



Essex County Council

Essex Police, Fire and Crime Panel

14:00	Thursday, 04 June 2020	Online Meeting
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The meeting will be open to the public via telephone or online. Details about this are on the next page. Please do not attend County Hall as no one connected with this meeting will be present.

For information about the meeting please ask for:

Victoria Freeman, Senior Democratic Services Officer

Telephone: 03330 321512

Email: democratic.services@essex.gov.uk

Essex County Council and Committees Information

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

In accordance with the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020, this meeting will be held via online video conferencing.

Members of the public will be able to view and listen to any items on the agenda unless the Committee has resolved to exclude the press and public from the meeting as a result of the likely disclosure of exempt information as defined by Schedule 12A to the Local Government Act 1972.

How to take part in/watch the meeting:

Participants: (Officers and Members) will have received a personal email with their login details for the meeting. Contact the Democratic Services Officer if you have not received your login.

Members of the public:

Online:

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Telephone from the United Kingdom: 0203 481 5237 or 0203 481 5240 or 0208 080 6591 or 0208 080 6592 or +44 330 088 5830

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Please note that an audio recording may be made of the meeting – at the start of the meeting the Chairman will confirm if all or part of the meeting is being recorded.

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1	Membership, Apologies, Substitutions and Declarations of Interest	6 - 6
2	Minutes To approve the minutes of the meeting held on the 6 February 2020 and 13 February 2020.	7 - 17
3	Questions to the Chairman from members of the Public The Chairman to respond to any questions relevant to the business of the Panel from members of the public. As this will be an online meeting you will need to register in advance of the meeting if you want to ask a question. Details of how to do this will be published in the 'joining instructions' document published at https://tinyurl.com/JUN20EPFCP shortly before the meeting.	
4	Essex Police Performance Report - Quarter 4 2019-20 Report EPFCP/08/20	18 - 36
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7	PFCC Decisions Report EPFCP/11/20	69 - 75
8	The Police, Fire and Crime Commissioner to update the Panel on any ongoing issues The Police, Fire and Crime Commissioner to give a verbal update.	
9	National Association of Police, Fire and Crime Panels update John Gili-Ross as Chairman of the NAPFCP to update the Panel.	

10	Appointment of Independent Members to the Essex Police, Fire and Crime Panel Report EPFCP/12/20. The confidential appendices are shown at Agenda Items 15 and 16 respectively.	76 - 78
11	Forward Look Report EPFCP/13/20	79 - 80
12	Dates of Future Meetings EPFCP/14/20	81 - 81
13	Date of Next Meeting To note that the next meeting will be held on Thursday 23 July 2020.	
14	Urgent Business To consider any matter which in the opinion of the Chairman should be considered in public by reason of special circumstances (to be specified) as a matter of urgency.	

Exempt Items

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

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

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

15 Appointment of Independent Members to the Essex Police, Fire and Crime Panel (Confidential Appendix to Agenda item 10)

- Information relating to any individual;

16 Appointment of Independent Members to the Essex Police, Fire and Crime Panel (Confidential Appendix to Agenda Item 10)

- Information relating to any individual;

Agenda item 1

Committee: Essex Police, Fire and Crime Panel

Enquiries to: Victoria Freeman, Senior Democratic Services Officer

Membership, Apologies, Substitutions and Declarations of Interest

Recommendations:

To note

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

Membership (Quorum: 5)

Councillor A McGurran
Councillor W Schmitt
Councillor C Hossack
Councillor G Isaacs
Councillor J Lager
Councillor M Lilley
Councillor N Bedford
Councillor M Maddocks
Councillor F Mason
Councillor M Helm
Councillor M Webb
Councillor I Shead
Councillor L McWilliams
Councillor J Redsell
Councillor C Day
John Gili-Ross
Kay Odysseos

Representing

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

Minutes of the meeting of the Essex Police, Fire and Crime Panel, held in Committee Room 1, County Hall, Chelmsford, CM1 1QH on Thursday, 6 February 2020

Present:

Councillor

Representing

Wendy Schmitt (Chairman)	Braintree District Council
Maria Pearson	Brentwood Borough Council
Godfrey Isaacs	Castle Point Borough Council
Jeremy Lager	Councillor, Chelmsford City Council
Mike Lilley	Colchester Borough Council
Nigel Bedford	Epping Forest District Council
Malcolm Maddocks	Essex County Council
Frances Mason	Harlow District Council
Lesley Butcher	Rochford District Council
Ian Shead	Southend-on-Sea Borough Council
Lynda McWilliams	Tendring District Council
Joycelyn Redsell	Thurrock Council
Colin Day	Uttlesford District Council

Co-opted Independent Member

Kay Odysseos

Also in attendance

Pippa Brent-Isherwood	Chief Executive, Office of the Essex PFCC
Neil Cross	Chief Finance Officer and Section 151 Officer, Essex County Fire and Rescue Service
Jane Gardner	Essex Police, Fire and Crime Deputy Commissioner
Karl Edwards	Director of Corporate Services, Essex County Fire and Rescue Service
Victoria Freeman	Secretary to the Panel
BJ Harrington	Chief Constable
Roger Hirst	Essex Police, Fire and Crime Commissioner
Rick Hylton	Acting Chief Fire Officer

1 Membership, Apologies, Substitutions and Declarations of Interest

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

1. The following apologies were noted:

- John Gili-Ross, Co-opted Independent Member
- Councillor Michael Helm, Maldon District Council
- Councillor Hossack, Brentwood Borough Council (substituted by Councillor Maria Pearson)
- Councillor Aidan McGurran, Basildon Borough Council
- Councillor Webb, Rochford District Council (substituted by Councillor Lesley Butcher)

2. Councillor Lynda McWilliams declared a Code Interest in that her son is a police officer. Councillor McWilliams participated fully in the meeting.

2 Minutes

The minutes of the meeting held on 13 January 2020 were approved as a correct record and signed by the Chairman following the agreed amendments below:

- Councillor Mike Lilley was not in attendance at the meeting as shown.
- Councillor Mike Webb was Vice Chairman of the Castlepoint, Rochford and Raleigh Community Safety Partnership.

3 Questions from members of the public

There were none.

4 Proposed Essex Police Precept for 2020/21

The Panel received report EPFCP/06/20 which presented the Police, Fire and Crime Commissioner's proposed police precept for 2020/21.

The Commissioner was accompanied by Chief Constable BJ Harrington; Pippa Brent-Isherwood, Chief Executive and Monitoring Officer of the Office of the Police, Fire and Crime Commissioner; and Jane Gardner, Deputy Commissioner.

As part of the 2020/21 Police Grant, the Government had provided £750m to support the recruitment of 20,000 additional Police Officers, divided into three tranches, 6,000 officers in 2020-21; 8,000 in 2021-22; and 6,000 in

2022-3. Of the £750m, £50m would be retained centrally to support the recruitment of officers and of the remaining £700m grant, £168m would be ringfenced to support the individual force recruitment targets for 2020/21. Essex would receive a share of £15.8m.

