	£ 4,000	£ -
	Family Choices	£ 20,000	£ 10,000
	Essex Police - Secret Pocket	£ 210	£ 210
	Braintree and Epping Forest Sexual Abuse Young Person Support Worker	£ 20,000	£ 20,000
	Essex Police - 'Killing with Kindness'	£ 1,720	£ 1,379
	Essex Police Crime Prevention Security Equipment	£ 4,783	£ 4,782
	Essex Police ECM App	£ 3,750	£ -
	Chelsea FC Foundation	£ 30,000	£ 15,000
	Only Cowards Carry Weapons	£ 15,000	£ 7,500
	Safe as Houses - SAVS	£ 750	£ 750
	Children's Society CSE Lead	£ 26,354	£ 13,177
	Chelmsford City - Underpass Project	£ 4,500	£ 4,500
	Volunteer Police Cadets	£ 930	£ 930
	CTWR Peer	£ 22,505	£ 11,253
	Cinnamon Network	£ 23,000	£ 23,000

	SoSDAP BME Worker	£ 15,132	£ 15,132
	CTWR Outreach	£ 17,504	£ 8,752
	Prince's Trust	£ 27,000	£ -
	Essex Police - CSE Aide Memoire	£ 353	£ -
	Watch Dogs	£ 588	£ -
	Lads Need Dads	£ 22,100	£ 11,380
	Thurrock Council - Walk Online Road Show	£ 5,000	£ -
	Jaywick Drop-In	£ 12,600	£ 12,600
	Essex NhW Conference	£ 500	£ 500
	Just Enough	£ 3,100	£ -
	Essex Police - SOIT - Freshers Fair	£ 415	£ -
	Brentwood Fitness in Mind	£ 10,000	£ -
	Rainbow Services	£ 500	£ 500
	Rayleigh Taxi Rank	£ 6,280	£ -
	Southend IOM Breakfast Group	£ 9,880	£ -
	Essex Police VPC - Shirts/Outward Bounds	£ 2,847	£ -
	Trust Links	£ 16,000	£ -
	Essex Fire & Rescue Service Restorative Justice	£ 13,000	£ -
	The No Way Trust	£ 10,000	£ -
	Total	£ 394,059	£ 190,105
	Victims Fund		
	2015/16 Budget	£ 2,031,000	
	2014/15 Carry Forward	£ -	
	2015/16 Virements	£ 200,000	
	Available Budget	£ 2,331,000	
	Initiative	Agreed in Principle	Payments Made
Victims	Referral & Assessment (R&A) - Victim Support	£ 635,000	£ 307,601
	TONIC R&A performance management	£ 42,500	£ 27,625
	Restorative Justice (RJ) Pilot Costs	£ 6,052	£ 6,052
	RJ co-ordinator	£ 7,200	£ 4,200
	RJ manager costs	£ 38,154	£ 22,257
	Independent Domestic Violence Advisors (IDVAs) - Safer Places	£ 700,000	£ 524,061
	Joint Domestic Abuse Triage Team (MASH) & Multi-Agency Risk Assessment Conference (MARAC) team secretarial & admin support	£ 108,000	£ 108,000
	South Essex Rape & Incest Crisis Centre (SERRIC)	£ 172,254	£ 86,127

Centre for Action on Rape & Abuse (CARA)	£ 189,693	£ 94,847
Southend-on-Sea Rape Crisis (SoSRC)	£ 79,600	£ 39,800
Essex Sexual Assault Referral Centre (Oakwood Place SARC)	£ 88,000	£ -
G4S - Interim Forensic Medical Examiner (FME) service for SARC	£ 33,750	£ -
Interim Paediatric service for SARC	£ 16,500	£ -
SARC replacement clothing for victims	£ 300	£ -
School Disability Hate Crime (Show Racism the Red Card)	£ 33,500	£ 33,500
Commissioning Support	£ 36,000	£ 19,064
Reading Room Hosting Cost (for Essex Victims' Gateway website)	£ 1,139	£ 1,139
Reading Room workshop (for Essex Victims' Gateway website)	£ 475	£ 475
TONIC - West Essex Hidden Harm Pathfinder work	£ 24,575	£ 8,192
Essex Partnership domestic abuse co-ordinator	£ 10,000	£ -
Room Booking for evaluation session	£ 310	£ -
IDVA Income - ECC	-£ 207,000	£ -
IDVA Income - Thurrock	-£ 27,000	£ -
Total	£ 1,989,002	£ 1,282,938

Essex Police and Crime Panel	EPCP/023/15
Date: 26 November 2015	

Police and Crime Plan: PCC Annual Report

Report by the Police and Crime Commissioner to the Panel

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

susannah.hancock@essex.pnn.gov.uk;

Purpose:

This paper presents the PCC's draft Annual Report for 2014/15. The draft Annual Report is attached at Annexes A and B.

- Annex A is the content only version of the draft report.
- Annex B is the graphically designed version of the draft report. (This version is still in development and therefore has some gaps. It is presented so the Panel can see the proposed design and format of the report.)

The panel is invited to review the draft report and comment on content, prior to the report being finalised and published.

Background

The PCC is required to produce an Annual Report and present it to the Police Crime Panel.

The Annual Report provides an accessible, public facing summary of delivery against the Police Crime Plan and an overview of the annual accounts. The look and feel of the Annual Report is similar to that used last year, which was felt to be informative and engaging to the public.

Recommendation

The panel is asked to review the Annual Report.

Next steps

Once agreed, the report will be published on the PCCs website, with hard copies circulated to stakeholders.

It should be noted the Annual Report is still in draft format. Some minor changes may be made prior to publication next month.

Annex A: DRAFT - MASTER
POLICE & CRIME COMMISSIONER FOR
Essex Police
ANNUAL REPORT
2014/15

TEXT ONLY DRAFT VERSION

PAGE 1 – Front Cover

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WELCOME TO MY THIRD ANNUAL REPORT AS POLICE AND CRIME COMMISSIONER FOR ESSEX.

This Annual Report covers the period between April 2014 and March 2015, during which time we have continued to build the foundations to ensure Essex Police is able both to respond to today's demands and to be fit to face tomorrow's challenges. At the same time we have maintained funding for the many community safety initiatives around the county.

My office developed and delivered a Victims' Gateway, providing a safe channel for victims of crime to learn about specialist support available in their area. IN addition we have further improved the provision of Victims services.

Extensive work was undertaken to survey the Essex Police property estate. This identified that we are spending nearly £3 million a year simply to keep our buildings in their often poor condition. Other parts of the estate are unnecessarily expensive to operate. Given the financial challenges we face, it is essential that Essex Police uses its limited resources to reduce and prevent the most serious harm.

Fundamentally it is not buildings that solve crimes, however much history they may possess. It is our police officers, PCSOs and police staff who keep us all safe.

Major steps were taken to improve police information technology, culminating in the introduction of Athena, designed to provide an innovative and seamless interface between police forces across the east of England and the wider criminal justice.

Essex Police is at the forefront of this essential work.

It is crucial that we continue to develop and build a culture of professionalism and integrity throughout policing. My small but highly professional team worked with me both to support Essex Police and challenge the force to improve performance where appropriate.

Essex remains an overwhelmingly safe county, with a police force that is increasingly professional and led by an outstanding Chief Constable in Stephen Kavanagh. We should all be proud of the tireless work of police officers, PCSOs and police staff on our behalf.

- 121 fewer police officers employed in 2014/15 than in 2013/14, dropping from 3,280 to 3,159
- 119 new police officers recruited during 2014/15
- 27% of all crimes solved in Essex: a 2% drop compared with the previous year
- £41.8m savings between 2010-14 and the force is facing further cuts of £63m by 2019/20
- £1.35m in cash recovered from criminals using POCA in Essex: an increase of nearly 36% compared with previous year
- 82% of 999 calls attended within response times: a decrease of more than 9% compared with previous year.
- 80% of the public are satisfied with the service Essex Police provide
- [NUMBER] public calls received during 2014/15
- 1,596 calls each day to the Essex police control room
- 83 new Special Constables recruited during 2014/15
- 60 fewer Special Constables than the previous year which shows a decrease of 14%

Since taking office on 22nd November 2012 the PCC has fulfilled his statutory duties in accordance with The Police Reform and Social Responsibility Act (2011) and the Police Act (1996) as amended. All of these responsibilities have the over-arching responsibility of reducing crime and disorder in Essex.

The responsibilities are:

To secure the maintenance of an efficient and effective police force for the area

The PCC must hold the Chief Constable to account for the exercise of the Chief Constable's functions and those under his direction and control

To exercise powers in relation to **bringing together** community safety and criminal justice partners, to co-operate with PCCs and formulate and implement crime reduction strategies across the county

Issue a Police and Crime Plan

The PCC must hold the police fund and other grants from central or local government. PCCs must set the council tax policing precept for the county

The PCC must obtain the views of local people and victims of crime before the Police and Crime Plan is issued

The PCC may appoint, suspend or remove the Chief Constable and must be consulted by the Chief Constable on the appointment of Deputy and Assistant Chief Constables.

The PCC has **direct responsibility for complaints** against the Chief Constable, and indirect oversight of how the Chief Constable deals with force complaints.

The PCC has a general power of competence (e.g. may do anything calculated to facilitate his/her own functions), may enter into contracts, and collaboration agreements, and **must have regard to the views of local people** and the Police and Crime Panel in exercising his/her functions.

Holding the chief constable to account

Since 2012, I have been developing a robust performance and scrutiny programme.

Topics covered over 2014/15 include:

Domestic Abuse, Stop and Search, Sickness, Youth offending and all types of re-offending, Improving road safety' Responding to the public and FCR call handling, Use of force, Specials and PCSOs, Child protection, Review of seaside towns' seasonal performance, 'Honour' based violence, Rape and Sexual Violence, Victims of crime, Trafficking and modern slavery, Information Commissioner's Report into Essex Police, Hate Crime, Drugs Fraud and Cyber Crime, IT, Procurement, Spend for 14/15 by operational area, Medium Term Financial Strategy, Essex Police Transport, Capital Programme, Revenue Monitoring, and Estates

I have ensured that all areas of Essex Police performance in delivering the Police and Crime Plan have been scrutinised and appropriately challenged. I hold regular scrutiny meetings with the Chief and his senior Officers.

I have published the outcomes of investigations by the Professional Standards Department of Essex Police, as part of my recognition that openness and transparency are crucial to trust and confidence in policing.

I have responded to all reports of investigations carried out by Her Majesty's Inspectorate of Constabulary (HMIC); and tracked progress made against recommendations.

The national HMIC reports from 2014/15 covered:

Policing in Austerity – Meeting the Challenge
Crime Data Integrity
Core Business
Firearms
Rape Monitoring

Engaging with the people of Essex

This year my programme of public engagement has evolved, and proven more important than ever in understanding the needs and concerns of communities across Essex as we embark on an ambitious programme of change and modernisation for Essex police.

As well as continuing my commitment to hold at least one public meeting in every district and borough in Essex alongside local police and community safety partners, I have increased the opportunities available for dialogue with local people. This has included a range of new methods led by public needs, including providing one-to-one surgery appointments for individuals or small groups to meet with me and discuss more specific or personal matters, and a 'female voices forum' to better understand the experiences of vulnerable women in Essex, who are often victims of some of the worst hidden harms. I have also enjoyed continuing to deliver my quarterly business and rural crime forums, bringing Essex Police together with these often under-represented communities. Every one of these conversations has been valuable in helping me understand the myriad challenges faced by our communities, and ensuring I continue to hold Essex Police to account on behalf of the people of Essex.

I was delighted to host my first PCC Youth Conference in July, which was attended by many young people from a wide range of backgrounds, and have delivered a localised youth forum each quarter since, ensuring the experiences and needs of young people in Essex continue to play an important part in our problem-solving and decision making.

I am pleased that my office has remained instrumental in driving important partnership work in numerous areas, as well as ensuring that all of our engagement with the public and partners continues to inform the future shape of Essex Police and our response to areas of greatest need. In order to recognise the extraordinary contribution made by professionals and volunteers across Essex I was delighted to launch my inaugural award for outstanding contribution to community Safety in Essex in January 2015, which saw some remarkable work recognised.

The PCC continues to work with local partners to deliver against community safety priorities.

The PCC's Community Safety Fund (CSF) provides core funding in the form of community safety grants to statutory organisations for activities that meet locally identified priorities aligned to the Police and Crime Plan. The PCC continues to make the same level of funding available through this fund, recognising the importance of the involvement of local groups to the effective delivery of the areas of focus within the Police and Crime Plan.

The PCC allocated almost £400,000 to local community groups through the 2014-15 New Initiatives Fund (NIF)

The PCC continued to make small grants available to local organisations, including community and voluntary groups. Projects funded this year range from diversionary activity using theatre, dance and sport to a mental health partnership hub in Tendring. From 2015-16 the NIF will be re-branded as the Community Safety Development Fund (CSDF), reflecting a recognition that activity does not need to be 'new' to be considered innovative and worthy of support. The 2015-16 CSDF will allocate £500k worth of grant-funding to local groups.

The PCC takes-on responsibility for the commissioning of local victims' services

Since October 2014 the PCC has been responsible for the majority of local victims' support services commissioning. The Ministry of Justice made £600,000 available to the PCC for the commissioning of services from October '14. This funding was used to deliver enhanced domestic abuse services, including Independent Domestic Violence Advocates (IDVA) provision, and for the piloting of local mental health triage services. In addition, the PCC allocated £600,000 of capacity-building funding, which supported the development of the Essex Victims' Gateway support website, 6 victims' pathfinder projects and research into the needs of local victims. The OPCC was also successful in applying for an additional £275,000 of Ministry of Justice funding to support the delivery of support for local victims of rape and sexual abuse.

New Initiatives Fund 2014-15

Reducing Youth Offending and all types of Re-offending - Total £142,717

Case Study example – U do it dance (Thurrock)

The project involves working with pupils, including those who have disengaged from mainstream education, offering structured street dance classes to increase their confidence and re-engage them in formal education

Tackling the Consequences of Drugs, Alcohol and Mental Health - Total £54,176

Case Study example – CAB Mental Health Hub (Tendring)

Establish a Mental Health Hub to carry out holistic assessment and act as a single point of referral for both individual service users and statutory and voluntary sector partners such as GPs and the Police

Supporting Victims of Crime - Total £46,961

Case Study example – Victim Awareness Courses

Piloting a Victim Awareness Course with offenders who are subject to community resolutions

Reducing Domestic Abuse - Total £20,134

Case Study example – Ministry of Parenting Adolescent Violence Against Parents

Early intervention initiative working with parents/carers and adolescents who are engaged in, or affected by, adolescent to parent violence (APV)

Improving Crime Prevention - Total £96,421

Case Study example – Wilderness Foundation 'Turnaround' project

Delivery of a structured intervention aimed at dealing with complex issues that lead to challenging behaviours amongst vulnerable and at-risk young people

Improving Road Safety - Total £2,000

Case Study example – Kwik-Fit road safety campaign

Essex Police, in partnership with Kwik Fit promote a secured by design day involving Car number plate security. Catalytic Converter security locks as well as general vehicle security

Ensuring Local Solutions Meet Local Problems - Total £27,785

Case Study example – Southend Utd Community Trust – football diversion

Delivery of 5 weekly 1-hour workshops aimed at reducing non-domestic assaults in Milton, Victoria and Kursaal wards of Southend

Total spend: £390,194

PAGE 9 – The Budget

The Budget

The PCC set a net revenue budget of £266.955m for 2014/15 to fund police operations on a day to basis and ensure that the Force is well equipped and supported.

This budget will continue to reduce over the coming years. Actual spending was £269.058m, requiring a £2.103m contribution from the general reserve. The general reserve for Essex now sits at £15.2m.

Revenue Expenditure

Essex Police is focussing its budget on the part of the force that makes the most difference - the frontline

Employee costs	83.4%
Supplies and services	8%
Premises	3.7%
Transport	1.7%

Savings

By April 2014 £41.8m savings had been delivered and during 2014/15 further savings of £8.9m had been achieved resulting in on-going annual saving of just over £50m since 2010.

Reduction in Numbers

Over the course of the financial year the total number of police officer reduced by 121 from 3183 to 3062 full time equivalents. At the 31st March 2015 there were 1812 police staff and 162 PCSOs.

Income

The main sources of income are:

Government grants	70%
Council tax	30%

Precept

When compared with the other 35 shire forces in England Essex has 2nd lowest council tax precept Council tax precept a £147.15 per year for a Band D

Capital is the money spent on assets such as land, buildings and equipment. Capital expenditure during 2014/15 amounted to £7.0m.

This represents investment in IT, Estate and Transport.

Two major reviews were on-going from last year.

These reviews are designed to ensure that the IT support and estate portfolio will be fit for purpose over many years ahead with the flexibility to respond to continued changes and challenges in policing.

Investment during 2014/15 concentrated on essential replacement of vehicles (£2.5m) and IT equipment and software (£2.0m), along with purchases of operational equipment (£0.7m) repairs to police properties (£1.8m).

Capital

- £2.0m on I.T.
- Including 600 Airwave handheld radios;
- desktop equipment (PC's & monitors),
- upgrade to network
- infrastructure and Athena,
- a crime, intelligence, custody system.

£2.5m on Transport

The Essex Police fleet travelled 13.9 million miles last year.

£1.8m on Properties

Including major building works at the Force Command Room and creation of a Forensic Services Laboratory.

The Police and Crime Commissioner remains committed to ensuring that Essex Police and partner organisations continue to work together to ensure that local solutions are found to help tackle local problems.

Through the New Initiatives Fund the PCC makes money available to community safety partners, including community and voluntary groups, to develop new ways to prevent and tackle crime and anti-social behavior problems in their area. Since he was elected to office in 2012, Police and Crime Commissioner for Essex Nick Alston has allocated over £650,000 to more than 60 local voluntary, community and statutory sector partners via the New Initiatives Fund (NIF).

