

Essex Police and Crime Panel	EPCP/020/13
Date: 12 December 2013	

Training

Report by the Secretary to the Panel

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Purpose of report and background

At its last meeting the Panel considered the options available by way of training to help it carry out its role to be financed by the provision made available by the Home Office for member allowances.

Contact had been made with a Consultancy that has done or is doing learning and development sessions with panels where the panels, like the Essex Panel, have completed a round of carrying out the statutory functions and are thinking about how to add value when scrutinising the Commissioner.

These sessions are tailored to the needs of the panels concerned, but essentially they give time to allow the panel members to reflect on the past year and think about what went well, what could have gone better and what challenges have been thrown up in the course of their work, before going on to have conversations about how to tackle those challenges and develop their work. The Consultancy provides examples of what other panels are doing to assist thinking, whilst recognising the strengths that the panel has that can be built on. A final session captures learning points and provides a basis for action planning. The Chairman referred to a piece of research being undertaken by Ed Hammond of the Centre for Public Scrutiny into the work of Police and Crime Panels to which he had contributed. He felt there was advantage in obtaining some parallel experience given the lack of clarity around the remit of police and crime panels.

The Secretary to the Panel was tasked with making arrangements to develop a joint training session with the Consultancy along the lines outlined above. It is suggested that a half-day session be organised to coincide with one of the Panel's meeting dates, so say 10 am on 29 January. As well as examples of good practice from other Panels, the results of the research undertaken by the Centre for Public Scrutiny might also be used to help facilitate discussions and develop an action plan. Feedback might also be obtained from the Commissioner on his experience of the Panel and thoughts on its future operation. A draft programme is attached with Members' Agenda. The Consultancy will provide two facilitators for the session as it is a relatively large group.

The Panel is asked to agree to these arrangements and the date.

Essex Police and Crime Panel Review and Planning Event	
10.00 am	Introductions and outline programme
10.05 am – 10.30 am	Session 1: Review of this year's work to date <ul style="list-style-type: none"> • Review of key core responsibilities this year: <ul style="list-style-type: none"> - Precept and budget - Police and Crime Plan - Confirmatory hearing - Annual Report • Discussion in small groups: for each of the above: <ul style="list-style-type: none"> a) what went well? b) what could have worked better? c) what other challenges has the Panel not yet been able to tackle or tackle well enough in Year 1?
10.30 am – 10.45 am	Feedback of key points from small group outputs
10.45 am – 11.30 am	Session 2: Tackling Year 2 with confidence <ul style="list-style-type: none"> • Tools, techniques and initiatives that have helped other PCPs Discussion in small groups: <p>Are there lessons and pointers from other PCPs' work and wider scrutiny experiences that we can draw on in our work as Essex PCP?</p> <p>Brief feedback of any key points</p>
11.30 am – 11.40 am	Break
11.45 am – 12.35 pm	Session 3: Getting onto the front foot: work programming for Year 2 <ul style="list-style-type: none"> • Factors <ul style="list-style-type: none"> - Essex Constabulary context – HMIC report - Work programming essentials, inc. prioritisation - Evidence gathering and triangulation - Discussion (as one group): <p>How can we carry out our statutory responsibilities more effectively?</p> <p>What else should be in our work programme for Year 2 – and what do we need to do to make it successful?</p>

12.35 pm – 12.55 pm	Capture of learning from the day and action planning
12.55pm – 1.00 pm	Evaluation and close of event