The Commissioner explained that during discussions with the Prime Minister, Home Secretary and the Home Office, it had been made clear that the most urgent need was at the very front line of policing and direct support through territorial policing, and therefore the agreement was that the first 6,000 officers would come in their entirety to the 43 territorial police forces in England and Wales.

Essex Police had continued to deliver not just all they could in terms of community safety for the public but also increased productivity and continued efficiency savings, which meant that Essex could recruit an additional 151 police officers in 2020/21, of which 135 would be funded through the Government's Police Uplift Programme and a further 16 officers.

The Commissioner explained there were also internal cost pressures and inflation to consider and it was felt necessary, after a long period of stability and inflationary erosion of public sector pay that it was necessary, appropriate and commendable to be backing the 2.5% pay increase for police officers and staff and that he expected this trend to continue. Furthermore, there were additional costs such as insurance, fuel and technology investment, and in order to cover these it would be necessary to make a moderate increase in the council tax precept to 2.94%.

Investment was the next phase, with the recruitment of additional police officers into local and visible policing; investment in town centre teams and an increased strength of operational support and road policing; the new young peoples and schools policing teams; strengthened gangs team and investment in violence and vulnerability. The Service had been successful in reducing burglary, anti-social behaviour and theft across the county and there were improving signs in relation to violence, although there had yet to be an impact on assault rates.

In response to questions from the Panel the Commissioner and the Chief Constable stated:

- The Commissioner was confident that on the back of the investment being made and plans for deployment that there would be a decrease in crime, at which point, consideration would be given to increasing reserves, however he felt that building reserves would be the wrong decision at present.
- With regards to the capital investment programme, in the medium term there was a programme of estate improvement and an estate strategy, which included the refurbishment of key stations across the county and repair costs and an investment in technology. The future

capital programme would need to be funded through borrowing against fixed assets. Due to the good work by the estate teams and technology teams, expenditure had been moderated and no new debt would be incurred by the year end. Expenditure on all principal stations and custody facilities would be needed to ensure that they were safe places; and Essex Headquarters required refurbishment, however this expenditure would not impact on the ability to resource the front line.

- Essex Police would be investing £331,000 in the development of the Media and Communications Strategy and a team to communicate and engage with the public. It was explained that media was a powerful tool in terms of prevention, intervention and engagement and also for recruitment.
- Although the budget settlement had enabled investment in the force, continued efficiency savings would be needed to balance the budget and cover the medium term deficit. The 2020/21 budget required Essex Police to make cashable savings of £4.734m.
- The Force Control Room had experienced a year on year increase in 999 calls, in order to improve call handling capacity, it was proposed to increase the number of call handlers to assist with the increased demand. Other means of reporting were being addressed to reduce the time taken to speak to an operator, such as online reporting. The Resolution Centre Programme had been established to seek to resolve solutions quickly and offer a more convenient form of reporting for residents, leaving officers on the front line able to respond quicker to more urgent emergencies and be more proactive with preventative work.
- The Estate Disposals revenue of -£0.161m related to the running costs of those buildings which would be disposed of during the following year.
- There was a Section 22 agreement in place between all forces in the country to support the National Air Police Service. Essex benefited from the service which was hosted by West Yorkshire Police on a cost reimbursement basis.

The recommendation that there be a precept increase of 2.94%, equivalent to an increase of £5.67 a year from £192.96 to £198.63 for a Band D property, raising £3.7m of additional council tax receipts was put to the vote by the Panel Chairman. Following consideration of the report and having listened to his justification of the need for an increase, the Panel voted to accept the Commissioner's proposal for a precept increase with 12 for; and two against (Councillors Day and Lilley).

5 Proposed Essex Fire and Rescue Service Precept for 2020-21

The Panel received report EPFCP/07/20 which presented the Police, Fire and Crime Commissioner's proposed Fire and Rescue Service precept for 2020/21.

The Commissioner was accompanied by Pippa Brent-Isherwood, Chief Executive and Monitoring Officer of the Office of the Police, Fire and Crime Commissioner; and Jane Gardner, Deputy Commissioner.

In presenting the report, the Commissioner brought to Members attention the long term history of the Essex County Fire and Rescue Service, particularly around the cultural change programme and the improvement of the Service as a place to work. An increased efficient delivery of the Service remained a priority and a key area for further investment was in operational training and development, with £900,000 having been invested in 2019-20 and a forecasted £500,000 for 2020-21 and a capital investment of £548,000. Ongoing training and development was key and backed by the peer review and Her Majesty's Inspectorate. Also highlighted was Technical Fire Safety and there was an action plan for its delivery. £500,000 had been forecasted for investment in Technical Fire Safety in 2020-21, alongside £500,000 of revenue investment and £500,000 of capital expenditure. The Service had established an On-call Development Programme, which would look to improve the recruitment and retention of On-call firefighters, review their current terms and conditions and identify areas where additional support would be most effective. There was a need to update information and communication software, at a cost in excess of £2.8m over this year and the next.

In response to whether the budget would overcome the issues raised in Her Majesty's Inspectorate report, the Commissioner stated that the programme for cultural improvement was heading in the right direction and that this had been recognised. There had been a significant move forward. It had been the Commissioner's view that there was a need to change the way the Service recruited, and appraised and defined its development plans; there was a need to improve learning and training, and promotion programme, and put in place an improved complaints procedures, all of which had been completed. The Commissioner believed that if the Service received the budgeted resources and the plan remained on track, that the Service would receive good ratings from the Inspectorate.

The recommendation that there be a precept increase of 1.99%, equivalent to an increase of £1.44 a year from £72.45 to £73.89 for a Band D property, raising £935,000 of additional council tax receipts was put to the vote by the Panel Chairman. Following consideration of the report and having listened to his justification of the need for an increase, the Panel voted unanimously to accept the Commissioner's proposal for a precept increase.

6 Dates of the next meetings

The Panel will next meet at 2.00pm on Thursday, 13 February 2020 in Committee Room 1, County Hall. There will be a pre-meeting for Panel Members only, commencing at 1.00pm.

With no urgent business, the meeting closed at 3.22 pm.