Examples of some of these local solutions include:

Galleywood Youth Club - £7,000 provided to the club to train volunteers and continue to operate providing activities for teenagers to prevent crime and anti-social behavior.

Elmstead Parish Council Community Speedwatch - £2,178 provided to the Speedwatch scheme to support them in targeting speeding motorists in their area.

Only Cowards Carry - £5,000 provided to the weapons awareness charity to help support the continued education of young people in Essex around the dangers of carrying knives.

Rainbow Services - £2,765 provided to the Woodwork Workshop in Harlow which works with offenders who have been ordered to carry out unpaid work by the courts. The project trains offenders in how to make items from recycled wood and aims to help them turn their lives around by learning new skills.

Work by the Office of the Police & Crime Commissioner for Essex in finding local solutions to meet local problems also continues through the development of the Essex Restorative Justice hub. This process gives victims the opportunity to meet or communicate with those who have offended against them in a safe way. They can ask questions or seek an apology, enabling victims to move on from their experience whilst also giving offenders the opportunity to meaningfully reflect on their actions.

Essex Police receives around 81 domestic abuse related calls every day. Between April 1st 2014 and March 31st 2014 more than three quarters of all domestic abuse offences involved violence against the person. There were 8,580 such offences during that period. That equates to over 23 crimes of domestic violence every single day in Essex.

Domestic abuse remains a key area of focus for the Police and Crime Commissioner for Essex and similarly remains a priority for Essex Police. However the PCC is clear that Essex Police cannot solve the problem of Domestic Abuse alone and must work with local partners to continue to raise awareness of the issue and agree a partnership approach to tackling it. The PCC continues to chair the pan-Essex Domestic Abuse Strategy Board which brings together partners from Essex Police, social care, the health and voluntary sectors, and reducing reoffending partners to take a co-ordinated approach to the issue.

Since October 2014 the PCC became responsible for commissioning victim support services across Essex. From that date until March 2015 £600,000 came to the Essex OPCC to help fund support services for victims and in 2015/16 that will increase to £1.8million which includes additional money for victims' referral and assessment.

The PCC's office recently led a joint commissioning exercise to deliver a new Independent Domestic Violence Advocate (IDVA) service for high risk victims, contributing £450,000 a year to the new contract. The IDVAs will provide crucial support to victims of domestic violence who are at the highest risk of serious injury or murder by: creating safety plans and carrying out risk assessments; accompanying them to court; supporting them as they give evidence and write statements; and requesting special measures in court (such as screens) so they don't have to face their abuser.

The workers will also help victims access refuge accommodation, increase security in their properties so they can live safely at home, provide emotional support and help get referrals to counselling or mental health services and liaise with social workers around child protection issues.

The PCC has also provided funding for a Domestic Violence Protection Order (DVPO) Co-Ordinator, money to research the needs of older victims of domestic abuse and funding to develop domestic abuse perpetrator programmes to help stop violent behaviours.

Reducing Hidden Harm is a new area of focus within the Police and Crime Plan for Essex. It builds upon the PCC's desire to tackle Domestic Abuse, expanding that area to include other forms of harm that are typically less visible within society. Victims of these hidden harms are less likely to report their experiences and may miss-out on available advice and support.

Hidden harms include a wide range of offences, including rape and sexual violence, child sexual exploitation, human trafficking, fraud, hate crime and elder abuse. Victims of these harms may not recognise themselves as such, or may be too afraid to report what has happened to them. The PCC is keen to promote greater awareness of these hidden harms and promote the availability of support services; equipping professionals to recognise the signs of hidden harm and prevent an escalation of risk.

To coincide with the inclusion of hidden harms within the Police & Crime Plan the PCC has made a hidden harm fund of £100,000 available to local partners to develop ways in which to tackle these issues.

The PCC has also commissioned a hidden harm pathfinder in the West of Essex to pilot a partnership approach to identifying and addressing hidden harm amongst key statutory and voluntary sector partners.

PAGE 15 – AREA OF FOCUS - Supporting Victims of Crime

2014-15 has seen the PCC take-on the responsibility for commissioning support services for local victims of crime to meet the requirements set out in the national Victims' Code of Practice.

In order to prepare for these new responsibilities the PCC commissioned a range of activity to help develop capability and capacity within the local victims' services sector, including funding 6 victims pathfinder projects aimed at piloting new activity, and initiating two research projects to determine what victims require in order to cope and recover from their experiences.

This year the PCC commissioned the development of a new Victims' Gateway website, aimed at improving the consistency and clarity for victims on where they can go for advice and support. The site includes details of locally available and relevant support services, and provides case studies, frequently asked questions and signposting information for a range of needs. The site is available to anyone, regardless of the type of incident they have been affected by or whether they have reported their experiences to the Police. The site received over 1,200 visitors between its launch in February, and the end of March 2015.

In 2014, the PCC hosted his second **Victims' Conference**, bringing together local partners and service providers to hear about developments over the past year and information about future commissioning.

The OPCC successfully bid for additional government funding for the expansion and extension of funding for local rape crisis centres to support victims of rape and sexual abuse across Essex, including West Essex where previously no specialist support existed. From 2015-16 the PCC is seeking to formally commission these support services to ensure a consistent, sustainable, value-for-money service is available to all victims across Essex.

The PCC has worked with other partners to deliver maximum value for the public purse. This year the PCC jointly commissioned a new Independent Domestic Violence Advocate (IDVA) service which provides all high-risk victims of domestic abuse an IDVA. This service was jointly commissioned by the OPCC, Essex Police and Essex, Southend-on-Sea and Thurrock Councils.

Restorative Justice

Restorative Justice (RJ) gives victims of crime a voice, and allows them to ask questions and explain the impact of a crime or conflict on them to the person who has caused them harm. It also encourages those who have caused harm to take responsibility for their actions, and can offer the opportunity to apologise and offer some meaningful reparation. The Essex RJ Hub will work closely with other agencies to ensure an efficient and beneficial service for both victims and offenders. We are piloting the Restorative Justice Hub in the west of the county to test and develop this service, with a view to rolling out to the rest of Essex in October 2015.

The Essex Restorative Justice Hub will use local volunteers to deliver the restorative interventions to victims and offenders. These volunteer facilitators will make contact with those who have been victims and perpetrators of harm to carry out risk assessments, and will facilitate communication between them in a safe environment. The RJ Hub will offer rolling recruitment for volunteers, depending on demand and levels of referrals, and will offer full Restorative Justice Practitioner training before commencement of the role.

PAGE 16 - AREA OF FOCUS – Reducing youth offending and all types of re-offending

The most recent Essex figures show youth re-offending rates between April and December 2014 have remained stable. The youth re-offending rate in December 2014 was 31.10% compared with 31.3% the previous year. Adult re-offending rates during the same period have also remained stable remaining at between 25% and 26% during the period.

The PCC continues to support the Firebreak intervention pilot programme, which aims to teach youngsters life and practical skills through firefighting training. The project, which was introduced in the previous year, has proven to be successful this is now used more widely across the county.

Much of the funding granted from the PCC's Community Safety Development Fund has been focussed on activities to divert young people away from crime and away from the damaging effects of drugs and alcohol, which are amongst the major causes of crime. This is having a positive effect on the underlying offending rate.

The PCC has worked closely with other agencies to ensure the smooth and successful introduction of the transforming rehabilitation programme throughout Essex which has led to the formation of the new Essex Community Rehabilitation Company. These new rehabilitation arrangements deliver longer and more focussed supervision of offenders in the community following release from custody.

The PCC commissioned an independent review of the Integrated Offender Management scheme. The number of prolific offenders has reduced and the amount of crime committed by this cohort has also reduced.

The Office of the PCC now chairs the Essex Reducing Re-Offending Board and has further developed working practices with the National Offender Management Service. Other PCC's have asked for more details of the Essex scheme with a view to replicating it in their areas.

Work has commenced with HMP & YOI Chelmsford to fund an intervention in the prison around anger management and violent behaviour that will better prepare male prisoners for release into the community with a view to further reducing offending behaviour.

The OPCC has funded an innovative project with Chelsea FC and HMP & YOI Holloway delivered to female prisoners to improve their employability prospects on release into the community and as a consequence equip them with skills so that they are more likely to avoid offending behaviour.

Tackling the consequences of drugs, alcohol abuse and mental health issues

During 2014-15, Essex Drug & Alcohol Action Team and Westminster Drug Project ran a pilot project in police custody suites to test arrested suspects for the use of Class A drugs. A positive test for a banned substance triggers early intervention with drug users to address their use of illegal substances and any links to their offending behaviour. This project then received Home Office Police Innovation funding of £718,000 to expand its geographical reach across Essex.

Tendring Citizens' Advice Bureau successfully applied for a £20,000 New Initiatives Fund grant to establish a local Mental Health Hub to carry out holistic assessment and act as a single point of referral for both individual service users and statutory and voluntary sector partners such as GPs and the Police. The holistic triage assessment provides an effective opportunity for early intervention to prevent homelessness, escalation of unmanageable debt, loss of benefits and benefit sanctions, dismissal from employment, crime and the breakdown of relationships. This project received £80,000 match-funded from Essex County Council and Tendring District Council.

Targeting Class A drug suppliers: Between April 2013 and March 2014, the Essex and Kent Serious Crime Directorate has brought 196 Class A (primarily heroin, cocaine and crack cocaine) suppliers to justice: an increase of 42 per cent on the previous year. The PCC and the Chief Constable are clear that whilst the objective is to reduce all crime in Essex, a continued focus on targeting Class A drug dealers and working with CPS to secure charges is welcomed because it demonstrates proactive policing to prevent overall crime and reduce harm. Essex Police will continue to act robustly to seize the funds and assets of those involved in such criminality.

Police custody suites: The PCC and his office closely monitor cases where Essex Police exercises the power (under section 136 of the Mental Health Act) to take to a place of safety anyone suspected of suffering from a mental health illness. There were 150 applications of the Section 136 powers during 2013/14: a 42.5 per cent decrease on the previous year.

PAGE 18 - AREA OF FOCUS – Road Safety

Killed or seriously injured (KSI) casualties

Sadly the number of people killed or seriously injured in road collisions on Essex roads has increased by 3.4%. There were 739 people killed or seriously injured in Essex between April 2014 to March 2015 compared with 715 the previous year. Of the 739 this year, 42 people sadly lost their lives and the remaining 697 were seriously injured. In total there were 668 road traffic collisions in our county during the period.

The number of KSIs involving young car drivers aged between 17 and 25 reduced this year by more than 20% with 107 incidents involving this age group compared with 134 the year before.

KSI collisions involving pedestrians, cyclists, children aged between 0 and 17 and drink drivers all also saw a reduction during the period.

Essex Police's Casualty Reduction Team continues to work hard to reduce collisions, educate drivers and improve road safety. The force, alongside the PCC, also continues to work closely with the Casualty Reduction Board and the Safer Essex Roads Partnership to reduce casualties on the road network.

Throughout 2014/15 Essex Police has continued to carry out "Surround a Town" operations. These are multi-agency operations which focus on improving road safety and on disrupting criminals using the road networks.

The Essex Police Casualty Reduction Team continues to carry out a robust programme of mobile roadside enforcement. In the Spring this year the team supported the European Traffic Police Network Crackdown, which sees forces across the continent work together in a co-ordinated week of action to help reduce KSIs and improve road safety. During two days alone the Casualty Reduction Team dealt with 383 speeding motorists.

In support of work carried out by Essex Police, Community Speed Watch volunteers continue to promote road safety in their local areas and they enjoy the full support of the PCC who recognises the contribution to safety each team makes to their local area.

Business crime:

The PCC has continued to lead a business crime forum every quarter in the last year, with each meeting hosted by a different business crime partner able to share experience of crime and good practice around crime prevention with members of the community and Essex Police. There has been a particular emphasis on increasing resilience to cyber and online crime for businesses in Essex, and this forum, led by the PCC has driven significant improvements in the quality of crime prevention data available to support businesses to better protect themselves.

Rural crime:

The PCC rural crime forum has gone from strength to strength over the last year, welcoming many new representatives from the rural community, including the RSPCA, the Braxted Park estate, and Badger watch groups. Each meeting is held in a different location within rural Essex, focusing on both persistent and emerging areas of crime affecting the rural community. The PCC has continued to support the expansion and development of the rural specials team, which now boasts 11 officers led by a Special Superintendent and Inspector. The Rural specials team have enjoyed well deserved praise for their specialist knowledge and approach, and aim to grow to 20 officers within the next year. The PCC is also supporting the introduction of a Heritage watch scheme to protect Essex's historic buildings and landmarks, and Essex Watch liaison teams are also planning to create a Dog Watch scheme maximising the opportunities for intelligence gathering from within the dog walking community.

Older or vulnerable people:

The OPCC provided funding to the 'Safe as Houses' project in Southend that uses home visits to support elderly and vulnerable people in areas affected by higher rates of crime and anti-social behaviour. The project provides residents with community safety advice and practical support to improve awareness of safety initiatives, and empowers residents to become more confident, informed and resilient.

February 2015 saw the launch of the Essex Elder Abuse reporting line, run by Crimestoppers. This is a pilot initiative that gives people the opportunity to report any concerns they have that elderly residents may be the victim of emotional, financial or physical abuse or neglect.

Police officer cost per head of population (2014/15)

Essex £93

England and Wales £115

Workforce cost per head of population (2014/15)

Essex £133

England and Wales £165

VfM Profiles

Support Function per head of population (£)

Essex £29.9

Kent £32.9

National Average £36.1

Rationalisation of the Essex Police Estate

A review of the future of the Essex Police estate has continued throughout this period. The force estate totals 1.25million square foot and some 80 properties, many of which are old, no longer fit for purpose and are in need of extensive and expensive maintenance. The backlog of these buildings has been estimated at £80m with an additional £2million per year needed just to keep the estate in its current condition.

The review was likely to outline proposals to rebuild a smaller more efficient headquarters and reduce the number of policing buildings from 80 to 30.

The findings of the review were expected to be announced in the Autumn.

Collaboration with Kent Police

Joint IT, HR and other shared support services have been created serving both Essex and Kent Police.

Collaboration Savings....

Support Services Directorate was awarded the prestigious Local Government award for Innovation in the Police Project of the Year category, in which the HR team worked with the Essex Coalition for Disabled People.

IT

Through investment in technology, we are supporting Essex Police to become more agile and efficient, including investment in mobile police technology and the development of the Athena platform.

Athena

Athena, the largest ever collaborative police IT project, went live across Essex Police on April 1st 2015. Athena is a single IT system which allows police officers to manage investigations, defendants (from an initial report through the court process) and gives frontline officers and staff access to more detailed and up to date information. Officers can view information from each member police force's area enabling police to share intelligence and information across borders.

PAGE 21 – Crime Trends

394 more offences committed in Essex in 2014/15. Representing an increase of 0.4%

↑Anti-social behaviour

4.5% increase

2,449 more offences

Essex Police continued to work with partner organisations, including local authorities and Community Safety Partnerships, to tackle anti-social behaviour.

↓Burglary

4.5% decrease

621 fewer offences

Essex Police continues to use 'Operation Insight' to tackle house burglaries. The operation uses predictive policing to identify where future burglaries are most likely to occur. Police then use a range of tactics, including high visibility patrols in hotspot areas, to prevent them from happening. Between April 2014 and March 2015 – the first full year of Operation Insight – Essex Police has seen a significant reduction in the number of burglaries.

↓Vehicle Crime

6% decrease

743 fewer offences

Vehicle crime across Essex continues to reduce. Essex Police continues to work alongside partners, including Community Safety Partnerships, to encourage residents to be mindful of the security of their vehicles. The number of offences solved also rose by 0.7% compared with the previous year.

↓Robbery

9.7% decrease

103 fewer offences

The offence of robbery has continued to see a reduction across Essex. Detectives continue to take an intelligence-led approach to tackling and solving these offences, focusing on known criminals. The solved rate for robbery has increased by 0.8% compared with the previous year.

↑Violence against the person

17.9% increase

3,483 more offences

According to Essex Police many of these types of offences are often related to incidents of domestic abuse. Tackling domestic abuse continues to be a priority of both the Police & Crime Commissioner and Essex Police. Essex Police has dedicated specialist domestic abuse investigation teams – called Operation Juno – investigating crimes and supporting victims. The teams also continue to proactively target repeat and dangerous offenders.

↑Sexual Offences

32.7% increase

605 more offences

The increase in sexual offences is mirrored across Essex and is also reflective of a national trend. The increase in part continues to be attributable to high profile cases involving public figures, which has encouraged more victims of sexual offences to come forward and report the crimes. Many of the offences continue to be historic. The increase in reported sexual offences could also be linked to members of the public having greater confidence in police when reporting these crimes.

PAGE 22 – Performance Summary

PERFORMANCE SUMMARY

1st April 2014 to 31st March 2015

Solved Crimes: The all crime solved rate decreased in 2014/15 by 2% to 27 % compared with 29% the previous year.

Public Satisfaction

Essex Police continues to strive to improve public satisfaction with the services provided by its officers and staff. Overall in 2014/15 80.4% of people were satisfied with the overall service provided by Essex Police, however this is a 1.6% decrease compared with 82% the previous year.

82% of emergency response incidents were attended within the standard time, a 9% drop on the previous year.

Essex Police disrupted 22 serious and organised crime gangs during 2014/15.

£1.35m in cash recovered from criminals using POCA in Essex: an increase of nearly 36% compared with previous year

The total number of crimes recorded in 2014/15 was 99,740 – 35,049 fewer offences than 10 years ago in 2004/05.

2004/05 134,789 offences

2014/15 99,740 offences

2004/05 – 134,789

2005/06 – 132,378

2006/07 – 127,163

2007/08 – 119,164

2008/09 – 112,842

2009/10 – 104,796

2010/11 – 103,445

2011/12 – 105,017

2012/13 – 100,144

2013/14 – 99,346

2014/15 – 99,740

Volunteers

I am extremely proud this year to have overseen the introduction of the first Volunteer Police Cadet programme in Essex. This is a flagship youth engagement programme for Essex Police, staffed entirely by volunteers who provide a safe environment for young people, including those vulnerable to crime, to learn, socialise, build a positive relationship with the police, and make a meaningful contribution to their communities. I look forward to watching it grow in coming months.