Chairman
4 June 2020

Minutes of the meeting of the Essex Police, Fire and Crime Panel, held in Committee Room 1, County Hall, Chelmsford, CM1 1QH on Thursday, 13 February 2020

Present:

Councillor	Representing
Wendy Schmitt (Chairman)	Braintree District Council
Maria Pearson	Brentwood Borough Council
Aidan McGurran	Basildon Borough Council
Jeremy Lager	Chelmsford City Council
Frances Mason	Harlow District Council
Mike Webb	Rochford District Council
Ian Shead	Southend-on-Sea Borough Council
Lynda McWilliams	Tendring District Council
Michael Helm	Maldon District Council
Joycelyn Redsell	Thurrock Council
Colin Day	Uttlesford District Council

Also in attendance

Pippa Brent-Isherwood	Chief Executive, Office of the Essex Police, Fire and Crime Commissioner
Jane Gardner	Essex Police, Fire and Crime Deputy Commissioner
Victoria Freeman	Secretary to the Police, Fire and Crime Panel
Roger Hirst	Essex Police, Fire and Crime Commissioner
Rick Hylton	Acting Chief Fire Officer, Essex County Fire and Rescue Service

1 Membership, Apologies, Substitutions and Declarations of Interest

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

1. The following apologies were noted:

- Councillor Chris Hossack, Brentwood Borough Council (substituted by Councillor Maria Pearson)
- Councillor Godfrey Isaacs, Castle Point Borough Council
- Councillor Mike Lilley, Colchester Borough Council
- Councillor Nigel Bedford, Epping Forest District Council
- Councillor Malcolm Maddocks, Essex County Council
- John Gili-Ross, Co-opted Independent Member
- Kay Odysseos, Co-opted Independent Member

2. Councillor Lynda McWilliams declared a Code Interest in that her son is a police officer. Councillor McWilliams participated fully in the meeting.

2 Questions from members of the public

There were none.

3 Essex Police Performance Report - Quarter 3 2019/20

The Panel received report EPFCP/08/20, which provided an overview of Essex Police's progress in delivering the priorities set out in the Police and Crime Plan 2016-20, based on data and other information to December 2019.

Introducing the item, the Commissioner highlighted that progress had been made in a few areas, in particular the Special Constabulary was 8.8% larger than at the same time the previous year, with 519 officers compared with 477 in December 2018; there had been great success with the neighbourhood watch and the hate crime reporting centres. The Force Control Room had reduced the average waiting time for calls to 11 minutes and investment continued in this area. The Force Control Room Digital Online Team went live in October 2019 and provided information and intelligence in the initial stages of a critical operation / investigation in cases where digital sources could be exploited. The Resolution Centre had been opened fully in December 2019 and managed less complex crime investigation.

The Panel's attention was brought to the success of the Essex Police Victim Navigator, which had triaged 76 Modern Slavery Human Trafficking crimes since October; and the Police Online Investigation Team who had executed 50 search warrants in October and November this year and safeguarded 81 children in the same period. In response to questioning, the Commissioner stated that there had been much scrutiny regarding the effectiveness of Essex Police following the recent incident in Thurrock. A submission had been made for the reimbursement of additional costs, and although the request would not automatically be granted as the threshold had not been met, the Commissioner remained optimistic. An interest was indicated by the Panel in modern slavery trends and clusters.

Essex Police continued to work closely with the multi-agency Safer Essex Road Partnership on enforcement, engagement and education to reduce the number of people killed or seriously injured on Essex roads and were on track to reduce these numbers.

The Panel asked what strategies were in place to reduce the drug supply throughout Essex. The Commissioner explained that the Violence and Vulnerability Unit continued to be a hugely successful partnership and that county line drug operations were being disrupted.

Members asked questions about the report, relating to a number of issues, including the possibility of a 101 divert scheme and learning from market leaders; the impact that the new Force Control Room Digital Online Team

had since its introduction; and the viability of holding completed home forensic samples in excess of 25 years.

The report was noted.

4 Essex County Fire and Rescue Service Performance Report - Quarter 2 2019/20

The Panel received report EPFCP/09/20, setting out the performance of the Essex County Fire and Rescue Service for the second quarter of 2019/20, against a number of key metrics aligned to the Fire and Rescue Plan.

Introducing the item, the Police, Fire and Crime Commissioner highlighted that the number of Accidental Dwelling Fires and deliberate fires had fallen in the last quarter; first attendance to potentially life threatening calls had been steadily improving; there were no fatalities from fires during the second quarter; and the availability of on call crews remained a challenge. There was a plan to deal with the issue of technical fire safety and inspection of non-residential properties and the new Integrated Risk Management Plan would be key in providing direction in resolving these issues.

Members asked questions about the report, relating to a number of issues, including the sprinkler installation projects; staff sickness, in particular in respect of mental health; management steps taken to change the culture within the Service; and home visits to vulnerable groups.

The report was noted.

5 Police Complaints Reform

The Panel received report EPFCP/10/20, which provided an overview of the changes to the police complaints system and how the Police, Fire and Crime Commissioner was responding to these.

During questioning, it was explained that it was the role of the Commissioner's office to review the effectiveness of the complaints procedure and that the Commissioner received and reviewed quarterly data.

It was confirmed that there were sufficient Independent legally trained Chairs available following a recent recruitment round which had attracted a good quality calibre of candidates.

The report was noted.

6 Essex Police, Fire and Crime Commissioner Fire and Rescue Authority (PFCCFRA) Constitution

The Panel received report EPFCP/11/20, which invited comments from the Police, Fire and Crime Panel on the contents of the Essex Police, Fire and Crime Commissioner Fire and Rescue Authority's updated Constitution prior to its adoption.

It was noted that Schedule 16 of the Constitution needed to be updated to reflect the current terms of reference for the Essex Police, Fire and Crime Panel.

The report was noted.

7 PFCC Decisions

The Panel received report EPFCP/12/20, which provided the Panel with information about financial and strategic decisions made by the Police, Fire and Crime Commissioner.

The Panel reviewed the information provided and questioned the use of speed camera devices by local residents. It was explained that a branch of Community Speed Watch were trained to use the Tracam technology, however the technology was becoming outdated and consideration would be given to rolling out the new generation technology when available.

The report was noted.

8 The Police, Fire and Crime Commissioner to update the Panel on any ongoing issues

The Commissioner explained that the National Audit Office had previously reported a lack of national strategic direction in policing and that the new Government was looking to reshape police within existing legislation to find better ways of co-ordinating nationally and there was now a National Policing Board which looked at improvements in national co-ordination.

9 National Association of Police Fire and Crime Panel Update

The Panel received a report from John Gili-Ross which provided an update on the activities of the National Association of Police, Fire and Crime Panels.

The Panel noted the report.

10 Forward Look

The Panel received report EPFCP/14/20, setting out the business proposed to be taken to meetings up to December 2020.

It was noted that a Confirmation Hearing would need to be arranged as a separate meeting on the 4 June 2020.

The Panel requested that the Decision Report be presented to each meeting, with the exception of those meetings where the Panel were requested to consider the precepts.

The Panel noted the report.

11 Future Meeting Dates

The Panel received report EPFCP/15/20, setting out the proposed Panel meeting dates for 2020.

The Panel noted the report.

12 Dates of the next meetings

The Panel will next meet at 2.00pm on Thursday, 4 June 2020 in Committee Room 1, County Hall. There will be a pre-meeting for Panel Members only, commencing at 1.00pm.

13 Urgent Business

In the opinion of the Chairman, there were no matters that should be considered in public by reason of special circumstances as a matter of urgency.

With no urgent business, the meeting closed at 3.23 pm.

**Chairman
4 June 2020**

Essex Police Performance Report – Quarter 4 2019/20

Reference number: EPFCP/08/20

Report title: Essex Police Performance Report – Quarter 4 2019/20	
Report to: Essex Police, Fire and Crime Panel	
Report author: The Police, Fire and Crime Commissioner for Essex	
Date: 4 June 2020	For: Noting and comment
Enquiries to: Anna Hook, Head of Performance and Scrutiny – Policing and Crime) Tel: 01245 291616 / Email: anna.hook@essex.police.uk	
County Divisions affected: All Essex	

1. Purpose of Report

- 1.1 The purpose of this report is to provide an overview of Essex Police's progress in delivering the priorities set out in the Police and Crime Plan 2016-2020, based on data and other information to the end of March 2020.

2. Recommendations

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

3. Context / Summary

- 3.1 The attached quarterly report, produced by Essex Police and scrutinised at the monthly Performance and Resources Board chaired by the Commissioner, provides highlight reporting against the seven priorities set out in the Plan.
- 3.2 It should be noted that call-handling demand on the force remains high. 82,344 emergency (999) calls were taken by Essex Police in Quarter 4 of 2019/20 compared to 72,401 in the same quarter last year (an increase of 13.7%).
- 3.3 During Quarter 4, highlights with regard to performance include:
- The Mental Health Street Triage Team, based within the Force Control Room, attended 33% more incidents than in the previous quarter, providing specialist support to those in mental health crisis, thereby reducing the demand on other front-line resources, including local A&E departments.
 - The Resolution Centre continues to embed as a county-wide resource, managing investigations into crimes reported by the public that would previously have been dealt with by front-line officers. 25,123 public calls were processed by the Resolution Centre during Quarter 4 (an increase of 2.4% on the same period the previous year). In addition, 4,174 investigations were received by Essex Police in Quarter 4, of which 93% (3,900) were retained and dealt with by the Resolution Centre.

Essex Police Performance Report – Quarter 4 2019/20

- The force continued to use the tools available to tackle anti-social behaviour. Several Community Behaviour Orders (CBOs) were obtained against repeat nuisance callers and individuals causing disruption in town centres. Southend town centre in particular has also seen increased use of Community Protection Warnings and Notices and related prosecutions.
 - The Thurrock Town Team was expanded during Quarter 4, using Council funding, to include Purfleet and Tilbury.
 - Stalking Protection Orders went live in January 2020. These new civil orders enable early police intervention, pre-conviction, to address stalking behaviours and protect victims from more serious harm. A number of applications were made, resulting in three interim orders being granted by the courts, with a further three waiting to be heard at the end of the quarter.
 - Operation Consider was launched across Essex to increase the number of Domestic Violence Protection Notices and Orders used to protect domestic abuse victims by preventing perpetrators from entering their home address. Quarter 4 saw 69 successful applications granted by the courts, a 40.8% increase compared with the same quarter the previous year.
 - A pilot of Operation Encompass was launched in Thurrock in January 2020. This allows Essex Police to inform schools if a child has been present, or ordinarily resides, at an address where a medium risk domestic abuse incident has occurred. Following positive feedback from schools, this approach will now be rolled out to schools around the county during the 2020/21 academic year.
 - The network of Hate Incident Reporting Centres (HIRCs) continued to grow. There are now 60 HIRCs countywide with 850 trained volunteers to support these centres. Up to the end of Quarter 4, the network had facilitated the reporting of 81 hate crimes which would otherwise not have come to the attention of Essex Police.
 - Numerous successful operations were executed during the quarter, including Operation Topaz, an investigation into money laundering over a six-year period linked to the supply of Class A drugs worth over £2 million. 12 warrants were executed and nine suspects arrested, four of whom were remanded into custody. This operation completely dismantled that organised crime group (OCG). Operation Produce (two weeks' sustained activity focused on gangs and county lines) was also carried out during the quarter and resulted in multiple arrests for drugs and weapons offences as well as the seizure of weapons, drugs and cash.
 - During Quarter 4, Essex's Serious Organised Crime Unit (SOCU) also carried out 16 disruptions of OCGs and executed 16 warrants. Consequently, 26 suspects linked to organised crime were remanded in custody.
 - During Quarter 4, the "Extra Eyes" road safety campaign moved onto a new cloud-based system, allowing far greater capacity to process offences and store images in a manner that can be used by the courts, as well as to enforce, educate and influence road user behaviour.
- 3.4 Although there was a slight reduction in the number of people killed and seriously injured on Essex roads in Quarter 4 of 2019/20 compared with Quarter 4 of 2018/19 (from 170 to 168), there was an increase in the number of these that were fatalities (from 8 to 12).

4. Appendices

Appendix 1 – Essex Police Quarterly Performance Report – Quarter 4 2019/20

Police and Crime Plan 2016-2020

Quarterly Update

Quarter 4 – 2019/20

Data to March 2020



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Police and Crime Plan 2016-2020 – Quarterly Update 2019/20 Q4

Priority 1 - More Local, Visible and Accessible Policing

We will:

Boost community volunteering, encourage the Active Citizen Programme and grow the police family – doubling the Special Constabulary, with a Special Constable in every community.

- The Special Constable headcount fell to 507 at the end of March 2020, down from 514 at the end of March 2019 (7 less officers). In the last quarter there have been 284 applications to join the Special Constabulary (11.2% BAME: Black, Asian and Minority Ethnic, 31% female); 68 candidates are currently in pre-employment checks. The #MyOtherLife campaign was relaunched on 23rd March 2020 with a revised video supported by social media and outreach events.
- In the last quarter, Specials Constables contributed a total of 48,144 hours. The operational contribution has amounted to 34,168 hours. Specials Constables have recorded 16,878 hours of high visibility policing over this time. The hours worked were equivalent to having an additional 104 full time officers, who would attract an annual salary cost of £5.4m. Special led policing has supported Operation SCEPTRE and Operation TORPEDO, targeting knife crime and county drug lines and resulted 11 officers providing 90 high visibility hours and six arrests.
- Essex Police currently has 47 Parish/Town Councils signed up to Community Special Constables (CSCs) with agreements to fund 117 posts. Nine CSCs are actively patrolling for nine councils (Witham, Halstead, Hullbridge, Canvey Island, Little Clacton, Billericay, Birchanger, Springfield and Newport). Eleven further CSCs are in post foundation with another 11 in foundation training. Over the last quarter, CSCs have contributed a total of 440 hours to visible and accessible policing. A third and final recruitment masterclass for Parish/Town Councils was successfully held on 13th February which has provided support to 29 Parish/Town Councils.
- Essex Police currently retains 145 Active Citizens/Police Support Volunteers and continues to work with all Councils for Voluntary Service (CVSs) to boost volunteer numbers. The average volunteer is now performing two different volunteer roles, completing 4-6 hours a week. Active Citizens have been involved with Operation METEOR (a property marking campaign) and Coffee with Cops providing crime prevention advice to their community and encouraging members of the public to become involved with volunteering for Essex Police.
- Essex Police currently retains 384 Volunteer Police Cadets across the 13 Cadet Units. Further intakes during Winter 2019/20 will see Cadet numbers grow to over 400.