Independent Custody Visitors

The Independent Custody Visitor (ICV) volunteer scheme forms part of the PCC's statutory responsibility, and ensures the standard of custody facilities and treatment of detainees is independently monitored. My office has led a thorough review of this scheme in the last year, resulting in the recruitment of 11 new volunteers, and a re-design of the visiting framework for the programme, making it better able to identify and escalate potential areas of concern within the custody environment.

In the last year 601 welfare visits to detained people in custody have been carried out by ICV volunteers.

Dog Welfare Scheme

This scheme provides a similar level of public monitoring and scrutiny to the ICV scheme, but over the training, accommodation and welfare of working police dogs in Essex.

There are currently 44 working dogs in Essex Police, with more in training, and 34 dog handlers responsible for them. We have recruited six new dog welfare visitors to this scheme in the last year, who are now regularly visiting dogs and their handlers in a variety of operational locations to check on their welfare and standards of care.

Our scrutiny of the Special Constabulary and civilian volunteer programmes in Essex Police remains a key focus for my office, as we continue to support them to expand and professionalise these programmes, and the use of volunteer skills and experience to enhance the service they provide to communities across Essex.

PAGE 24 – Decisions made

Decisions made by the PCC are published on the PCC's website.

The key decisions taken by the PCC this year include:

- *Approved £462,000 to fund the creation of a Domestic Violence Protection Order (DVPO) Unit. Police can obtain a DVPO from magistrates' to protect victims of Domestic Abuse from perpetrators where prosecution is not an option.
- *Approved allocation of £290,000 funding to the Whole Essex Community Budget to work with partners to: reduce domestic abuse; reduce reoffending; and strengthen communities.
- *Securing funding from the Ministry of Justice to develop the capacity of specialist sexual violence services for victims across Essex.
- *Approving a more than £3million increase to the £6.7million budget for refurbishing Southend police station and custody.
- *Allocating £75,000 in funding to the Community Resilience Fund which is administered by the Essex Community Foundation and aims to strengthen communities.
- *Approving £1.2million in Community Safety Fund core grants to allow Community Safety Partnerships, Youth Offending Teams and Drug and Alcohol teams to undertake local projects.
- *Allocating £100,00 to be made available to local community safety partners to tackle hidden harms.
- *Allocating £60,000 from the Victims Fund for SafeLives for a research and development pilot project on the impact of domestic abuse perpetrator programmes.
- *Allocating £658,201 to fund Victim Support in delivering the Victims' Referral and Assessment Service (VARC) which aims to help Essex residents cope and recover after becoming victims of crime.
- *Approving £700,000 to Safer Places to provide Independent Domestic Violence Advocates (IDVAs) for high risk victims of domestic abuse over three years. The IDVAs will provide crucial support to victims of domestic violence who are at the highest risk of serious injury or murder by: creating safety plans and carrying out risk assessments; accompanying them to court; supporting them as they give evidence and write statements; and requesting special measures in court (such as screens) so they don't have to face their abuser.

Looking forward:

2015/16 AND LOOKING FORWARD

Into 2015/16 I have maintained a clear focus on tackling domestic abuse, driving strong partnership work between Essex Police, local authorities, the NHS, probation services and specialist agencies. I have also expanded the areas of focus for Essex Police and partners to include identifying and addressing wider hidden harms such as human trafficking, child sexual exploitation, modern slavery, and “honour” based crime.

I continue to hold the force to account through regular Essex Police Challenge events where the public can put their questions directly to the Chief Constable, and through an extensive and rigorous scrutiny programme. This will address resource management as well as performance, especially as the period of austerity continues. The Community Safety Development Fund continues to commission work that makes a difference at the grass roots level, be it helping provide a drop-in centre for ex-offenders in Jaywick or turning young lives around through the Firebreak programme.

The development of ever stronger intelligence-led policing has led in two consecutive years to a decrease of around 10 per cent in house burglary - a crime that has a real impact on victims’ lives. Ensuring that Essex Police delivers evidence based, professional policing that draws on reliable information and intelligence will remain key to success in the coming years as resources remain constrained.

To enable this, Essex Police will continue to acquire, deploy and utilise the technologies needed for effective and increasingly mobile policing.

At the heart of a successful police force in 10-20 years’ time will be the quality of officers we are recruiting now, the training and development they receive in their early years and the quality of leadership offered by their senior officers. Continuing to improve all these aspects will remain my priority.



ANNUAL REPORT 2014/15



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PCC
POLICE AND CRIME
COMMISSIONER FOR ESSEX



“I am confident that Essex Police will continue to operate with a high degree of professionalism and effectiveness as it meets those twin challenges of increasing demand and more limited resources, whilst keeping Essex one of the safest counties.”

Nick Alston CBE Police and Crime Commissioner for Essex

INTRODUCTION

Welcome to my third annual report as Police and Crime Commissioner for Essex.

This Annual Report covers the period between April 2014 and March 2015, during which time we have continued to build the foundations to ensure Essex Police is able both to respond to today's demands and to be fit to face tomorrow's challenges. At the same time we have maintained funding for the many community safety initiatives around the county.



"Ultimately, on your behalf, I then hold the Chief Constable to account for the performance of the force."

My office developed and delivered a Victims' Gateway, providing a safe channel for victims of crime to learn about specialist support available in their area. IN addition we have further improved the provision of Victims services.

Extensive work was undertaken to survey the Essex Police property estate. This identified that we are spending nearly £3 million a year simply to keep our buildings in their often poor condition. Other parts of the estate are unnecessarily expensive to operate. Given the financial challenges we face, it is essential that Essex Police uses its limited resources to reduce and prevent the most serious harm. Fundamentally it is not buildings that solve crimes, however much history they may possess. It is our police officers, PCSOs and police staff who keep us all safe.

Major steps were taken to improve police information

technology, culminating in the introduction of Athena, designed to provide an innovative and seamless interface between police forces across the east of England and the wider criminal justice. Essex Police is at the forefront of this essential work.

It is crucial that we continue to develop and build a culture of professionalism and integrity throughout policing. My small but highly professional team worked with me both to support Essex Police and challenge the force to improve performance where appropriate.

Essex remains an overwhelmingly safe county, with a police force that is increasingly professional and led by an outstanding Chief Constable in Stephen Kavanagh. We should all be proud of the tireless work of police officers, PCSOs and police staff on our behalf.

Nick Alston CBE

Police and Crime Commissioner for Essex

FORCE OVERVIEW DATA



119 new police officers recruited during 2014/15.



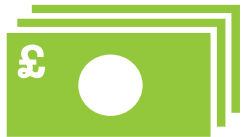
121 fewer officers than in 2013/14 which dropped from 3,280 to 3,159.



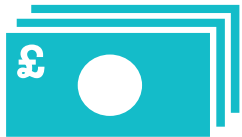
51.1% increase in the number of detections for serious sexual crimes.



27% of all crimes solved in Essex: a 2% drop compared with 2013/14.



£1.35m cash recovered from criminals under POCA in Essex an increase of nearly 36% compared with 2013/14.



£41.8m savings between 2010-14 and the force is facing further cuts of £63m by 2019/20.



82% 999 calls attended within response times: a decrease of 9%



80% of the public are satisfied with the overall service we provide.



60 less Specials than in 2013/14 which shows a decrease of 14%



83 new Specials recruited during 2014/15.



1,079,369 public calls received during 2014/15.



1,596 calls each day to the Essex Police control room.

PCC RESPONSIBILITIES

Since taking office on 22nd November 2012 the PCC has fulfilled his statutory duties in accordance with The Police Reform and Social Responsibility Act (2011) and the Police Act (1996) as amended. All of these responsibilities have the over-arching responsibility of reducing crime and disorder in Essex.



The responsibilities are:

To secure the maintenance of an efficient and effective police force for the area

The PCC must hold the Chief Constable to account for the exercise of the Chief Constable's functions and those under his direction and control

To exercise powers in relation to bringing together community safety and criminal justice partners, to co-operate with PCCs and formulate and implement crime reduction strategies across the county

Issue a Police and Crime Plan

The PCC must hold the police fund and other grants from central or local government. PCCs must set the council tax policing precept for the county

The PCC must obtain the views of local people and victims of crime before the Police and Crime Plan is issued

The PCC may appoint, suspend or remove the Chief Constable and must be consulted by the Chief Constable on the appointment of Deputy and Assistant Chief Constables.

The PCC has direct responsibility for complaints against the Chief Constable, and indirect oversight of how the Chief Constable deals with force complaints.

The PCC has a general power of competence (e.g. may do anything calculated to facilitate his/her own functions), may enter into contracts, and collaboration agreements, and must have regard to the views of local people and the Police and Crime Panel in exercising his/her functions.

HOLDING THE CHIEF CONSTABLE TO ACCOUNT

Since 2012, I have been developing a robust performance and scrutiny programme.

Topics covered over 2014/15 include:

- Domestic Abuse
- Stop and Search
- Sickness
- Youth offending and all types of re-offending
- Improving road safety
- Responding to the public and FCR call handling
- Use of force, Specials and PCSOs
- Child protection
- Review of seaside towns' seasonal performance
- 'Honour' based violence
- Rape and Sexual Violence
- Victims of crime
- Trafficking and modern slavery
- Information Commissioner's Report into Essex Police
- Hate Crime
- Drugs
- Fraud and Cyber Crime
- IT, Procurement
- Spend for 14/15 by operational area
- Medium Term Financial Strategy
- Essex Police Transport
- Capital Programme
- Revenue Monitoring, and Estates

I have ensured that all areas of Essex Police performance in delivering the Police and Crime Plan have been scrutinised and appropriately challenged. I hold regular scrutiny meetings with the Chief and his senior Officers.

I have published the outcomes of investigations by the Professional Standards Department of Essex Police, as part of my recognition that openness and transparency are crucial to trust and confidence in policing.

I have responded to all reports of investigations carried out by Her Majesty's Inspectorate of Constabulary (HMIC); and tracked progress made against recommendations.

The national HMIC reports from 2014/15 covered:

- Policing in Austerity – Meeting the Challenge
- Crime Data Integrity
- Core Business
- Firearms
- Rape Monitoring

ENGAGING WITH THE PEOPLE OF ESSEX

This year my programme of public engagement has evolved, and proven more important than ever in understanding the needs and concerns of communities across Essex as we embark on an ambitious programme of change and modernisation for Essex police.

As well as continuing my commitment to hold at least one public meeting in every district and borough in Essex alongside local police and community safety partners, I have increased the opportunities available for dialogue with local people. This has included a range of new methods led by public needs, including providing one-to-one surgery appointments for individuals or small groups to meet with me and discuss more specific or personal matters, and a 'female voices forum' to better understand the

experiences of vulnerable women in Essex, who are often victims of some of the worst hidden harms. I have also enjoyed continuing to deliver my quarterly business and rural crime forums, bringing Essex Police together with these often under-represented communities. Every one of these conversations has been valuable in helping me understand the myriad challenges faced by our communities, and ensuring I continue to hold Essex Police to account on behalf of the people of Essex.

At least one public meeting in every district and borough in Essex

I was delighted to host my first PCC Youth Conference in July, which was attended by many young people from a wide range of backgrounds, and have delivered a localised youth forum each quarter since, ensuring the experiences and needs of young people in Essex continue to play an important part in our problem-solving and decision making.

I am pleased that my office has remained instrumental in driving important partnership work in numerous areas,

as well as ensuring that all of our engagement with the public and partners continues to inform the future shape of Essex Police and our response to areas of greatest need. In order to recognise the extraordinary contribution made by professionals and volunteers across Essex I was delighted to launch my inaugural award for outstanding contribution to community Safety in Essex in January 2015, which saw some remarkable work recognised.

COMMUNITY SAFETY COMMISSIONING

The PCC continues to work with local partners such as Community Safety Partnerships, Youth Offending Teams and statutory partners such as local authorities, safeguarding boards and other blue-light services to deliver against community safety priorities.

The PCC's Community Safety Fund (CSF) provides core funding in the form of community safety grants to statutory organisations for activities that meet locally identified priorities aligned to the Police and Crime Plan. The PCC continues to make the same level of funding available through this fund, recognising the importance of the involvement of local groups to the effective delivery of the areas of focus within the Police and Crime Plan.

The PCC allocated almost £400,000 to local community groups through the 2014-15 New Initiatives Fund (NIF)

The PCC continued to make small grants available to local organisations, including community and voluntary groups. Projects funded this year range from diversionary activity using theatre, dance and sport to a mental health partnership hub in Tendring and a pilot project seeking to tackle adolescent violence against parents. From 2015-16 the NIF will be re-branded as the Community Safety Development Fund (CSDF), reflecting a recognition that activity does not need to be 'new' to be considered innovative and worthy of support. The 2015-16 CSDF will allocate £500k worth of grant-funding to local groups.

The PCC takes-on responsibility for the commissioning of local victims' services

Since October 2014 the PCC has been responsible for the majority of local victims' support services commissioning. The Ministry of Justice made £600,000 available to the PCC for the commissioning of services from October '14. This funding was used to deliver enhanced domestic abuse services, including Independent Domestic Violence Advocates (IDVA) provision, and for the piloting of local mental health triage services. In addition, the PCC allocated £600,000 of capacity-building funding, which supported the development of the Essex Victims' Gateway support website, 6 victims' pathfinder projects and research into the needs of local victims. The OPCC was also successful in applying for an additional £275,000 of Ministry of Justice funding to support the delivery of support for local victims of rape and sexual abuse.

New Initiatives Fund 2014-15

Reducing Youth Offending and all types of R Total £142,717

Case Study example – U do it dance (Thurrock)

The project involves working with pupils, including those who are disengaged from mainstream education, offering structured classes to increase their confidence and re-engage them in education.

Tackling the Consequences of Drugs, Alcohol and Health - Total £54,176

Case Study example – CAB Mental Health Hub (Tendring)

Establish a Mental Health Hub to carry out holistic assessments at a single point of referral for both individual service users and voluntary sector partners such as GPs and the Police.

Supporting Victims of Crime - Total £46,961

Case Study example – Victim Awareness Courses

Piloting a Victim Awareness Course with offenders who are required to attend community resolutions.

Reducing Domestic Abuse - Total £20,134

Case Study example – Ministry of Parenting Adolescent Against Parents

Early intervention initiative working with parents/carers and young people who are engaged in, or affected by, adolescent to parent violence.

Improving Crime Prevention - Total £96,421

Case Study example – Wilderness Foundation 'Turn of Mind'

Delivery of a structured intervention aimed at dealing with the factors that lead to challenging behaviours amongst vulnerable young people.

Improving Road Safety - Total £2,000

Case Study example – Kwik-Fit road safety campaign

Essex Police, in partnership with Kwik Fit promote a secure road safety campaign involving Car number plate security. Catalytic Converter security as well as general vehicle security.

Ensuring Local Solutions Meet Local Problems - Total £27,785

Case Study example – Southend Utd Community Trust diversion

Delivery of 5 weekly 1-hour workshops aimed at reducing assaults in Milton, Victoria and Kursaal wards of Southend.

Total spend: £390,194

THE BUDGET

WAITING FOR 14/15 CONTENT

to fund police operations on a day to day basis and ensure that the Force is well equipped and supported.

This budget will continue to reduce over the next three years. Actual spending was £267.8m, some £3.3m (1.2%) less than budget. This underspend resulted from intended reductions in staffing levels, as part of the savings and efficiency plans of the force.

Revenue Expenditure:

Employee Costs
84%

Supplies & Services 8%

Premises 4%

Transport 2%

Agency Services 2%

Essex Police is focussing its budget on the part of the force that makes the most difference – **the frontline**.

Savings:

The level of spending on police services in Essex has been reducing over recent years to support the Government's austerity measures. Essex Police has delivered year on year savings of **£41.8m** as part of the 2010-2013 Comprehensive Spending Review (CSR1).

A further Comprehensive Spending Review (CSR2) sees the PCC having to maintain the focus on a further savings plan for 2014-2016.

Reductions in Numbers:

Over the course of the financial year the total number of police officers reduced by **76** from **3,311** to **3,235**. In total, as part of the first Comprehensive Spending Review, there were **371** fewer police, **95** fewer PCSOs and **306** fewer support staff.

Her Majesty's
Inspectorate
has identified
Essex Police
as a lean and
efficient
force.

WAITING FOR 14/15 CONTENT



70% Government grants
30% Council tax

means that more reliance is placed on council tax to fund policing services.

When compared with the other 31 shire forces in England Essex has, per head of population:

Above average

proportion of officer time spent on the operational front line

3rd lowest

Council Tax precept at £141.48 per year for a Band D Property.



Capital is the money spent on assets such as land, buildings and equipment.

Capital expenditure during 2013/14 amounted to **£5.7m**.

This represents investment in IT, Estate and Transport.

During the year two major reviews were initiated. These reviews were designed to ensure that the IT support and estate portfolio will be fit for purpose over many years ahead with the flexibility to respond to continued changes and challenges in policing.

Investment during 2013/14 concentrated on essential replacement of vehicles and IT equipment and software, along with repairs to police properties.

Capital



£3.26m on I.T.

Including 2,000 tablets; 400 body worn cameras and Athena, a crime, intelligence, custody system.

£2.11m on Transport



The Essex Police fleet travelled 17 million miles last year.



ENSURING LOCAL SOLUTIONS MEET LOCAL PROBLEMS

The Police and Crime Commissioner remains committed to ensuring that Essex Police and partner organisations continue to work together to ensure that local solutions are found to help tackle local problems.



Through the New Initiatives Fund the PCC makes money available to community safety partners, including community and voluntary groups, to develop new ways to prevent and tackle crime and anti-social behavior problems in their area. Since he was elected to office in 2012, Police and Crime Commissioner for Essex Nick Alston has allocated over £650,000 to more than 60 local voluntary, community and statutory sector partners via the New Initiatives Fund (NIF).