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- The Employer Supported Policing scheme (whereby staff are given paid time off to volunteer as a Special Constable) currently has 27 companies registered. 75 Specials Constables provided 861 hours over the quarter, a decrease of 8.8% from 941 hours in the same period last year (likely due to Covid-19 response).

Police and Crime Plan 2016-2020 – Quarterly Update 2019/20 Q4

Priority 1 - More Local, Visible and Accessible Policing

We will:

Boost community volunteering, encourage the Active Citizen Programme and grow the police family – doubling the Special Constabulary, with a Special Constable in every community.

- Basildon: Active Citizens have been supporting a project aimed at improving victim care. The Active Citizens will be used to obtain feedback from our victims about the service they have received which will be fed back to investigating officers and their leadership teams, to consider where improvements are needed. If successful, the number of Active Citizens specifically committed to this work will be increased.
- Castle Point and Rochford: Have agreed to support the Employer Supported Scheme (ESS). Also promoted this at the Rochford Hundred Councillors (RDC) meeting and received good feedback on Community Special Constables.
- Southend: Promoted ESS at Southend Airport, to support their desire to have a uniform presence at the airport.
- South LPA (Local Policing Area): Has a standing agenda item at Local Community Meetings, Retail Against Crime Meeting, Community Days of Partnership and Independent Advisory Group.
- West LPA:
 - Specials Constables are regularly deployed on Operation WILDCAT (an Operation SCEPTRE violence operation) and Operation GAMBLER (a cross border operation with Met Police tackling violent crime and vehicle crime) alongside regular Constables from LPT and specialist departments across the force. This boosts both visibility and effectiveness on important operations and also gives Special Constables the opportunity to work with advanced drivers and dogs. 136 offenders were arrested across 12 operations.
 - Special Constables are included in command team mentions, the local awards programme, to recognise their hard work and dedication highlighting volunteer achievement across Essex Police.
 - Harlow Council is interested in the ESS programme and discussions are being held to progress this involvement.

Police and Crime Plan 2016-2020 – Quarterly Update 2019/20 Q4

Priority 1 - More Local, Visible and Accessible Policing

We will:

Support increased participation in Neighbourhood Watch, Street Pastors, Active Citizens and Volunteer Police Cadets.

- Membership of Neighbourhood Watch (NHW) continues to grow with approximately 105,000 registered members and over 3,000 NHW Coordinators. NHW works closely with the four Essex Watch Liaison Officers promoting NHW and the various Watch Schemes including Farm Watch, Caravan Watch and Dog Watch. NHW are also working in partnership with Essex Police new Fraud Co-ordinators, providing advice and guidance around preventing fraud and scams around the county.
- Street Pastors continue to work closely with all Local Policing Teams offering support particularly around the Night Time Economy.
- Volunteer Police Cadets and active citizens have supported their local Community Policing Teams (CPTs) with Crime Prevention (Operation METEOR) and Knife Crime (Operation SCEPTRE) campaigns. They have also been working in collaboration with Essex County Fire Cadets to develop fire safety training for our Police Cadets and crime prevention training for our Fire Cadets – launch date to be confirmed.
- Southend: The Youth and Adult Independent Advisory Groups (IAGs) are providing an excellent platform for tabling and supporting volunteering initiatives. CPTs include partners in initiatives such as Operation SCEPTRE, Partnership Days of Activity, events, and general crime prevention activity. At a recent Volunteers in Policing event, Southend volunteers were nominated and won awards recognising their value and contribution.
- North Local Policing Area (LPA): A team has just been awarded a Chief Superintendent Commendation for working with CPT officers on an operation targeting hotels that permit adults with children to “rent” hotel rooms by the hour. The operation identified several hotels whose details have been passed to the local authority licencing team for further action.
- West LPA:
 - Police Cadets joined the Public Command Team Mentions ceremony which gives the opportunity for the command team to reward officers in front of their friends and family for their dedication, bravery, and achievements. It also allowed them to have visibility of regular Constable achievements inspiring and motivating them to continue in their police cadet journeys.
 - Police Cadets at Brentwood were used as part of the guard of honour at a royal visit. HRH Prince Edward Duke of Kent officially opened the new Brentwood Town Hall and Police Cadets joined their military equivalents to welcome HRH.

Police and Crime Plan 2016-2020 – Quarterly Update 2019/20 Q4

Priority 1 - More Local, Visible and Accessible Policing

We will:

Make it easy to contact the police through 'Do It Online' and improvements to 101 ensuring that the public get a swift and responsive service from the police.

The Force Control Room (FCR):

- Call-handling demand remains high. 82,344 emergency calls (999) were taken this quarter compared to 72,401 in the same quarter last year (an increase of 13.7%). 67,590 non-emergency calls (101) were taken which is slightly down on the previous quarter.
- The Digital Online Team (DOT FCR) continues to embed as a resource with a increasing number of fast-time online and covert telephony investigations undertaken to support Control Room functions in the management of serious incidents.
- The Mental Health Street Triage Team, based within the FCR, has attended 33% more incidents than in the previous quarter, providing specialist support to those in mental health crisis, thereby reducing the demand on other front line resources and local A&E departments.

The Resolution Centre (RC):

- The Resolution Centre (Case Investigations) continues to embed as a county-wide resource, managing investigations into crimes reported by the public that would previously have been dealt with by front-line officers. 4,174 investigations were received in this quarter of which 93% (3,900) were retained and dealt with by the RC.
- A further 35,000 crime investigations have been processed by the Demand element of the Resolution Centre (previously known as the Crime Bureau).
- During the quarter 25,123 public calls were processed by both areas of the Resolution Centre, an increase of 578 on the same period last year.

Police and Crime Plan 2016-2020 – Quarterly Update 2019/20 Q4

Priority 2 – Crack Down on Anti-social Behaviour (ASB)

Working with partners we will:

Target repeat and high harm anti-social behaviour to protect individuals and communities from distress and disruption.

- Under the Anti-Social Behaviour, Crime and Policing Act 2014, the Community Trigger process provides an opportunity for repeat victims of ASB to have their investigation reviewed by the Police, local authority and housing partnership to ensure the best solutions are in place and any outstanding opportunities are identified. Engagement and training has been conducted to promote this.
- ASB officers, Community Policing Team officers and Housing officers worked closely together to successfully obtain a Closure Order for a persistently anti-social family who continued to cause harm in the community despite engagement efforts.
- Colchester: Operation LUSCOMBE targets town centre begging by offering a supportive hub to address the various vulnerabilities of offenders whilst also seeking enforcement against those who continue to commit offences under The Vagrancy Act. This is now successfully running across the district of Colchester with Chelmsford preparing to implement this soon.
- South Local Policing Area (LPA):
 - A Community Behaviour Order (CBO) has been obtained in relation to a repeat nuisance caller to the East Of England Ambulance Service. The individual received a 12 month rehabilitation order, a fine and a two year CBO.
 - Rayleigh: A two year CBO has been obtained for individuals causing considerable disruption in the town.
 - Southend: A two year CBO has been obtained for an offender who persistently abused the 999 system. He made 132 calls to the Ambulance Service and a further 482 calls to Essex Police. This not only caused significant distress to staff but delayed vital services reaching genuine victims and casualties.
 - Southend: Hot spots identified with referrals for repeat perpetrators and victims made to the district's Community Action Group. The town centre is an identified hotspot and in partnership with the Town Centre Wardens there has been an increase in the use of Community Protection Warnings and Notices and related prosecutions.
- West LPA:
 - Increased visibility by the Town and wider Community Policing Team (CPT). Thurrock town team has expanded in this period as a result of council funding and now includes Purfleet and Page 27 of 81 teams are tackling issues important to the local community.
 - In Thurrock, an expedited licensing review of a premises associated with ASB and violence following boxing matches was requested. Whilst still ongoing, the review has prompted enhanced engagement and preventative work from the licence holder.

Police and Crime Plan 2016-2020 – Quarterly Update 2019/20 Q4

Priority 3 – Breaking the Cycle of Domestic Abuse (DA)

Working with and through the Domestic Abuse Strategic Board to deliver an ambitious programme of transformation we will:

Support victims and their families affected by domestic abuse to feel safe, cope and recover through targeted help and jointly commissioned services; and tackle offending behaviour through robust behaviour change programmes to break the cycle of domestic abuse.

- Stalking Protection Orders went live in January 2020. These new civil orders enable early police intervention, pre-conviction, to address stalking behaviours and protect victims from more serious harm. A number of order applications have been made resulting in three interim orders being granted by the courts, with a further three waiting to be heard.
- Essex Police is launching the national initiative Silent 999 call, press 55 communications campaign by the end of this quarter. The campaign aims to raise awareness of the Silent Solution system, which enables a 999 mobile caller who is too scared to speak or make a noise to press 55 when prompted. This informs the police that they are in a genuine emergency. All call handlers and dispatchers have received training in line with a media campaign to raise awareness to the public.
- DA Flex Training commenced February 2020 for all Local Policing Teams. This covers guidance on initial attendance including the use of body worn video, obtaining best evidence for a victimless prosecutions and completion of risk assessments.
- Operation CONSIDER has been launched across Essex to increase the number of DV Protection Notices / Orders (DVPN/Os) applied for in order to offer further protection to DA victims but restricting perpetrators from attending the victim's home address. This quarter has seen 69 successful applications granted by the courts, an increase of 20 compared to the same quarter last year. Essex Police is supporting the legal team and a number of officers are being trained to attend court in the absence of the legal team to ensure applications are heard.
- The Operation ENCOMPASS pilot in Thurrock was launched in January 2020. This is a referral pathway enabling Essex Police to directly inform schools that a child has been present, or ordinarily resides at an address, where a medium risk domestic abuse incident has occurred. The aim is to reduce the harmful adverse impact of DA on children and protect their emotional wellbeing. The benefits of this approach are already being corroborated by schools engaged in the pilot. Essex Police has agreed with the Southend, Essex, Thurrock (SET) children's boards, social services and education partners, to launch Operation ENCOMPASS with schools around the county across the 2020/21 school year.
- Members of the DA Governance Board are currently exploring the opportunities to improve the quality of risk assessment and responses to DA through the use of video call technology. With the support of the National Lead this initiative is reviewing the use of FaceTime style equipment within the control room to appropriately manage response times and safeguarding for all medium and standard risk calls. The objective of this initiative is to improve safeguarding, adequately review response times, preserve evidence and increase prosecutions.

Police and Crime Plan 2016-2020 – Quarterly Update 2019/20 Q4

Priority 3 – Breaking the Cycle of Domestic Abuse (DA)

Working with and through the Domestic Abuse Strategic Board to deliver an ambitious programme of transformation we will:

Support victims and their families affected by domestic abuse to feel safe, cope and recover through targeted help and jointly commissioned services; and tackle offending behaviour through robust behaviour change programmes to break the cycle of domestic abuse.

- South Local Policing Area (LPA):
 - Has successfully obtained two interim stalking prevention orders in relation to DA cases, enabled by the new legislation.
 - Southend: DA is now a Community Safety Partnership priority in order to bring greater clarity and direction to the local partnership response. This will be overseen by the Southend Violence and Vulnerability Group and will include specific activity to intervene with perpetrators as well as seeking to improve the service provided to victims and families.
 - Basildon: In conjunction with Changing Pathways, training has been delivered to identify partnership opportunities to deliver the best support for victims (this includes discussion about embedded staff).
- West LPA:
 - Operation LANDLORD focuses on reducing the numbers of outstanding suspects, which includes DA perpetrators.

Police and Crime Plan 2016-2020 – Quarterly Update 2019/20 Q4

Priority 4 – Reverse the Trend in Serious Violence

Working with partners we will:

Bring violent offenders to justice through targeted police enforcement, working closely with neighbouring forces such as the Metropolitan Police Service (MPS).

- Operation WEYMOUTH: An operation focused on investigating the murder of a man in Southend in February 2019. Two people were found guilty and ordered to serve a minimum of 26 years each. Two further defendants were found guilty of manslaughter and sentenced to serve nine years each.
- Operation GLACIER: An operation focused on investigating the murder of a man in Greys in April 2019. Four men attacked their victim with baseball bats during an aggravated burglary. All four assailants were found guilty and sentenced to a total of 37.5 years.
- Operation EMERSON: An operation focused on investigating a murder and attempted murder at the Rose and Crown Public House on 31st January 2020. Two suspects have been charged and multiple suspects have been arrested and bailed.
- Operation HEATH: An operation focused on the supply of Class A drugs and firearms within the county. 6 suspects have been remanded and are awaiting trial. 7 firearms, over £100,000 in cash and a volume of class A drugs have been retrieved.
- Operation CHOTA: A six month operation focused on conspiracy drugs offences using phone data. In conjunction with the MPS and other forces, 30 arrests were made and three county lines dismantled including one that has strong links to child sexual exploitation.
- South Local Policing Area (LPA)
 - Operation WAIVER is a joint deployment with British Transport Police to reduce county lines' use of the railway and to detect knife crime. These operations have taken place twice a month in the last quarter.
- West LPA:
 - Operation WILDCAT (part of Operation SCEPTRE) and Operation GAMBLER (a cross border operation with the MPS tackling violent crime and vehicle crime) take place regularly focussing on the borders with MPS and targeting prolific offenders and those known and wanted for weapons offenses as well as drugs and theft. To date, 136 offenders have been arrested across 12 operations.