Examples of some of these local solutions include:

Galleywood Youth Club

£7,000 provided to the club to train volunteers and continue to operate providing activities for teenagers to prevent crime and anti-social behaviour.

Elmstead Parish Council Community Speedwatch

£2,178 provided to the Speedwatch scheme to support them in targeting speeding motorists in their area.

Only Cowards Carry

£5,000 provided to the weapons awareness charity to help support the continued education of young people in Essex around the dangers of carrying knives.

Rainbow Services

£2,765 provided to the Woodwork Workshop in Harlow which trains offenders who have been ordered to carry out unpaid work by the courts in how to make items from recycled wood and aims to help them turn their lives around by learning new skills.

Work by the Office of the Police & Crime Commissioner for Essex in finding local solutions to meet local problems also continues through the development of the Essex Restorative Justice hub. This process gives victims the opportunity to meet or communicate with those who have offended against them in a safe way. They can ask questions or seek an apology, enabling victims to move on from their experience whilst also giving offenders the opportunity to meaningfully reflect on their actions.



REDUCING DOMESTIC ABUSE

Essex Police receives around 81 domestic abuse related calls every day. Between April 1st 2014 and March 31st 2014 more than three quarters of all domestic abuse offences involved violence against the person. There were 8,580 such offences during that period. That equates to over 23 crimes of domestic violence every single day in Essex.

Domestic abuse remains a key area of focus for the Police and Crime Commissioner for Essex and similarly remains a priority for Essex Police.

However the PCC is clear that Essex Police cannot solve the problem of Domestic Abuse alone and must work with local partners to continue to raise awareness of the issue and agree a partnership approach to tackling it. The PCC continues to chair the pan-Essex Domestic Abuse Strategy Board which brings together partners from Essex Police, social care, the health and voluntary sectors, and reducing reoffending partners to take a co-ordinated approach to the issue.

The PCC's office recently led a joint commissioning exercise to deliver a new Independent Domestic Violence Advocate (IDVA) service for high risk victims, contributing £450,000 a year to the new contract.

The IDVAs will provide crucial support to victims of domestic violence who are at the highest risk of serious injury or murder by: creating safety plans and carrying out risk assessments; accompanying them to court; supporting them as they give evidence and write statements; and requesting special measures in court (such as screens) so they don't have to face their abuser.

The workers will also help victims access refuge accommodation, increase security in their properties so they can live safely at home, provide emotional support and help get referrals to counselling or mental health services and liaise with social workers around child protection issues.

The PCC has also provided funding for a Domestic Violence Protection Order (DVPO) Co-Ordinator

Who will use the money to research the needs of older victims of domestic abuse and funding to develop domestic abuse perpetrator programmes to help stop violent behaviours.

Since October 2014 the PCC became responsible for commissioning **victim support services** across Essex.

To help fund support services for victims

£600,000

was used in 2014/15

In 2015/16 that will increase to

£1.8m





HIDDEN HARM

Reducing Hidden Harm is a new area of focus within the Police and Crime Plan for Essex. It builds upon the PCC's desire to tackle Domestic Abuse, expanding that area to include other forms of harm that are typically less visible within society. Victims of these hidden harms are less likely to report their experiences and may miss-out on available advice and support.

Hidden harms include a wide range of offences, including rape and sexual violence, child sexual exploitation, human trafficking, fraud, hate crime and elder abuse. Victims of these harms may not recognise themselves as such, or may be too afraid to report what has happened to them. The PCC is keen to promote greater awareness of these hidden harms and promote the availability of support services; equipping professionals to recognise the signs of hidden harm and prevent an escalation of risk.

To coincide with the inclusion of hidden harms within the Police & Crime Plan the PCC has made a hidden harm fund of £100,000 available to local partners to develop ways in which to tackle these issues.

The PCC has also commissioned a hidden harm pathfinder in the West of Essex to pilot a partnership approach to identifying and addressing hidden harm amongst key statutory and voluntary sector partners.



SUPPORTING VICTIMS

2014-15 has seen the PCC take-on the responsibility for commissioning support services for local victims of crime to meet the requirements set out in the national Victims' Code of Practice.

In order to prepare for these new responsibilities the PCC commissioned a range of activity to help develop capability and capacity within the local victims' services sector, including funding 6 victims pathfinder projects aimed at piloting new activity, and initiating two research projects to determine what victims require in order to cope and recover from their experiences.

This year the PCC commissioned the development of a new Victims' Gateway website, aimed at improving the consistency and clarity for victims on where they can go for advice and support. The site includes details of locally available and relevant support services, and provides case studies, frequently asked questions and signposting information for a range of needs. The site is available to anyone, regardless of the type of incident they have been affected by or whether they have reported their experiences to the Police. The site received over 1,200 visitors between its launch in February, and the end of March 2015.

In 2014, the PCC hosted his second Victims' Conference, bringing together local partners and service providers to hear about developments over the past year and information about future commissioning.

The OPCC successfully bid for additional government funding for the expansion and extension of funding for local rape crisis centres to support victims of rape and sexual abuse across Essex, including West Essex where previously no specialist support existed. From 2015-16 the PCC is seeking to formally commission these support services to ensure a consistent, sustainable, value-for-money service is available to all victims across Essex.

The PCC has worked with other partners to deliver maximum value for the public purse. This year the PCC jointly commissioned a new Independent Domestic Violence Advocate (IDVA) service which provides all high-risk victims of domestic abuse an IDVA. This service was

jointly commissioned by the OPCC, Essex Police and Essex, Southend-on-Sea and Thurrock Councils.

Restorative Justice (RJ) gives victims of crime a voice, and allows them to ask questions and explain the impact of a crime or conflict on them to the person who has caused them harm. It also encourages those who have caused harm to take responsibility for their actions, and can offer the opportunity to apologise and offer some meaningful reparation. The Essex RJ Hub will work closely with other agencies to ensure an efficient and beneficial service for both victims and offenders. We are piloting the Restorative Justice Hub in the west of the county to test and develop this service, with a view to rolling out to the rest of Essex in October 2015.

The Essex Restorative Justice Hub will use local volunteers to deliver the restorative interventions to victims and offenders. These volunteer facilitators will make contact with those who have been victims and perpetrators of harm to carry out risk assessments, and will facilitate communication between them in a safe environment. The RJ Hub will offer rolling recruitment for volunteers, depending on demand and levels of referrals, and will offer full Restorative Justice Practitioner training before commencement of the role.



REDUCING YOUTH OFFENDING AND ALL TYPES OF RE-OFFENDING

During 2013-14, with £16,000 of PCC New Initiatives Fund money and funding from the Essex Drug & Alcohol Action Team and Safer Essex, the Westminster Drug Project ran a pilot project in police custody suites to test arrested suspects for the use of Class A drugs. A positive test for a banned substance triggers early intervention with drug users to address their use of illegal substances and any links to their offending behaviour. This project has now received Home Office Police Innovation funding of £718,000 to expand its geographical reach across Essex.

The PCC continues to support the Firebreak intervention pilot programme, which aims to teach youngsters life and practical skills through firefighting training. The project, which was introduced in the previous year, has proven to be successful this is now used more widely across the county.

Much of the funding granted from the PCC's Community Safety Development Fund has been focussed on activities to divert young people away from crime and away from the damaging effects of drugs and alcohol, which are amongst the major causes of crime. This is having a positive effect on the underlying offending rate.

The PCC has worked closely with other agencies to ensure the smooth and successful introduction of the transforming rehabilitation programme throughout Essex which has led to the formation of the new Essex Community Rehabilitation Company. These new rehabilitation arrangements deliver longer and more focussed supervision of offenders in the community following release from custody.

The PCC commissioned an independent review of the Integrated Offender Management scheme. The number of prolific offenders has reduced and the amount of crime committed by this cohort has also reduced.

The Office of the PCC now chairs the Essex Reducing Re-Offending Board and has further developed working practices with the National Offender Management Service. Other PCC's have asked for more details of the Essex scheme with a view to replicating it in their areas.

Work has commenced with HMP & YOI Chelmsford to fund an intervention in the prison around anger management and violent behaviour that will better prepare male prisoners for release into the community with a view to further reducing offending behaviour.

The OPCC has funded an innovative project with Chelsea FC and HMP & YOI Holloway delivered to female prisoners to improve their employability prospects on release into the community and as a consequence equip them with skills so that they are more likely to avoid offending behaviour.



TACKLING THE CONSEQUENCES OF DRUGS, ALCOHOL, ABUSE AND MENTAL HEALTH ISSUES

During 2014-15, Essex Drug & Alcohol Action Team and Westminster Drug Project ran a pilot project in police custody suites to test arrested suspects for the use of Class A drugs. A positive test for a banned substance triggers early intervention with drug users to address their use of illegal substances and any links to their offending behaviour. This project then received Home Office Police Innovation funding of £718,000 to expand its geographical reach across Essex.

Tendring Citizens' Advice Bureau successfully applied for a £20,000 New Initiatives Fund grant to establish a local Mental Health Hub to carry out holistic assessment and act as a single point of referral for both individual service users and statutory and voluntary sector partners such as GPs and the Police. The holistic triage assessment provides an effective opportunity for early intervention to prevent homelessness, escalation of unmanageable debt, loss of benefits and benefit sanctions, dismissal from employment, crime and the breakdown of relationships. This project received £80,000 match-funded from Essex County Council and Tendring District Council.

Targeting Class A drug suppliers: Between April 2013 and March 2014, the Essex and Kent Serious Crime Directorate has brought 196 Class A (primarily heroin, cocaine and crack cocaine) suppliers to justice: an

increase of 42 per cent on the previous year. The PCC and the Chief Constable are clear that whilst the objective is to reduce all crime in Essex, a continued focus on targeting Class A drug dealers and working with CPS to secure charges is welcomed because it demonstrates proactive policing to prevent overall crime and reduce harm. Essex Police will continue to act robustly to seize the funds and assets of those involved in such criminality.

Police custody suites: The PCC and his office closely monitor cases where Essex Police exercises the power (under section 136 of the Mental Health Act) to take to a place of safety anyone suspected of suffering from a mental health illness. There were 150 applications of the Section 136 powers during 2013/14: a 42.5 per cent decrease on the previous year.



IMPROVING ROAD SAFETY

Killed or Seriously Injured Casualties:

Sadly the number of people killed or seriously injured in road collisions on Essex roads has increased by 3.4%. There were 739 people killed or seriously injured in Essex between April 2014 to March 2015 compared with 715 the previous year. Of the 739 this year, 42 people sadly lost their lives and the remaining 697 were seriously injured. In total there were 668 road traffic collisions in our county during the period.

The number of KSIs involving young drivers aged 17-25 reduced this year with 107 incidents involving this age group compared with 134 last year.

20%



KSI collisions involving pedestrians, cyclists, children aged between 0 and 17 and drink drivers all also saw a reduction during the period.



Essex Police's Casualty Reduction Team

continues to work hard to reduce collisions, educate drivers and improve road safety. The force, alongside the PCC, also continues to work closely with the Casualty Reduction Board and the Safer Essex Roads Partnership to reduce casualties on the road network.

Throughout 2014/15 Essex Police has continued to carry out **"Surround a Town" operations**. These are multi-agency operations which focus on improving road safety and on disrupting criminals using the road networks.

The Essex Police Casualty Reduction Team continues to carry out a robust programme of mobile roadside enforcement. In the Spring this year the team supported the **European Traffic Police Network Crackdown**, which sees forces across the continent work together in a co-ordinated week of action to help reduce KSIs and improve road safety. During two days alone the Casualty Reduction Team dealt with 383 speeding motorists.

In support of work carried out by Essex Police, **Community Speed Watch volunteers** continue to promote road safety in their local areas and they enjoy the full support of the PCC who recognises the contribution to safety each team makes to their local area.

IMPROVING CRIME PREVENTION

Business crime: The PCC has continued to lead a business crime forum every quarter in the last year, with each meeting hosted by a different business crime partner able to share experience of crime and good practice around crime prevention with members of the community and Essex Police. There has been a particular emphasis on increasing resilience to cyber and online crime for businesses in Essex, and this forum, led by the PCC has driven significant improvements in the quality of crime prevention data available to support businesses to better protect themselves.

Rural crime: The PCC rural crime forum has gone from strength to strength over the last year, welcoming many new representatives from the rural community, including the RSPCA, the Braxted Park estate, and Badger watch groups. Each meeting is held in a different location within rural Essex, focusing on both persistent and emerging areas of crime affecting the rural community. The PCC has continued to support the expansion and development of the rural specials team, which now boasts

11 officers led by a Special Superintendent and Inspector. The Rural specials team have enjoyed well deserved praise for their specialist knowledge and approach, and aim to grow to 20 officers within the next year. The PCC is also supporting the introduction of a Heritage watch scheme to protect Essex's historic buildings and landmarks, and Essex Watch liaison teams are also planning to create a Dog Watch scheme maximising the opportunities for intelligence gathering from within the dog walking community.

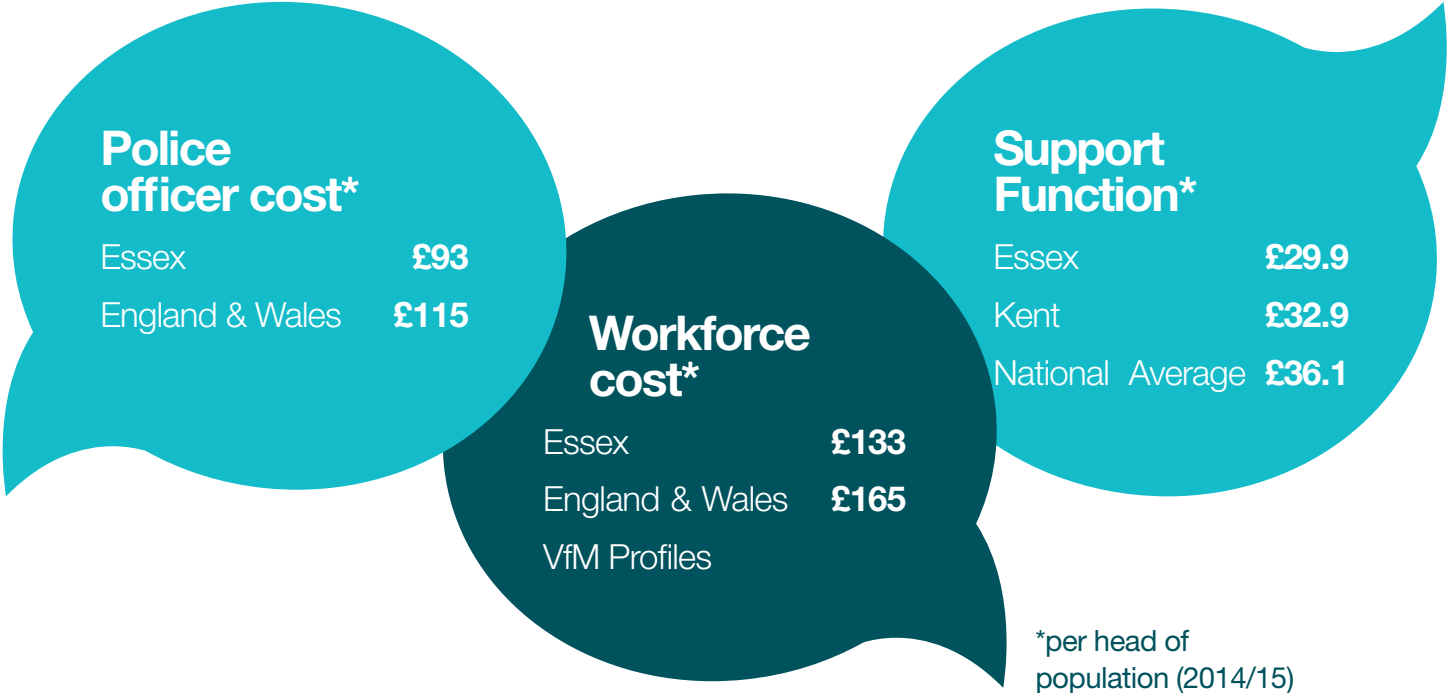
Older or vulnerable people: The OPCC provided funding to the 'Safe as Houses' project in Southend that uses home visits to support elderly and vulnerable people in areas affected by higher rates of crime and anti-social behaviour. The project provides residents with community safety advice and practical support to improve awareness of safety initiatives, and empowers residents to become more confident, informed and resilient.

February 2015 saw the launch of the Essex Elder Abuse reporting line, run by Crimestoppers.

This is a pilot initiative that gives people the opportunity to report any concerns they have that elderly residents may be the victim of emotional, financial or physical abuse or neglect.



INCREASING EFFICIENCY



Rationalisation of the Essex Police Estate

A review of the future of the Essex Police estate has continued throughout this period. The force estate totals 1.25million square foot and some 80 properties, many of which are old, no longer fit for purpose and are in need of extensive and expensive maintenance. The backlog of these buildings has been estimated at £80m with an additional £2million per year needed just to keep the estate in its current condition.

The review was likely to outline proposals to rebuild a smaller more efficient headquarters and reduce the number of policing buildings from 80 to 30.

The findings of the review were expected to be announced in the Autumn.

Collaboration with Kent Police

Joint IT, HR and other shared support services have been created serving both Essex and Kent Police.

Collaboration Savings...

Support Services Directorate was awarded the prestigious Local Government award for Innovation in the Police Project of the Year category, in which the HR team worked with the Essex Coalition for Disabled People.