Police and Crime Plan 2016-2020 – Quarterly Update 2019/20 Q4

Priority 4 – Reverse the Trend in Serious Violence

Working with partners we will:

Ensure victims of rape and sexual violence receive the help and support they need, and work with criminal justice partners to ensure that perpetrators are convicted.

- The first multi-agency Rape Scrutiny Panel was held in November 2019. The purpose of the panel is to work with partners to identify barriers and improve performance across agencies. The second Rape Scrutiny Panel was held in February 2020 and focussed on the adopted protocol that enables expedition of cases involving those under 10 years of age. Panel members attended a force training day in March 2020 led by Zoë Lodrick, a registered psychotherapist and experienced trainer and consultant providing support to men and women who have experienced rape / sexual assault or childhood sexual abuse.
- Work with RASSO (Rape and Serious Sexual Offences) continues with an officer embedded within the CPS, to improve the average length of time for rape investigations, completion of EIA (Early Investigative Advice) submissions and to support early case action plans. This approach will further support victims and improve the length of time victims are involved in the criminal justice process. From April 2020, the RASSO Gatekeeper role will review penetrative offences as well.
- The Shift Project is a collaboration between Essex Police, the NHS and mental health professionals co-located in Southend Community Safety Hub. It seeks to support those with complex behaviour patterns or mental health issues who are at risk of sexual exploitation by creating co-produced crisis care plans for when individuals are most at risk.

Police and Crime Plan 2016-2020 – Quarterly Update 2019/20 Q4

Priority 5 – Tackle Gangs and Organised Crime

Working with partners we will:

Support victims of human trafficking and modern slavery, including sexual exploitation, working closely with the UK Border Agency (UKBA), National Crime Agency (NCA) and national and regional partners to bring perpetrators to justice

Partnership Working - the Serious Organised Crime Unit (SOCU), Modern Slavery Human Trafficking (MSHT) and Intelligence continue to build key partnerships in the following areas:

- MSHT training is being done with community safety partnerships to help the community identify what modern slavery looks like.
- MSHT Victim Navigators are working in partnership with Justice and Care to identify a best practice model which is now being adopted by other forces outside of Essex Police.
- MSHT have held meetings with local authorities to identify joint working opportunities to tackle MSHT better. A partnership has been formed with Essex County Council (ECC) which will be rolling out training (Home Office funded) to all councils (“Every Contact Counts”).
- Essex Police also now have access to Brentwood Town Hall to support pop up reception centres during larger operations.
- The MSHT team contacts other organisations checking on housing conditions, gang licence units and farm labourer working conditions and continue to run operations with ports. The emphasis is on encouraging partners to deal better with certain identified offences.
- The Prevent and Protect team has been working with schools. One such operation is Operation VICUNA which involved working with schools identified as being used as recruiting grounds for county lines.
- The Prevent and Protect team has also worked with the Essex Chamber of Commerce and the PFCC’s office, holding training days with local businesses in Essex to highlight the signs of MSHT.

Police and Crime Plan 2016-2020 – Quarterly Update 2019/20 Q4

Priority 5 – Tackle Gangs and Organised Crime

Working with partners we will:

Disrupt and prevent organised drug distribution through improved intelligence shared between the police, partners and local communities to limit the harm drugs cause.

- Operation VIBE: An operation focused on investigating a kidnap and Grievous Bodily Harm (GBH) in Colchester in January 2020. The incident related to a drug debt and one of the suspects is a county lines gang nominal from the Metropolitan Police area. The suspects have been remanded in custody for kidnap and weapon matters.
- Operation HEMLOCK: An operation focused on investigating a ram raid and gas attack that occurred in January 2020. The team worked with Cardtronics which enabled it to identify a pattern of offending leading to the quick identification of suspect and early arrests.
- Operation TAINTED: An operation focused on the long investigation into a cash in transit armed robbery with the use of a firearm (sawn off shotgun). Three suspects were found guilty for cash in transit robbery and will be sentenced in April 2020.
- Operation TOPAZ: An operation focused on investigating money laundering over a 6 year period linked to the supply of class A drugs worth over £2 million. 12 warrants were executed, 9 suspects arrested, 4 of which were remanded into custody. This has seen the complete dismantlement of this Organised Crime Group (OCG) with large Proceeds of Crime Act (POCA) work ongoing.
- Operation PRODUCE (part of Operation SCEPTRE): Two weeks' sustained activity looking at gangs and county lines. Resulted in numerous arrests for drug and weapons offences as well as the seizure of weapons, drugs and cash.
- Essex Serious Organised Crime Unit (SOCU) continues to develop proactive investigations targeting those causing the most significant harm to Essex communities. Within this reporting period the SOCU teams have achieved 16 disruptions against OCGs and have executed 16 warrants. There are currently 26 suspects remanded in custody who are linked to organised crime.
- Operation ELF targeted an Organised Crime Group in Harlow committing offences across a range of crime types including supply of Class A drugs, commercial burglaries (with violence used), and theft of motor vehicles. 12 suspects were charged and remanded.
- The C17 Gang in Thurrock has been significantly disrupted as a result of continued activity against it, including the enforcement of the gang injunction. Operation RAPTOR officers retain the national lead for this gang and continued disruptive efforts against it.

Police and Crime Plan 2016-2020 – Quarterly Update 2019/20 Q4

Priority 6 – Protecting Children and Vulnerable People

Working with safeguarding partners and the Southend, Thurrock and Essex Safeguarding Boards we will:

Bring more perpetrators of rape and sexual abuse to justice.