IT

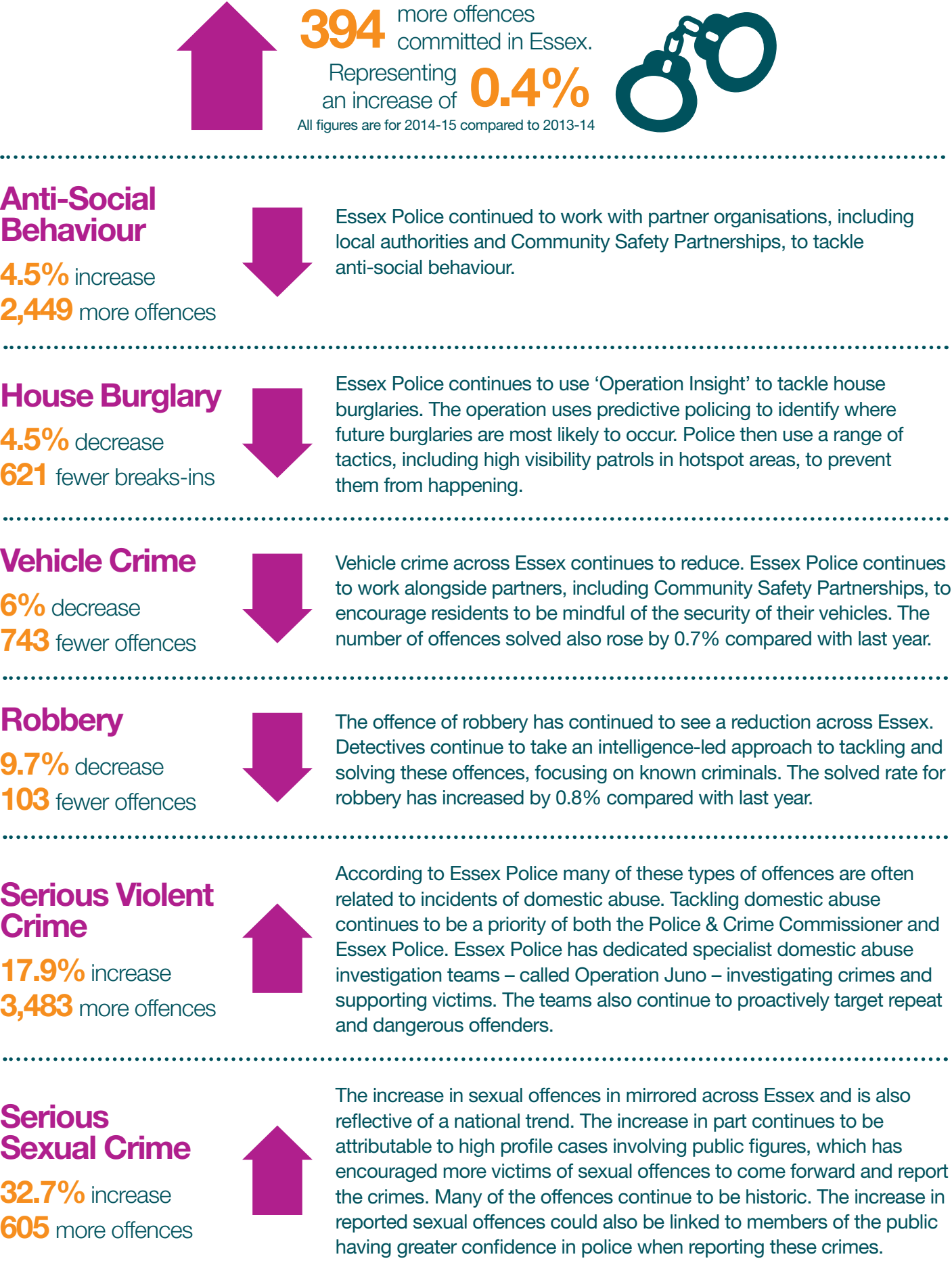
Through investment in technology, we are supporting Essex Police to become more agile and efficient, including investment in mobile police technology and the development of the Athena platform.

Athena

Athena, the largest ever collaborative police IT project, went live across Essex Police on April 1st 2015.

Athena is a single IT system which allows police officers to manage investigations, defendants (from an initial report through the court process) and gives frontline officers and staff access to more detailed and up to date information. Officers can view information from each member police force's area enabling police to share intelligence and information across borders.

CRIME TRENDS



PERFORMANCE SUMMARY

1ST APRIL 2013 TO 31ST MARCH 2014

Solved Crimes: The 'all crime' solved rate **decreased** by **2%** in 2014/15 to **27%** compared to **29%** the previous year.

Public satisfaction

Essex Police continues to strive to improve public satisfaction with the services provided by its officers and staff.

80.4% of people were satisfied with overall service down from 82% last year



82% of emergency response incidents attended within standard time down from 91% last year

22 serious and organised crime gangs dismantled or disrupted.

£1.35m in cash confiscated from criminals using the proceeds of crime act as increase of 36% on last year

2004/05
134,789
offences

The 2014/15 end of year figure for total crime has shown a significant decrease with **35,049 less** than recorded 10 years ago.

2014/15
99,740
offences

2004/05	134,789
2005/06	132,378
2006/07	127,163
2007/08	119,164
2008/09	112,842
2009/10	104,796

2010/11	103,445
2011/12	105,017
2012/13	100,144
2013/14	99,346
2014/15	99,740

VOLUNTEERS

I am extremely proud this year to have overseen the introduction of the first Volunteer Police Cadet programme in Essex.

This is a flagship youth engagement programme for Essex Police, staffed entirely by volunteers who provide a safe environment for young people, including those vulnerable to crime, to learn, socialise, build a positive relationship with the police, and make a meaningful contribution to their communities. I look forward to watching it grow in coming months.



There are currently **44 working dogs** in Essex Police, with more in training and **34 dog handlers**.

In the last year **601 welfare visits to detained people** in custody have been carried out by ICV volunteers.

Dog Welfare Scheme

This scheme provides a similar level of public monitoring and scrutiny to the ICV scheme, but over the training, accommodation and welfare of working police dogs in Essex.

We have recruited six new dog welfare visitors to this scheme in the last year, who are now regularly visiting dogs and their handlers in a variety of operational locations to check on their welfare and standards of care.

Our scrutiny of the Special Constabulary and civilian volunteer programmes in Essex Police remains a key focus for my office, as we continue to support them to expand and professionalise these programmes, and the use of volunteer skills and experience to enhance the service they provide to communities across Essex.

Independent Custody Visitors

The Independent Custody Visitor (ICV) volunteer scheme forms part of the PCC's statutory responsibility, and ensures the standard of custody facilities and treatment of detainees is independently monitored. My office has led a thorough review of this scheme in the last year, resulting in the recruitment of 11 new volunteers, and a re-design of the visiting framework for the programme, making it better able to identify and escalate potential areas of concern within the custody environment.

DECISIONS MADE IN 2013/14

WAITING FOR 14/15 CONTENT

Decisions made by the PCC are published on the PCC's website.

The key decisions taken by the PCC this year include:

- Appointed Mr Stephen Kavanagh as Chief Constable of Essex
- Approved a net revenue budget of £267m for 2014/15 delegated to the Chief Constable to fund his operational delivery plan.
- Proposed a Council Tax precept increase of 1.97%, the equivalent to an additional £3.12 a year on a band D property that was subsequently approved by the Police and Crime Panel on the 20th February 2014.
- Agreed the Revenue and Capital Programmes 2014/15.
- Allocation of £500,000 to the New Initiatives Fund.
- An additional £290,000 was made available to provide an additional 6 Independent Domestic Violence Advocates across Essex.
- £150,000 was committed to the Essex Community Resilience Fund which will provide sustainable funding to promote resilient communities within Essex.

These can be found at www.essex.pcc.police.uk/scrutiny/decision-making

PROPOSALS FOR LOCAL

WAITING FOR 14/15 CONTENT

CONTACT

2015/16 AND LOOKING FORWARD

This Into 2015/16 I have maintained a clear focus on tackling domestic abuse, driving strong partnership work between Essex Police, local authorities, the NHS, probation services and specialist agencies.

I have also expanded the areas of focus for Essex Police and partners to include identifying and addressing wider hidden harms such as human trafficking, child sexual exploitation, modern slavery, and “honour” based crime.

I continue to hold the force to account through regular Essex Police Challenge events; where the public can put their questions directly to the Chief Constable, and through an extensive and rigorous scrutiny programme. This will address resource management as well as performance, especially as the period of austerity continues.

The Community Safety Development Fund continues to; commission work that makes a difference at the grass roots level, be it helping provide a drop-in centre for ex-offenders in Jaywick or turning young lives around through the Firebreak programme.

The development of ever stronger intelligence-led policing; has led in two consecutive years to a decrease of around 10 per cent in house burglary - a crime that has a real impact on victims' lives. Ensuring that Essex Police delivers evidence based, professional policing that draws on reliable information and intelligence will remain key to success in the coming years as resource remain constrained.

To enable this, Essex Police will continue to acquire, deploy and utilise; the technologies needed for effective and increasingly mobile policing.

At the heart of a successful police force in 10-20 years' time; will be the quality of officers we are recruiting now, the training and development they receive in their early years and the quality of leadership offered by their senior officers. Continuing to improve all these aspects will remain my priority.

“ESSEX IS A SAFE COUNTY, AND I AM COMMITTED TO LEADING WORK TO MAKE IT EVEN SAFER”

CONTACT THE PCC

YOUR FEEDBACK IS **MOST WELCOME.**



Should you wish to contact the PCC please e-mail:

pcc@essex.pnn.police.uk



or write to:

Police and Crime Commissioner for Essex
3 Hoffmanns Way, Chelmsford, CM1 1GU



You can learn more about the PCC's work at:

www.essex.pcc.police.uk

News alerts will usually be tweeted via the Essex PCC Twitter account:

www.twitter.com/essexpcc



Police and Crime Panel: Ethics and Integrity

26 November 2015

Report by the Police and Crime Commissioner to the Panel

Enquiries to: Carly Fry, Assistant Director of Performance and Scrutiny

carly.fry@essex.pnn.police.uk

Purpose of report

This report provides the Police and Crime Panel with an update on the work around ethics and integrity within Essex Police and the Office for the Police and Crime Commissioner, with reference to the Police Code of Ethics.

Background and the national context

The Code of Ethics¹ is a code of practice for the principles and standards of professional behaviour for the policing profession of England and Wales. It was introduced in 2014 following consultation by the College of Policing, and is the written guide to the principles that every member of the policing profession of England and Wales is expected to uphold and the standards of behaviour they are expected to meet.

When it was launched, it was the first time such principles and standards of behaviour had been set out in a single document. The Code of Ethics is intended to be used on a day-to-day basis to guide behaviour and decision-making for police officers and staff.

Police and Crime Commissioners were free to decide to adopt the Code of Ethics. The PCC for Essex adopted his own Ethics and Integrity Framework².

PCC's Ethics and Integrity Framework

The PCC's framework is built on the seven Nolan principles, and also applies to the Deputy PCC. The PCC for Essex is clear that ethics and integrity is at the heart of everything that he does in his role as Police Crime Commissioner for Essex. His framework is online³ and sets out:

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

Delivery of the framework is supported by the PCC's Strategic Policing Board and its Ethics and Integrity Committee, which include 5 Independent Members⁴, and by the new Police Code of Ethics. The aim of the Ethics and Integrity Committee is to help set the highest standards of

¹ <http://www.college.police.uk/What-we-do/Ethics/Pages/Code-of-Ethics.aspx>

² <http://www.essex.pcc.police.uk/ethics-and-integrity-framework/>

³ See link above

⁴ <http://www.essex.pcc.police.uk/2014/05/keeping-essex-safe-now-and-in-the-future/>

policing professionalism in Essex by ensuring that senior officers are able to access views and approaches to ethics in other professional fields.

PCC blogs on Ethics

The PCC has written numerous blogs on the importance of ethics in policing⁵. These include the importance of reviewing complaints; of recording crime accurately; and of openness and transparency.

The PCC's view is that there is a need for a national police watchdog such as the Independent Police Complaints Commission to deal with the most serious cases; but also the PCC should hold oversight and scrutiny of police conduct matters locally, with the involvement of the PCC and his team. As one example, the PCC introduced a system whereby he receives a comprehensive quarterly report from the Chief Constable containing information about a range of different complaints, and a summary of management actions taken in response to the small number of more serious cases. This report is considered in depth by the DPCC and OPCC, who review the findings with the Head of Essex Police Professional Standards Department, and look at what improvements can be made as a result.

The PCC also reviews complaints across different areas of work, including a "dip sample" of around five per cent of all complaints received by Essex Police. Appeals are reviewed by the DPCC, and further actions taken following these reviews are decided on a case by case basis. In the future, it may be that the PCC has responsibility in law for hearing appeals as this is part of a set of reform to the complaints system that the Home Office is currently considering.

The PCC has made the importance of recording crime accurately a priority. He gave evidence at the Public Administration Select Committee in November 2013 on this subject. The PCC noted in his blog that, while recording crime accurately could appear an obscure issue, it is an important one.

Example 1 from PCC blog

If a police force is set a target of reducing house burglary by 20 per cent, then the evidence presented to the parliamentary Select Committee and information I have learned from conversations with many officers across the country suggests that this may lead to some of the following consequences.

Firstly, significant police resources may be taken from other policing activities and dedicated to tackling burglary. If there is a significant burglary problem in a county, then this may be the correct operational response, but in moving significant police resources there is always the danger that the Thin Blue Line becomes too thin and unable to meet other crucial policing tasks.

Secondly, there may be cultural pressure within a police force to reduce the number of incidents recorded as burglaries to increase the chances of meeting the performance target. For instance, an attempt to gain entry to a house via the front door or a window may be

⁵ <http://www.essex.pcc.police.uk/ethics-and-integrity-framework/>; and <http://www.essex.pcc.police.uk/2013/10/the-importance-of-integrity/>; and <http://www.essex.pcc.police.uk/2014/05/keeping-essex-safe-now-and-in-the-future/>; and <http://www.essex.pcc.police.uk/2013/11/recording-crime-correctly-matters/>; and <http://www.essex.pcc.police.uk/2014/11/pcc-welcomes-hmic-report-into-recording-crime-accurately/>; and <http://www.essex.pcc.police.uk/2013/07/transparency-and-openness-are-crucial-to-maintaining-confidence-in-police-integrity/>; and

recorded as criminal damage rather than an attempted burglary. This matters because officers should have the discretion and judgement to report crime accurately and ethically. It also matters because victims have a right to expect high quality service, and the victim of an attempted burglary will have the opportunity to receive specialist crime prevention advice which a victim of criminal damage would not necessarily obtain. Finally, it matters because police officers need the most accurate possible data about crime locations and criminal behaviour to catch and arrest burglars.

The evidence put before the Public Administration Select Committee strongly suggested that performance targets – whether imposed by politicians or police authorities – led to performance cultures developing in police forces across the country.

<http://www.essex.pcc.police.uk/2013/11/recording-crime-correctly-matters/>

Finally, the PCC has also written on the importance of openness and transparency as being 'crucial' to maintaining confidence in police integrity.

Example 2 from PCC blog

...There is an emerging national debate around pay, conditions and police allowances, for both new and existing officers. An article in [The Guardian](#) of July 1st draws attention to the remuneration packages for Chief Constables.

When Chief Constable Kavanagh was [appointed](#), I decided that it was right to be completely [open and transparent](#) about the remuneration package that he receives. Some elements of that package are nationally mandated, such as a housing allowance. Other elements are discretionary. The ability to change the remuneration package of a Chief Constable is strictly limited, and it is difficult to reward exceptional performance. This seems unnecessarily restrictive.

On Chief Constable Kavanagh's appointment, I stated that I would welcome a fundamental review of Chief Officer allowances and remuneration arrangements to ensure that they are both appropriate and sufficiently flexible for the times in which we live. I am happy to renew that call today, as I am aware that there appear to be a variety of different practices across the country. I believe there should be clearly laid out guidelines for best practice applicable to all forces in England and Wales.

As an example, the [Statement of Accounts for the Essex Police Authority for 2009-10](#) reveals that a previous Chief Constable of Essex Police was paid significant bonuses and allowances, although the detail is not always clear. For instance, in 2008-9, the then Chief Constable was paid £50,582 in bonuses and £25,982 in expenses allowances, taking his remuneration up to £215,896. In 2009-10, the Chief Constable received £37,105 in salary, but was awarded £60,071 in bonuses and £15,434 in expenses allowances. That Chief Constable retired from Essex Police in July 2009, but if he had served a full year, his salary plus bonuses and allowances would have totalled £220,015 according to the Statement of Accounts.

I am advised by Essex Police finance department that the then Chief Constable received two payments which were outside the national Police Negotiating Board agreements. These were described as "retention payments" amounting to £30,000 in each of 2008-9 and 2009-10, and formed part of the overall bonus figure. Those decisions were made by the then Police Authority. However, much of the rationale for their decision making is not in the public domain. In the interests of transparency and openness my judgement is that, in future, it should be.

As Police and Crime Commissioner for Essex, I consider it essential that we have complete openness and transparency about the remuneration we pay to all our officers, including Chief Officers. It is a vital part of ensuring the continuation of trust and respect on which our policing tradition is based.

In any future discussion about Chief Officer remuneration, I consider it important that all allowances and bonuses are included so we can make like-for-like comparisons across forces.

Therefore, I am renewing my call for a national review of Chief Officer allowances and bonuses to guarantee consistency and accountability, and reinforce public trust. I would also encourage all Police and Crime Commissioners and all Chief Constables to ensure that full details of our remuneration and allowances are published to demonstrate our integrity.

<http://www.essex.pcc.police.uk/2013/07/transparency-and-openness-are-crucial-to-maintaining-confidence-in-police-integrity/>

Essex Police and OPCC

A programme of training has been undertaken by Essex Police to deliver the Code of Ethics training to all colleagues by April 2016. A training package has been designed for leaders to use with their teams and in the spirit of co-operation and because part of the PCC Framework is underpinned by the Code of Ethics, the OPCC will also be trained in the Code of Ethics.

Presently, 127 officers and staff within Essex Police are trained in the Code, and the aim within Essex Police is to have trained half of all officers and staff by the end of January 2016, 95 per cent of all officers and staff by the end of March 2016, with a likely small remainder due to sickness or maternity leave, to be trained as soon as possible on return to work.

The OPCC has a training session on the Code to be delivered by the end of November 2015.

Her Majesty's Inspectorate of Constabulary's (HMIC) role in inspecting EP response to code

PEEL is an annual assessment of police forces in England and Wales carried out by HMIC, in which police forces are assessed on their effectiveness, efficiency and legitimacy. They are judged as outstanding, good, requires improvement or inadequate on these categories (or pillars) based on inspection findings, analysis and inspectors' professional judgment across the year.

The pillars each comprise three or four questions that focus on core areas of the work of the police. Judgments are also applied to these questions.

At the end of the PEEL year (February), all the judgments made throughout the year are brought together with other findings and information to produce a rounded annual assessment of each force.

The legitimacy element of PEEL covers four areas and these include ethics:

- To what extent does practice and behaviour reinforce the wellbeing of staff and an ethical culture?
- To what extent are forces recording crimes in accordance with the Home Office Counting Rules?

- How well does the force understand, engage with and treat fairly the people it serves to maintain and improve its legitimacy?
- To what extent are decisions taken on the use of Stop & Search and Taser fair and appropriate?

This inspection is not yet graded by HMIC⁶.

Role of the E and I committee and areas of work they have covered

As part of the PCC's Ethics and Integrity Framework, the PCC has established an Ethics and Integrity Committee. The purpose of the Committee is to inform the PCC and Chief Constable on matters relating to the ethics and integrity of policing in Essex. The committee comprises of 3 independent advisors from non-police professional backgrounds including academia, health and the law, who meet with the PCC, Chief Constable and senior police officers and staff to consider matters of ethics and integrity and advice on areas for development.

The committee meets three times a year and had its first meeting in July 2014. Areas for focus for the committee have included:

- Use of force
- Complaints handling
- Equalities and diversity
- Stop and Search
- Vetting
- Secondary employment
- Police Misconduct

Recent Committee for Standards in Public Life report and recommendations for PCCs

The Committee for Standards in Public Life interviewed the OPCC and PCC in Essex, as well as Essex Police and the Police and Crime Panel as part of their visits to different police areas in 2014. They have asked for a response to their recommendations by 29 November 2015 and when this is available, we will share it with the Police and Crime Panel.

⁶ <https://www.justiceinspectorates.gov.uk/hmic/peel-assessments/peel-2015/essex/legitimacy/>

Essex Police and Crime Panel	EPCP/021/15
Date: 26 November 2015	

Leadership, ethics and accountability: Response to the inquiry by the Committee on Standards in Public Life

Report by the Secretary to the Panel

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

Purpose of report and background

On 29 June the Committee on Standards in Public Life published the report 'Tone from the top - leadership, ethics and accountability in policing'. The report followed an eight month inquiry which considered whether the accountability model for local policing was effective in supporting and promoting high ethical standards.

Within the report the Committee made a number of recommendations. Recommendations 9 and 10 are for Police and Crime Panels:

Recommendation 9

Police and Crime Panels should review the PCC's Annual Report in public session attended by the PCC as part of their annual scrutiny programme and make any recommendations as appropriate.

Recommendation 10

As a matter of good practice:

- PCCs should publish a forward plan of decisions identifying the subject matter of the decision, why it is key, the meeting at which the decision is due to be taken, who will be consulted before the decision is taken and what reports/papers will be available for inspection; and
- Police and Crime Panels should produce a forward plan of work specifying, as appropriate, the information required from PCCs in order for them to carry out that work.

The Committee also endorsed within their report recommendations made by the Home Affairs Committee and would like to bring this to the attention of Police and Crime Panels:

Selflessness | Integrity | Objectivity | Accountability | Openness | Honesty | Leadership

Recommendation 19

The Committee endorses the Home Affairs Committee's recommendations that:

- Police and Crime Panels inquire and report into the circumstances whenever a chief constable's service is brought to an end irrespective of whether the Schedule 8 scrutiny process is formally engaged.

The Committee asks for a full and considered response to be provided to these recommendations by 29 November 2015 at the latest.

The Panel's Response

The Panel contributed to the inquiry with a written submission and members of the Panel also met with members of the Committee when they visited Essex.

Recommendation 9

Police and Crime Panels should review the PCC's Annual Report in public session attended by the PCC as part of their annual scrutiny programme and make any recommendations as appropriate.

The Panel agrees with this recommendation and does review the Commissioner's Annual Report in public with the Commissioner response.

Recommendation 10

As a matter of good practice:

- PCCs should publish a forward plan of decisions identifying the subject matter of the decision, why it is key, the meeting at which the decision is due to be taken, who will be consulted before the decision is taken and what reports/papers will be available for inspection; and
- Police and Crime Panels should produce a forward plan of work specifying, as appropriate, the information required from PCCs in order for them to carry out that work.

Although not a matter for the Panel to decide, it can see merit in Commissioner's publishing a Forward Plan of decisions in the same way as Council's exercising executive decision-making arrangements publish a forward plan of key decisions.

The Panel agrees with the second recommendation and already considers a forward plan of work at each meeting.

Recommendation 19

The Committee endorses the Home Affairs Committee's recommendations that:

- Police and Crime Panels inquire and report into the circumstances whenever a chief constable's service is brought to an end irrespective of whether the Schedule 8 (of the Police Reform and Social Responsibility Act 2011) scrutiny process is formally engaged.

As Panels have a role in the appointment of a Chief Constable the Panel agrees that Panels should receive a report into the circumstances surrounding a Chief Constable's service being brought to an end.

Recommended:

That the Panel agree the proposed response as set out above.

Briefing Paper for the Police and Crime Panel – Part-Night Lighting (Update)



**ESSEX
POLICE**

Protecting and serving Essex

Date: 16/11/2015

Unit: SCMD

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Contact: Adam Pipe, Casualty Reduction
Manager

Strategic Change Management Department: Briefing Paper Part-Night Lighting (Update)

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1.0 Introduction

In November/December 2013, briefing papers were provided to the Police and Crime Panel by Ben Sutherland (Essex County Council) and Chief Inspector Steve Ditchburn (Essex Police) in relation to the implementation of the Part-Night Lighting (PNL) scheme across some of the Essex County Council districts.

In May 2014, a further briefing was paper prepared by Chief Inspector Tina Noble (Essex Police) and presented to the Police and Crime Panel.

This paper provides an update on the two briefing papers above relating to part-night lighting across the Essex County Council areas of responsibility, including comparative police data pre and post implementation relating to crime, anti-social behaviour and road traffic collisions and an overview of the national 'Lanterns Project'.

This paper recognises Essex County Council as the Highway Authority as defined in the Traffic Management Act 2004.

2.0 Background

2.2 PNL Implementation Programme and Current Operational Status

The table below highlights the introduction of PNL by district council area. The two original trial district authorities were Maldon and Uttlesford.

District	Implementation Date
Maldon	01/10/2007
Uttlesford	01/10/2007
Braintree	01/09/2013
Chelmsford	01/09/2013
Colchester	01/12/2013
A127	16/12/2013
Castle	12/01/2014
Epping	12/01/2014
Rochford	26/01/2014
Basildon	23/02/2014
Harlow	02/03/2014
Tendring	02/03/2014
Brentwood	09/03/2014

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- **Essex County Council** - Amendment made by Cabinet Member of Essex County Council Highways Cllr Bass to alter PNL scheme times of operation. The change provided a directive that between Monday and Saturday PNL operates between the hours 01:00 – 05:00 and on Sundays between 24:00 – 05:00. This change became operational on March 31st 2015.
- **Harlow District** – An Essex County Council report dated October 13th 2015 recommends approval to be made by Essex County Council Highways Cabinet Member Mr Eddie Johnson to allow an amendment to the current PNL Scheme allowing lights to be lit all night in the Harlow District if the District Council agrees to meet additional costs incurred. Both authorities agreed and PNL was suspended within the Harlow District Council area on October 25th 2015.
- **Southend Borough Council** – Has not adopted a PNL scheme. It should be noted that Southend Borough Council as the Highway Authority has started a programme of upgrading all street lights within the borough to LED (Light Emitting Diode). This will impact upon 14,000 current street lights and all illuminated traffic signs.
- **Thurrock Council** – On August 13th 2014, Thurrock Council's cabinet agreed to replace 17,000 street lamps located within the authority's area with LED lights. The programme of works will take two years to complete. There are currently no plans within the authority to implement PNL.

3.0 Community Impact

Essex Police recognises political and community sensitivity around PNL and continues to acknowledge any specific issue or concern that relates directly to the risk of harm.

Concerns from community groups will always be passed onto Essex County Council as the Highways Authority (and policy makers in these matters) for their consideration and comment.

There continues to be some campaigning from local community groups, with the support of local politicians, wishing for a return to full street lighting in the Tendring, Basildon, Castle Point and Rochford areas, as highlighted in recent media bulletins in October 2015, with many referring to the agreement made between Essex County Council and Harlow District Council (as referred to above under item 2.2).

Essex Police acknowledges the work undertaken by some district councils to dedicate areas of their public facing website to provide advice and links to local crime data, for example:

http://www.rochford.gov.uk/parking_and_travel/highways/part-night-lighting

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4.0 Operational Impact

4.1 Protocol between Essex Police and Essex County Council – Operating Procedure for PNL to be Suspended

On July 30th 2014, a protocol was agreed between Essex Police and Essex County Council Highways outlining the operating procedure between both authorities in relation to:

- The police requesting street lights to be kept on prior to being switched off as part of PNL.
- The police requesting street lights to be switched on between 01:00 and 05:00 and where the request is made by the Essex Police control room (FCR) during the period 01:00 and 05:00.

During 2015, a total of **32** recorded requests have been made by Essex Police (authorised rank Chief Inspector or above) to Essex County Council for consideration of PNL to be suspended (temporarily/permanently). This includes provision for public safety during the 'V' Festival held in Chelmsford, missing person(s) incidents and serious crime scene investigations.

Governance of the above protocol is overseen by a quarterly review meeting held between Essex Police and Essex County Council.

4.2 Impact on other Emergency Services

As far as Essex Police is aware, there have been no identified operational issues highlighted by Essex Fire and Rescue or The East of England Ambulance Trust in relation to the PNL policy.

5.0 Impact on Crime - Data Appendix A

Local Essex Police monitoring and analysis, as highlighted at Appendix A, identifies no discernible increase in crime that is attributed to the PNL policy. This is supported by the findings of the national Lantern Project.

6.0 Impact on Anti-Social Behaviour – Data Appendix B

Local Essex Police monitoring and analysis, as highlighted at Appendix B, identifies no discernible increase in incidents of anti-social behaviour that is attributed to the PNL policy.

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7.0 Impact on Road Safety

7.1 Road Traffic Collision Data Review (All Injury Severities)

Aim

The summary below provides a brief update to a document (Reference RSA-15-185) prepared by the Safer Essex Roads Partnership road traffic collision (RTC) data analyst, showing a comparison of collision patterns before and after transition to PNL. Data used in this report is for the period 01/01/2010 to 25/10/2015.

Collision Rate

The table below shows the change in collisions rates following the PNL transition period, for collisions occurring between midnight and 5am on roads with street lights present. Negative numbers represent a decrease in collision rates and positive numbers represent an increase in collision rates.

It should be noted that the designated control areas are Maldon District Council, Uttlesford District Council, Thurrock Council and Southend Borough Council.

Change in collision rates, midnight to 5am on roads with lamp columns

Area	All Collisions	KSI	Pedestrian involved	Driver impaired	Pedestrian impaired
A127	5.4	-2.1	0.1	-0.7	-0.7
Southend	-2.5	-0.8	-2.9	2.8	-2.3
Thurrock	-18.6	-5.7	-3.4	-7.8	-1.4
Basildon	10.0	9.2	6.4	2.9	5.0
Braintree	-9.0	0.1	2.6	-5.2	0.5
Brentwood	-1.8	-0.3	-2.0	0.4	-1.3
Castle Point	2.0	-0.7	0.8	-0.4	0.8
Chelmsford	-15.3	-6.4	-3.1	-1.5	-2.1
Colchester	-6.3	2.1	0.7	-10.6	-1.4
Epping Forest	-15.9	-2.4	-1.3	-1.0	-2.1
Harlow	-3.2	1.0	4.0	-1.0	3.7
Maldon	-3.3	0.8	1.5	-2.1	0.0
Rochford	1.3	1.1	0.2	2.9	0.9
Tendring	-6.6	1.9	-2.0	-0.8	0.0
Uttlesford	-0.9	0.8	-0.7	0.8	0.0
Transition areas	-35.6	5.0	7.8	-13.8	4.1
Control areas	-25.3	-4.9	-5.5	-6.2	-3.7

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The table highlights Basildon as the area with the greatest increase following transition to PNL. Chelmsford, Epping Forest and Braintree all showed considerable reductions in collisions following transition to PNL.

There was an increase in pedestrian collisions in transition areas, while there was a decrease in pedestrian collisions in the control areas. The vulnerability of pedestrians to injury as a high risk high harm group may therefore have resulted in a corresponding increase in Killed or Seriously Injured (KSI) collisions for transition areas.

The data supports anecdotal evidence that some pedestrian casualties are linked to the night-time economy, with an increase in collisions involving impaired pedestrians. At the same time there has been a decrease in impaired driver collisions.

Collision Types

The table below provides a breakdown of collision types that coincided with PNL. This is defined as any collision occurring post transition between midnight and 5am on a road with street lights present but unlit in any of the districts where PNL is in operation.

Area	Fatal	Serious	Slight	All severities	Involving pedestrian	Involving impaired pedestrian	Involving impaired driver
A127			4	4	1		
Basildon	1	6	6	13	6	4	4
Braintree		1	1	2			
Brentwood			2	2			1
Castle Point			3	3			2
Chelmsford		1	3	4	1	1	4
Colchester	1		2	3	1	1	1
Epping Forest		1	3	4			3
Harlow		1	3	4	2	1	1
Rochford	1	1	2	4			3
Uttlesford			1	1			
Grand Total	3	11	30	44	11	7	19

A recent road safety study undertaken by Direct Line Insurance and Parliamentary Advisory Committee Transport Safety identified a 42% increase in pedestrian casualties following involvement in a road traffic collision during the month of November and that 26% of all recorded serious injury casualties during the month of November related to pedestrians.

The Safer Essex Road Partnership launched a pedestrian safety campaign on 1st October 2015, recognising the vulnerability of this road user group. This campaign includes a significant number of public engagement events across Essex which are supported by social media.

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The Essex Street Pastors (charitable organisation) have volunteered their services to assist with promoting pedestrian safety relating to the night-time economy, recognising that 10% of all pedestrian casualties are under the influence of alcohol.

7.2 Fatal RTC A1235, Cranes Farm Road, Basildon November 29th 2014 HM Coroner Inquest

On Saturday November 29th 2014 at 01:00, a male pedestrian was struck by two vehicles on Cranes Farm Road Basildon. The location at the time was subject to PNL, with street lights unlit at the time of the collision.

Following the collision, Essex Police requested with the Highway Authority, Essex County Council that consideration should be given for the street lights to remain on at this location. The request made by Essex Police and subsequent actions of Essex County Council in suspending the PNL at this location did not form part of the Fatal Road Traffic Collision investigation or pre-empt any specific decision(s) or requests by HM Coroner ahead of the inquest findings outlined below. The Highway Authority subsequently agreed with the PNL operation being suspended.

On September 7th 2015, HM Coroner presided over the inquest and determined that the death was an “accident”. HM Coroner made reference that if street lights had been present at the time of the collision the lighting would have afforded a better chance of visibility but neither driver could have avoided the collision. Upon conclusion of the inquest, H M Coroner issued a report outlining “Matters of Concern” under Regulation 28 (Paragraph 7, Schedule 5 of the Coroners and Justice Act 2009 and regulations 28 and 29 of the Coroners (Investigations) Regulations 2013) “Report to prevent Future Deaths” to the Highway Authority, Essex County Council.

8.0 Lantern Project Research Findings – The Effect of Reduced Street Lighting on Road Casualties and Crime in England and Wales: Controlled Interrupted Time Series Analysis

8.1 Background

The Lantern Project objective is to provide a detailed research project set around the impact of decisions taken by many local authorities across England and Wales focused upon the four street light adaptations strategies (switch off, PNL, dimming and white light) on road traffic casualties and crime.

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8.2 Methods

Observational study based on analysis of geographically coded police data on road traffic collisions (STATS19) and crime in 62 local authorities.

8.3 Results

- There is no evidence that reduced street lighting is associated with increases in road traffic collisions or crime.
- Dimming the amount of light or switching to white light/LEDs may reduce crime in a designated area.
- When risks are carefully considered, local authorities can safely reduce street lighting, saving energy costs and reducing carbon emissions, without impacting negatively on road traffic collisions or crime.

8.4 Conclusions

The findings of the Lantern Project were released on July 28th 2015 with the following conclusions:

The study found “little evidence of harmful effects of switch off, Part-Night Lighting, dimming, or changes to white light / LEDs on road collisions or crime in England and Wales”.

Results from the study also suggested that “when risks are carefully considered, local authorities can safely reduce street lighting saving both costs and energy using switch off, Part-Night Lighting, dimming, and white light strategies without necessarily impacting negatively upon road traffic collisions and crime”.

9.0 Partnership Liaison

- Essex Police, Essex County Council and the Office of the Police and Crime Commissioner fully recognise the community and political sensitivity around PNL and liaise regularly to review and reflect any specific issues highlighted.
- During April 2015, The Safer Essex Roads Partnership (SERP) Board approved a sub group to review and monitor the impact of PNL on road traffic collisions. This sub group meets regularly and includes the Safer Essex Roads Partnership RTC data analyst who reviews all recorded road traffic collisions and provides regular reports back to the board, highlighting any specific areas of concern or note.
- The Board has a standing agenda item reviewing RTC casualty data which also specifically reviews collisions that occur within an area designated as PNL.

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- The Safer Essex Roads Partnership comprises Essex Police, Essex County Council Highways, Essex Fire and Rescue, Highways England, East of England Ambulance Service, Thurrock Council, Southend Borough Council, Essex and Hertfordshire Air Ambulance and Safer Roads Foundation.

10.0 Summary and Conclusion

- There are defined protocols between Essex Police and Essex County Council (the Highway Authority) which identifies significant co-operation between both authorities when a request is made to suspend (temporarily/permanently) a PNL system in response to an identified situation or incident.
- There is evidence of significant analytical tasks undertaken by staff within the Casualty Reduction Section, Roads Policing and by the Safer Essex Road Partnership RTC data analyst reviewing all reported road traffic collisions with the ability to act and respond to any identified risks to public safety.
- The national 'Lantern' study concluded from its research that there was no evidence that PNL had a negative impact upon crime and road traffic collisions.
- Essex Police data relating to crime, anti-social behaviour and road traffic collisions highlights no discernible increase, supporting the findings of the Lantern Project.
- The Highway Authority, Essex County Council, has through its agreement with Harlow District Council, demonstrated an ability to be flexible within its PNL Policy, offering districts the opportunity to fund lighting at a local level.
- Recognising one specific outcome from the Lantern Project, Essex Police should note and consider monitoring the introduction of white light/LED street lighting across Southend and Thurrock, reflecting that the study identified a link between the introduction of white light/LED and a reduction in crime.

Author: Adam Pipe, Casualty Reduction Manager

Authorised by: Julia Wortley, T/DCC Seven Force Strategic Collaboration, 16/11/15

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Appendix A – Effect of Change of Part-Night Lighting Hours on Crime

87 days before/days after switch off hours changed

District	Part Night Commencement	Year of switch off		Year before switch off		Year prior to switch-off			Year of switch-off		
		87 days before switch off	87 days after switch off	87 days before switch off (year minus 1)	87 days after switch off (year minus 1)	87 days before switch off date	87 days after switch off date	Change	87 days before switch off date	87 days after switch off date	Change
Basildon	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	155	175	13%	145	149	3%
Braintree	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	65	65	0%	55	87	58%
Brentwood	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	67	61	-9%	54	61	13%
Castle Point	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	29	31	7%	23	50	117%
Chelmsford	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	183	169	-8%	139	134	-4%
Colchester	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	201	204	1%	185	172	-7%
Epping	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	86	108	26%	84	78	-7%
Harlow	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	75	98	31%	89	76	-15%
Maldon	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	22	24	9%	18	22	22%
Rochford	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	25	38	52%	26	38	46%
Tendring	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	86	106	23%	80	90	13%
Uttlesford	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	17	32	88%	31	36	16%

Strategic Change Management Department: Briefing Paper Part-Night Lighting (Update)

16/11/2015

Appendix B - Effect of Change of Part-Night Lighting Hours on Anti-Social Behaviour

						Year prior to switch-off			Year of switch-off		
						87 days before switch off date	87 days after switch off date	Change	87 days before switch off date	87 days after switch off date	Change
Basildon	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	101	141	40%	90	103	14%
Braintree	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	52	64	23%	61	73	20%
Brentwood	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	39	45	15%	38	50	32%
Castle Point	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	24	49	104%	34	34	0%
Chelmsford	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	93	140	51%	88	119	35%
Colchester	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	136	207	52%	155	165	6%
Epping	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	47	74	57%	76	70	-8%
Harlow	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	80	82	3%	88	84	-5%
Maldon	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	9	25	178%	9	18	100%
Rochford	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	19	30	58%	30	32	7%
Tendring	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	64	113	77%	85	119	40%
Uttlesford	30/03/2015	02/01/2015	25/06/2015	02/01/2014	25/06/2014	15	25	67%	15	25	67%



OPEN ACCESS

The effect of reduced street lighting on road casualties and crime in England and Wales: controlled interrupted time series analysis

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ABSTRACT

Background Many local authorities in England and Wales have reduced street lighting at night to save money and reduce carbon emissions. There is no evidence to date on whether these reductions impact on public health. We quantified the effect of 4 street lighting adaptation strategies (switch off, part-night lighting, dimming and white light) on casualties and crime in England and Wales.

Methods Observational study based on analysis of geographically coded police data on road traffic collisions and crime in 62 local authorities. Conditional Poisson models were used to analyse longitudinal changes in the counts of night-time collisions occurring on affected roads during 2000–2013, and crime within census Middle Super Output Areas during 2010–2013. Effect estimates were adjusted for regional temporal trends in casualties and crime.

Results There was no evidence that any street lighting adaptation strategy was associated with a change in collisions at night. There was significant statistical heterogeneity in the effects on crime estimated at police force level. Overall, there was no evidence for an association between the aggregate count of crime and switch off (RR 0.11; 95% CI 0.01 to 2.75) or part-night lighting (RR 0.96; 95% CI 0.86 to 1.06). There was weak evidence for a reduction in the aggregate count of crime and dimming (RR 0.84; 95% CI 0.70 to 1.02) and white light (RR 0.89; 95% CI 0.77 to 1.03).

Conclusions This study found little evidence of harmful effects of switch off, part-night lighting, dimming, or changes to white light/LEDs on road collisions or crime in England and Wales.

ultimately make their own assessment of the most appropriate lighting regime on each road for which they have responsibility. Three street light adaptation strategies reduce the amount of light: switching lights off permanently ('switch off'), reducing the number of hours that lamps are switched on at night ('part-night' lighting), and reducing the power or output of lamps ('dimming'). A fourth strategy is to replace traditional sodium lamps (orange/yellow light) with more energy efficient lamps or LEDs ('white light').

Each of these strategies has prompted public and media concerns about the negative effects that focus on risks of night-time road traffic collisions, crime, and fear of crime.³ Road collisions have received particular attention, with a number of coroners concluding that reduced street lighting contributed to road deaths sparking inquests.⁴ However, health and well-being benefits from reduced light pollution (eg, improved sleep and being able to see the night sky) have also been noted.^{5–6} There are also putative benefits from reductions in artificial light at night, which have been linked to a range of health outcomes affected by disruptions to the circadian rhythms.^{7–9}

Public concern that street lighting is necessary for road safety and crime prevention is, in part, supported by the literature: systematic reviews have identified some evidence for improved road safety¹⁰ and an overall reduction in crime¹¹ with increased street lighting. However, with respect to crime, studies show that reductions in victimisation are observed during both hours of daylight and darkness,¹¹ calling into question the mechanism through which improvements to street lighting might influence crime. Moreover, there is to date, no empirical evidence on whether the implementation of reduced street lighting has had any negative effects on these important public health outcomes. National research on the effects of reduced street lighting on road traffic collisions and crime is, therefore, timely.

Theoretically, street light adaptation strategies might influence the risk of road traffic collisions and crime in a number of ways. Reducing lighting levels by switch off, part-night lighting, or dimming can reduce visibility in an area, which may increase the risk of collisions if road users are no longer able to detect hazards. Reduced visibility may also decrease mobility if fear of collisions, falling over in the dark, or fear of crime deters people from making some journeys. Fewer people on the streets might reduce road casualties by reducing the

INTRODUCTION

Within a context of cost constraints and increasing local accountability for climate change mitigation, technological innovation is enabling changes to the provision of street lighting in England and Wales in ways that may have important implications for public health. Emerging technologies, such as LED lighting and computerised central management systems, have created opportunities for local authorities to adapt their street lighting strategies in ways that can reduce energy costs and contribute to reductions in carbon emissions. However, there is also concern that reductions in street light at night might increase road traffic injury, crime and fear of crime.

Local authorities are able to draw on national guidance on lighting¹ and professional standards² when making decisions about street lighting, but

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potential for collisions, but may decrease the 'natural surveillance' in an area, leading to an increase in crime. Reduced visibility may also reduce crime, such as theft from vehicles or robbery, if criminals are less able to identify potential targets. The introduction of energy efficient lamps, or LEDs, can change the quality and colour of lighting (eg, from yellow to white light) without reducing visibility. White light might improve visual acuity, and by improving closed circuit television (CCTV) images can make criminals feel more conspicuous, thus deterring certain types of crime.

The broader cultural meanings of street lighting as one component of modern (sub)urban life may also link switch off, part-night lighting and dimming strategies to crime. Residents and visitors may feel that areas targeted for lighting reductions have been devalued; this may lower levels of community pride, leading to behavioural changes that influence crime. Alternatively, introducing new technologies, such as white light/LEDs, in an area may signal increased investment in a community to local residents, which may increase community pride and a willingness to use, and to monitor, their neighbourhood, leading to a reduction in crime.

In summary, street light adaptation strategies may have different effects on two public health outcomes, casualties and crime. In light of a lack of evidence, we used the reduction of street lighting by local authorities in England and Wales as a natural experiment to examine whether it was associated with any changes in road traffic collisions and crime. The project was called the LANTERNS (Local Authority collaborators' National Evaluation of Reduced Night-time Streetlight) project.

METHODS

We designed a controlled interrupted time series analysis to examine associations between reduced street lighting and road traffic collisions and crime, adjusting for regional trends. Analyses were conducted at road level for traffic collisions and at area level for crime. Analyses were based on the patterns of change in monthly counts of collisions and crimes within each street, or area.

Data sources

Street lighting—all local authorities in England and Wales were invited to participate in the study (details of recruitment methods are reported elsewhere).³ From local authorities who had made changes to street lighting provision at night, data were requested on the geographic location of each street lighting column, the change to lighting (eg, part-night lighting), and the date the change was introduced. All local authorities who provided usable data by October 2014 were included in the analysis.

Traffic collisions—data on traffic collisions were obtained from STATS19, the official dataset of collisions on public highways in the UK collected by the police. Data were obtained on the dates, times, geographical coordinates of collision locations, and severity of casualties for all collisions that occurred during the period 2000–2013.

Crime—data on crime were obtained from the *Police.uk* website from December 2010 (the earliest date for which the data are available) to December 2013. Data included type of crime, year, month, name of road where the crime occurred, and approximate geographical coordinates.

Exposure variables

Street lighting—data were linked using a geographical information system (GIS) to a detailed road segment database derived

from the Ordnance Survey Mastermap Integrated Transport Network.¹² For each month between January 2000 and December 2013, road segments were categorised according to whether switch off, part-night lighting, dimming and white light had been implemented in the lighting columns along that segment. Where combinations of interventions had been implemented (eg, part-night lighting with white light), road segments were categorised as having both interventions. To facilitate area-level analyses, we also calculated the proportion of total kilometres of road in each area that had introduced switch off, part-night lighting, dimming and white light.

Outcome variables

Traffic collisions—collisions recorded in STATS19 were classified as 'night-time' (occurring between sunset and sunrise) or 'day-time' (between sunrise and sunset) according to the time and date of the collision. For this, we obtained the daily timings of sunrise and sunset in each region of England and Wales between 1 January 2000 and 31 December 2013. Using data on injury severity, we classified each collision according to whether any casualties suffered a fatal or serious injury. A casualty is classified as fatal if the person dies within 30 days of the collision. A casualty is defined as serious if the person is admitted to hospital or has suffered fractures, concussion, internal injuries, crushing, non-friction burns, severe cuts and lacerations, or is in severe general shock requiring medical treatment. A GIS was used to link collisions to road segments using a combination of spatial overlay and analysis of the text descriptor of each road location. In brief, the algorithm assigned a collision to the nearest road segment of the type indicated in the STATS19 report. Collisions occurring over 50 m from a road segment of the appropriate type were excluded from analysis. We calculated counts of collisions in road segments for each month from January 2000 to December 2013.

Crime—to preserve victim anonymity, the publicly available *Police.uk* data only includes approximate geographical coordinates of offences, and does not detail the time of day of offences. A study of the spatial accuracy of the data suggests that it is very good for large areal units, such as census Middle Super Output Areas (MSOA), that contain around 7500 people,¹³ but not for the postcode or street segment level. We therefore analysed crime at the MSOA level, assigning each offence to the relevant MSOA. We analysed offences most likely to occur during the evening or at night: burglary, theft of (or from) a vehicle, robbery, criminal damage, and violence, including sexual assault.¹⁴ We calculated counts of each offence in MSOAs for each month from December 2010 to December 2013.

Statistical methods

Our focus was to characterise the influence of changes in street lighting on collisions and crime after allowing for underlying trends over time. Analyses were based on the patterns of change in the monthly counts of collisions within each road segment, and in the monthly counts of crime within each MSOA. To control for confounding due to differences in areas chosen and not chosen for interventions, we analysed these road level (collision) and MSOA level (crime) counts as 'panel' studies, conditional on total counts in each road or MSOA, such that any of the factors that are constant over time (eg, road design) contribute no information to the analysis. Conditional Poisson regression models were used rather than standard Poisson models to allow variation in rates by road segment and MSOA without having to directly estimate a large number of nuisance parameters.¹⁵ Further details of the models are given in web

appendix 1. We conducted sensitivity analyses by assuming a negative binomial, rather than Poisson model, by allowing for zero inflation and by fitting models without autoregression terms.

Traffic collisions—We estimated the association of each street lighting adaptation intervention with night-time collisions from a single model to avoid mutual confounding. To guard against bias due to changes concurrent with lighting interventions that impact on overall (ie, day and night) collisions, the data set included counts of daytime collisions and a binary variable indicating day/night. We estimated from our regression model the change in collision rate associated with each street lighting adaptation intervention during daytime as well as night-time, and the ratio of night-time and daytime changes. We consider this ‘daytime collision’ adjusted measure the most robust estimate of the change in night-time collisions following the lighting intervention. Models were adjusted for seasonal variation and temporal trends by fitting individual terms for year and month. Models were fitted for each region in England and Wales, and effect estimates were pooled in a fixed effects meta-analysis.

Crime—we estimated the association between changes in the proportion of total kilometres of road in each MSOA that had introduced each street lighting adaptation intervention, and counts of each criminal offence (and their aggregation), controlling for trends in crime over time. We fitted indicator variables for the number of months elapsed from the start of the study (ie, a step function for elapsed month, from December 2010). We fitted separate models for each police force in view of their different data collection systems and evidence for different background time patterns across these systems. We pooled effect estimates in a random effects meta-analysis. Given the large number of police forces and types of crime considered, we do not present forest plots of the meta-analyses in the main text, only the means for England and Wales.

RESULTS

By October 2014, we had had direct contact with 125 (72%) of the 174 local authorities in England and Wales, resulting in data submissions from 71 local authorities of which 62 provided usable data (figure 1). Data for nine authorities were excluded due to missing information on dates of changes, and changes implemented after the end of the study. Local authorities from each region provided data. The participating local authorities were evenly distributed across deciles according to population density (persons per hectare), covered the range of deprivation levels as measured by the Index of Multiple Deprivation 2010, and covered each of the six urban–rural classifications of areas.

Street lighting—of the 62 local authorities with usable data, 5 (8%) had introduced switch off, 30 (48%) had introduced part-night lighting, 40 (65%) had introduced dimming, and 52 (84%) had introduced white light. The introduction of street lighting adaptation strategies increased steadily from 2009 (figure 2). By December 2013, the local authorities participating in this study had implemented white light on a total of 15 833 km of road (7% of total road km in the 62 participating local authorities); part-night lighting on 12 101 km of road (5%); dimming on 10 519 km of road (4%); and switch off on 946 km of road (0.4%). The proportions of total kilometres of road in each MSOA that had lights switched off ranged from 0% to 60% (median 0.03%; IQR 0.01–0.05%). For part-night lighting, the proportions ranged from 0 to 84% (median 0.2%; IQR 0.1–18%); for dimming, the proportions ranged from 0 to 93% (median 0.14%; IQR 0.07–5%); and for white light,

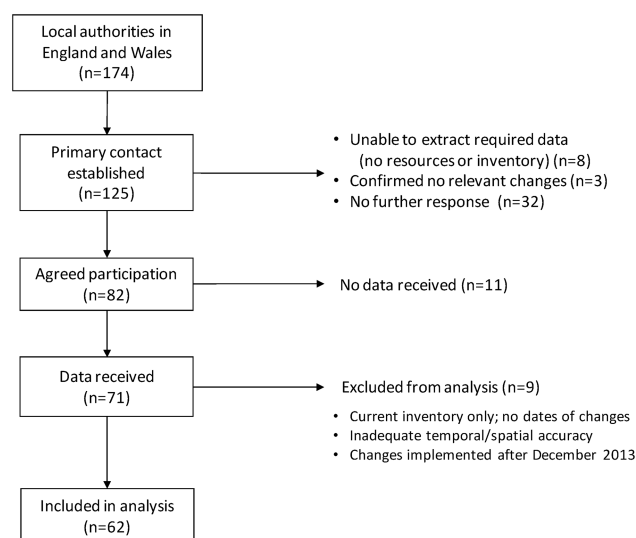


Figure 1 Flow of local authority participants in the LANTERNS project.

the proportions ranged from 0 to 81% (median 1%; IQR 0.15–11%).

Traffic collisions—during 2000–2013 there were 859 935 collisions in the 62 local authorities included in the analysis; of these, 161 049 (19%) were night-time collisions; 153 442 (18%) collisions had resulted in a serious injury or fatality. Of the night-time collisions, 1202 (0.7%) occurred on roads along which switch off had been introduced by December 2013; 5670 (4%) were on roads with part-night lighting; 11 634 (7%) were on roads with dimming; and 12 423 (8%) were on roads with white light.

We found little evidence for any associations between street light adaptation strategies and day-adjusted night-time collision rates (figure 3). There was no evidence from any of the regional models, or the overall estimates, for an association between switch off (rate ratio (RR) 0.97; 95% CI 0.82 to 1.15), part-night lighting (RR 0.95; 95% CI 0.84 to 1.07); or dimming (RR 1.00; 95% CI 0.91 to 1.10). There was weak evidence in London for an association between the introduction of white light and increased night-time collisions (RR 1.30; 95% CI 1.03 to 1.65); however, the overall national estimate provides no evidence for such an association (RR 1.01; 95% CI 0.93 to 1.09).

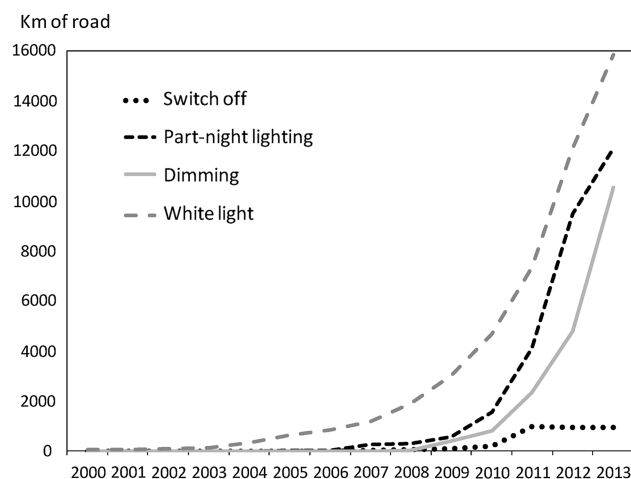


Figure 2 Kilometres of road with lighting adaptation strategies implemented in participating local authorities.

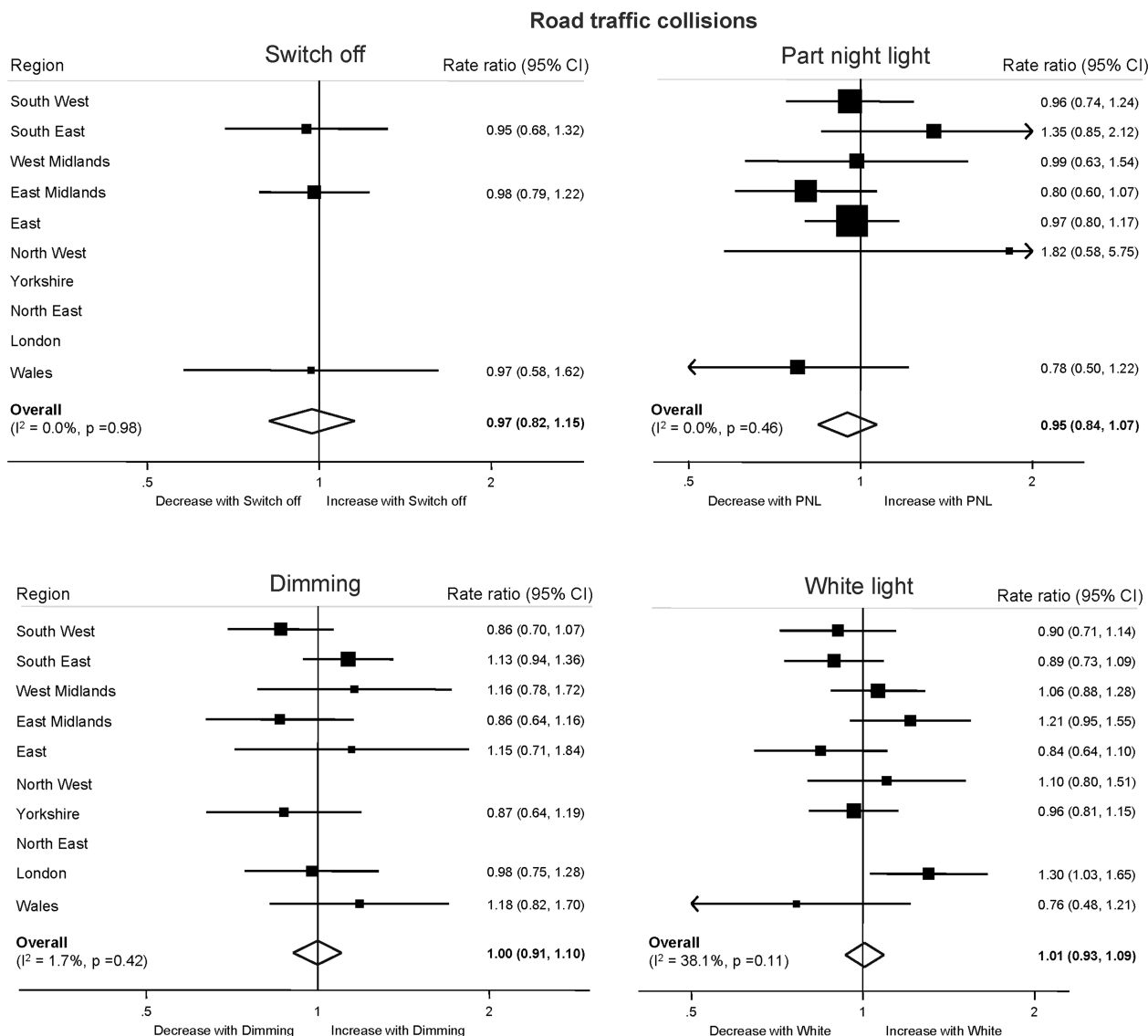


Figure 3 Associations between street light adaptation strategies and night-time road traffic collisions.

Similarly, models estimating associations between street light adaptation strategies and collisions causing a serious injury or fatality found no evidence for associations with any lighting intervention (see web appendix 2).

Crime—across the 62 local authority areas there had been 581 837 burglaries; 475 657 thefts of or from a vehicle; 67 470 robberies; 486 367 criminal damage offences and 730 280 violence offences during the period December 2010 to December 2013.

Figure 4 shows the estimated mean associations between changes in the proportion of total kilometres of road in each MSOA that had introduced each street lighting adaptation intervention, and counts of each offence across England and Wales. The rate ratios indicate the expected change in crime if 100% of total kilometres of road in an area were to receive the lighting intervention.

There was no evidence from the overall estimates for an association between the aggregate count of crime and switch off (RR 0.11; 95% CI 0.01 to 2.75) or part-night lighting (RR 0.96; 95% CI 0.86 to 1.06). There was weak evidence for a reduction in the aggregate count of crime and dimming (RR 0.84; 95% CI 0.71 to 1.02), and white light (RR 0.89; 95% CI 0.77 to 1.03). We found

significant heterogeneity between the estimates at police force level (see web appendix 3); there was strong evidence for an association between part-night lighting, dimming and white light, and a decrease in crimes in some police forces, and strong evidence for an association between part-night lighting, dimming and white light, and an increase in crimes in others.

When specific offences were considered, the estimates provide suggestive evidence that part-night lighting may be associated with an increase in robbery (RR 1.48; 95% CI 0.99 to 2.21), and that dimming may be associated with a decrease in violence (RR 0.78; 95% CI 0.60 to 1.01). At the national level, we found consistency in the direction of the estimated associations between crime and dimming, with all point estimates indicating reductions in crime. There was similar consistency in the estimated associations with white light, all suggesting reductions in crime. Again, however, we found substantial statistical heterogeneity between estimates of associations between all lighting adaptations on all crime types at police force level (see web appendix 3).

Small differences were apparent in sensitivity analyses, but the results for collisions and crime were not materially different from the main results. We found no evidence for zero inflation.

Crime

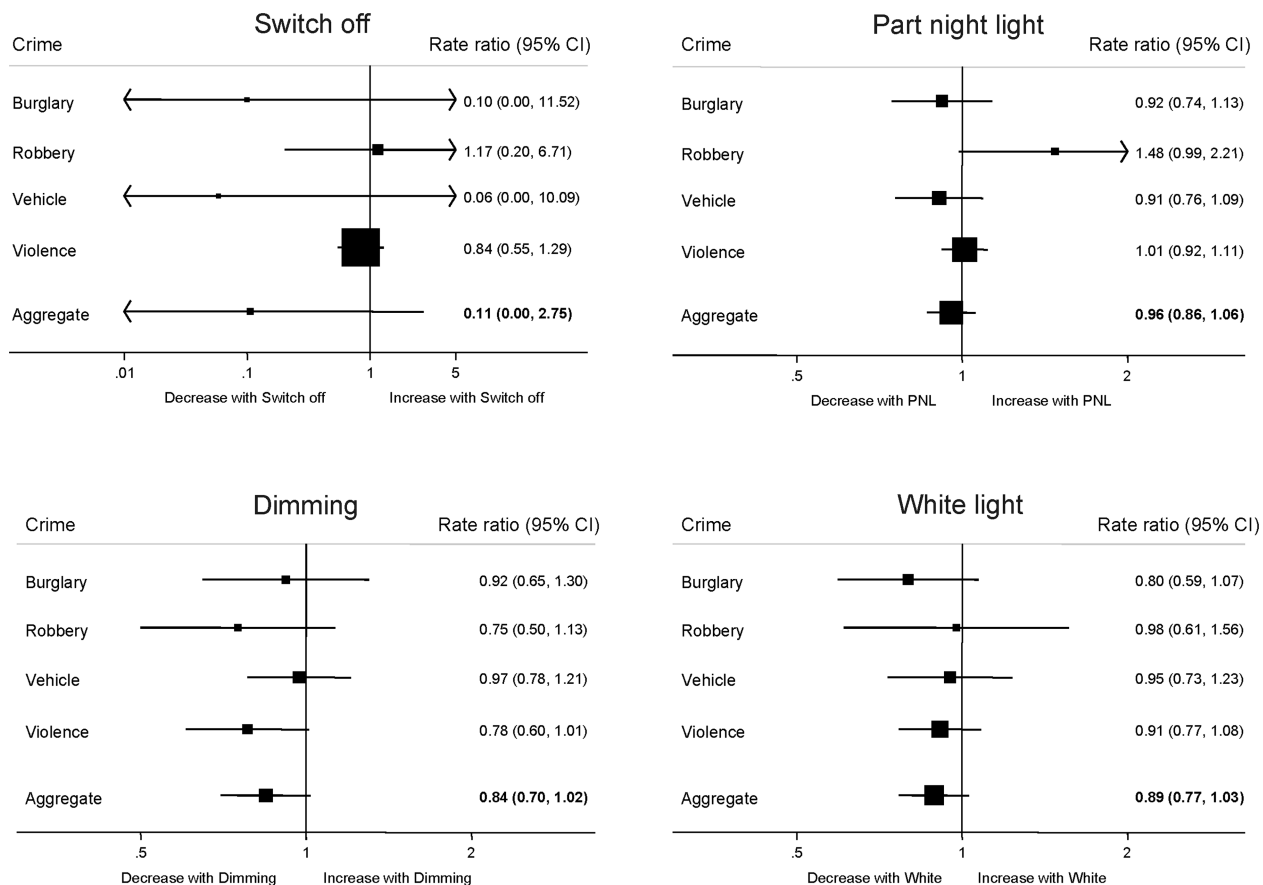


Figure 4 Associations between street light adaptation strategies and crime.

DISCUSSION

The results provide no evidence that switch off, part-night lighting, dimming, or white light adaptations to street lighting were associated with night-time traffic collisions. The results also provide no evidence that these lighting strategies are associated with an increase in crime at an area level. Results suggest that in the aggregate, dimming and white light regimes were associated with reductions in crime, though estimates were imprecise.

Limitations

Selection bias: this study was able to obtain usable data on street lighting changes from 62 of 174 local authorities. It is possible that local authorities may have declined to participate because of expected or known increases in collisions or crime in their areas due to lighting changes. If changes in collisions or crime are greater in the non-participating authorities, our study may have underestimated the effects of reduced lighting on collisions and crime.

Information bias: our study used routine data sources on road traffic collisions and crime. These data sets have several limitations; in particular, they may be incomplete due to under-reporting of incidents. However, for under-reporting to affect the results of our analysis this would require differential changes over time in the recording of crime and collisions in the streets where lighting has been changed, compared with streets without changes to street lighting, which seems unlikely.

To address the potential for under-reporting to bias estimates of effect on collisions, we analysed separately those collisions where the casualties were fatally or seriously injured, as these collisions are

more likely to be reported to the police. These analyses found no evidence for associations between street lighting changes and night-time collisions. We also analysed crimes that are more likely to be reported to the police (ie, burglary and vehicle theft reports are required for insurance claims). The estimated effects were not consistently larger for these two types of crime.

We were unable to specifically examine crime occurring at night using the *Police.uk* data. Our analyses were, however, limited to crimes that the crime survey of England and Wales suggests are more likely to occur in the evening or at night. It is unlikely that another data set would have been able to address this limitation, as the exact times of many offences (such as property or vehicle thefts) are unknown to victims. The *Police.uk* crime data have a further limitation: they are geographically obscured to protect the anonymity of victims. To address this, we analysed the data at an area level for which the spatial accuracy of the data is known to be good,¹³ though this diminished statistical power.

Confounding: We did not take into account the potential impact of other road safety or crime prevention initiatives, such as improved road markings, policing interventions, or CCTV. If such measures have been introduced more often in streets where lighting has been changed than elsewhere, it is possible that some of the changes in crime in areas where lighting has been changed may be attributable to these other measures.

Despite the limitations of this study, we utilised two large publicly available data sets to provide evidence on the relationship between recent street lighting adaptation strategies, road traffic collisions and crime. Systematic reviews of the evidence on the effects of increased street lighting on road traffic collisions and

crime suggest relative reductions of 32% and 38%, respectively.^{10 11} The current study showed CIs sufficiently narrow to exclude changes in collisions of such magnitude. The results for crime were highly heterogeneous and limited in power due to the need to aggregate to MSOA level, but the average effects estimated overall do not suggest any increase in crime at an area level with reduced lighting. Again, CIs were sufficiently narrow to exclude an increase in crime of such magnitude as may have been expected. The estimates for switch off, however, are imprecise because of the small number of areas in which switch off was implemented, and so should be treated with caution.

Interpretation

Despite using 14 years of data on road traffic collisions in 62 local authorities, we found no convincing evidence for associations between street lighting adaptations and road traffic collisions. As we have no direct measures of the number of trips taken, or modes of travel before and after implementation of street lighting interventions, we cannot know whether this reflects reduced mobility or changes in mode (eg, from walking to car travel) in areas where either switch off or part-night lighting had been implemented. It is possible that the numbers of pedestrians, cyclists, motorcyclists and car drivers who travel within the streets where street lighting was reduced declined at the same time as the lighting was reduced, resulting in fewer collisions in those streets. If so, any increase in hazards to road users due to lower lighting conditions may have been obscured by a reduction in numbers of people exposed to road injury risk at night. However, qualitative and survey evidence^{3 16} suggests that changes to mobility overall, and mode choice in areas affected were likely to be minimal.

This study did, however, suggest an association between some street lighting adaptations and crime. While there was significant statistical heterogeneity in effects estimated at police force level, results overall were suggestive of an association between dimming and reductions in crime, particularly for violent crime. These results may lend support to the hypothesis linking lower levels of visibility to difficulties in identifying 'suitable' targets from those on the street at night. Results also suggested an association between white light and reductions in crime, particularly burglary, which may provide support for the credibility of mechanisms linking increased visibility or increased investment in local communities to reductions in crime. If reduced street lighting displaces pedestrian activity to better-lit streets, this might reduce the risks of victimisation and interpersonal crime on those streets, and increase guardianship on the better-lit streets. Different causal mechanisms may apply in different contexts, and these need to be assessed by further research.

This study does not support concerns around impacts of switch-off, part-night lighting, dimming and white light on crime and road safety. Local authorities informally (and sometimes formally) assess risks when adapting street lighting in local areas, drawing on local experiments and trials,¹⁷ and national and professional guidance on the selection of lighting classes.^{1 2} Considerations of the appropriate 'lighting class' for roads reflect a number of factors, including speed limits, traffic volume, composition of motorised versus non-motorised traffic, junction density, presence of parked vehicles, ambient luminosity (lighting from other sources such as shops), and how easy the road is to navigate.¹ Results from this study suggest that when risks are carefully considered, local authorities can safely reduce street lighting saving both costs and energy using switch off, part-night lighting, dimming, and white light strategies without necessarily impacting negatively upon road traffic collisions and crime. The participating local authorities

included a good range of communities in terms of population density, geographic location, and economic resources. Our results may, therefore, be generalisable to other communities considering street lighting reduction strategies.

This study was able to shed light on the impact of reduced street lighting at night. More research is needed on how different lighting regimes affect opportunities for crime and crime prevention, and on other public health impacts of changes in light at night, given the suggestive evidence that artificial light may be linked to health outcomes as diverse as obesity,⁷ sleep and cancer.⁸

What is already known on this subject

- ▶ There is evidence that introducing street lighting at night is associated with reductions in road traffic crashes and crime.
- ▶ Many local authorities in England and Wales are reducing street lighting at night to save energy costs and reduce carbon emissions.

What this study adds

- ▶ There is no evidence that reduced street lighting is associated with increases in road traffic collisions or crime.
- ▶ Dimming the amount of light or switching to white light/LEDs may reduce crime in an area.
- ▶ When risks are carefully considered, local authorities can safely reduce street lighting, saving energy costs and reducing carbon emissions, without impacting negatively on traffic collisions and crime.

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Contributors All authors contributed to the design of the study and the writing of the manuscript. RS, CP and LT collected, managed and linked the GIS and outcome data. CG provided advice on data management. RS, BA and PE conducted the statistical analysis. SJ advised on analysis of crime data.

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Competing interests None declared.

Provenance and peer review Not commissioned; externally peer reviewed.

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AGENDA ITEM 9

Essex Police and Crime Panel	EPCP/019/15
Date: 26 November 2015	

Forward Look

Report by the Secretary to the Panel

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Purpose of report and background

To plan the business of the Panel.

The next Meeting of the Panel is scheduled for 29 October 2015.

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

Date	Performance for period up to	Other business
29 January		<ul style="list-style-type: none"> • Precept proposal
18 February		<ul style="list-style-type: none"> • If needed to receive revised budget proposals • End of term report by Commissioner
26 May		<ul style="list-style-type: none"> • New Commissioner to set out their stall
27 October	End June Q1	<ul style="list-style-type: none"> •
1 December	End September Q2	<ul style="list-style-type: none"> •

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

Potential Future items:

- “Airwave”
- the impact of Transforming Rehabilitation and the changes to the Probation Service