- Posts have been established to form the Case Progression Team (CPT) which will identify cases with strong evidence which are likely to result in charges being brought against the perpetrator. The team will focus on improving the quality of files presented to the Crown Prosecution Service (CPS) and will maintain and improve working relationships with other agencies. The activity of the Case Progression Team will ultimately seek to reduce offending and repeat victimisation resulting in better outcomes for complainants and access to justice.
 - In Q4, the Catalyst project has been ongoing. This project uses extracted data from Athena to map and uncover patterns of offending in relation to Child Sexual Exploitation and Abuse (CSEA). This data can then be used to inform strategies for targeting perpetrators and safeguarding potential victims. The project will now start to utilise open source material to improve the current data. 'Proof of concept' testing is underway.
 - The Essex Synergy First Responder Project continues. This initiative ensures every rape victim can speak to an Independent Sexual Violence Advisor (ISVA) within 24 hours of reporting an offence.
 - The Drink Aware project went live in December in the South of the county and launched in Chelmsford and Colchester in February 2020. Early feedback from Unit 7 Nightclub in Basildon demonstrates the effectiveness of the project. A Drink Aware Crew Member intervened with a perpetrator trying to sexually assault and isolate an intoxicated female. Police were contacted and the perpetrator arrested. Had Drink Aware not been present this could have resulted in more serious sexual offences occurring.
 - Operation RATIFY, is an operation whereby individuals who have committed a rape and / or sexual offence on multiple occasions over the past 18 months will be identified and proactively targeted to reduce future offending. The police tactics will include civil orders in order to restrict opportunities to offend. Already, one tier 1 offender (*who has committed six or more sexual offences including at least one rape, where at least one offence was committed in the last 18 months and offender is not currently in prison or being managed by MOSOVO*) has been stopped and searched and arrested for possession of a knife, removing that offender from circulation and being able to commit sexual offending.
- Page 34 of 81
- Operation AUSTRIA: An operation focused on investigating an attempted stranger rape and aggravated burglary of 76 year old lady in Witham in January. The offender has pleaded guilty.

Police and Crime Plan 2016-2020 – Quarterly Update 2019/20 Q4

Priority 6 – Protecting Children and Vulnerable People

Working with safeguarding partners and the Southend, Thurrock and Essex Safeguarding Boards we will:

Improve reporting of hate incidents through improved community engagement and greater use of Hate Incident Reporting Centres.

- The network of Hate Incident Reporting Centres (HIRCs) continues to grow. There are now 60 HIRCs county wide with 850 trained volunteers to support these centres. The network has facilitated the reporting of 81 hate crimes which would otherwise have not come to the attention of Essex police. Two volunteers have been recruited to help with administration of the HIRC network to ensure sustainability.
- The Strategic Hate Crime Partnership is in the process of conducting a review of the county's Hate Crime Strategy in order to set priorities for 2020/2021. The focus is likely to be on prevention and education, restorative justice and reducing repeat victimisation. The updated strategy is anticipated to be published in mid-2020.
- South Local Policing Area (LPA): The dedicated Hate Crime Officer remains committed to improving community engagement by holding regular events aimed at increasing awareness and encouraging reporting. Hate Crime data is shared through the local independent Advisory Groups to increase awareness, identify areas of under-reporting and discuss better ways to engage. The South LPA Detective Superintendent is also the force lead for Hate Crime and has recently been successful in recruiting a Police Support Volunteer who will be performing the role of a HIRC Co-Ordinator. Once in post, their role will be to build a network between the various HIRCS, share best practice and identify any knowledge gaps to improve service delivery.
- West LPA: A new hate crime lead has been appointed to ensure that the appropriate level of service is provided to all victims of hate crime. This includes regular review of hate crime incidents and identifying trends and repeat offenders. In the current circumstances surrounding Covid-19 we are also monitoring trends to identify quickly any hate crime linked to the pandemic.
- Plans are in place for a force wide induction day for the new Children and Young Person (CYP) Officers that have been recruited and will soon start their new roles. This will ensure all our CYP Officers are working consistently across the force and will include an input from our Youth Justice and Anti-Social Behaviour Manager.

Police and Crime Plan 2016-2020 – Quarterly Update 2019/20 Q4

Priority 7 – Improve Safety on our Roads

Working with the Safer Essex Roads Partnership we will:

Reduce the numbers of people killed or seriously injured on our roads through the work of the multi-agency Safer Essex Roads Partnership on enforcement, engagement and education.

- There were 168 Killed and Seriously Injured (KSI) casualties in the last quarter, down from 170 KSI casualties in the same period in 2018/19. 12 of these were fatalities, up from 8 in the same period in 2018/19.
- During Q4 a total of 346 drivers were arrested for drink driving compared to 353 during the same period in 2018/19. A total of 449 drivers were arrested for drug driving compared to 470 during the same period in 2018/19.
- Operation ORBITAL took place during March and involved all Police forces who have a policing responsibility for the M25. The Operation focused upon safety issues relating to heavy goods vehicle use, in particular driving whilst distracted and use of the route for criminality. Highways England (a key partner) loaned the use of their plain HGV tractor units for enforcement purposes and attracted significant media coverage. The Operation for Essex only resulted in 153 vehicle stops, 89 vehicles identified with offences and 110 driver hours infringements identified.
- The “Extra Eyes” Road Safety Campaign has during Q4 progressed onto using a new cloud based system which allows for far greater capacity for processing offences ensuring a secure and safe platform to store image data that can be used by the Courts. The Extra Eyes product will enable the increased use of digital images to enforce, educate and influence road user behaviour in the future.
- During Q4, road safety operations undertaken in partnership with The Safer Essex Roads Partnership stopped a total of 4,500 vehicles, seized 165 vehicles for having no insurance and made 151 arrests for road safety or crime related offences. The operations have resulted in 12,991 educational courses being offered for minor traffic offences over the 118 deployments during this period.
- Brentwood Borough Council’s Community Safety Team has now adopted the use of TRUCAM speed enforcement equipment which is operating at approved sites across the Brentwood District to enforce speed limits.

Extension of the Police and Crime Plan 2016-2020

Reference number: EPFCP/09/20

Report title: Extension of the Police and Crime Plan 2016-2020	
Report to: Essex Police, Fire and Crime Panel	
Report author: The Police, Fire and Crime Commissioner for Essex	
Date: 4 June 2020	For: Review
Enquiries to: Darren Horsman (Strategic Head of Policy and Public Engagement) Tel: (01245) 291604 / Darren.Horsman@essex.police.uk	
County Divisions affected: All Essex	

1. Purpose of Report

To provide the Panel with an opportunity to review the additional commitments and performance measures added to the Police and Crime Plan 2016-2020 as a result of the postponement of the Police, Fire and Crime Commissioner election due to the Coronavirus pandemic.

2. Recommendations

- 1) That the Panel reviews these revisions and makes a report / recommendations to the Police, Fire and Crime Commissioner (PFCC) as appropriate, and
- 2) That the Panel considers nominating members to work with the Commissioner's office to prepare a public document setting out these changes.

3. Context / Summary

3.1 Statutory context

Under section 5(1) of the Police Reform and Social Responsibility Act 2011, the Police, Fire and Crime Commissioner is statutorily required to produce a Police and Crime Plan within the financial year in which they are elected. The current Police and Crime Plan was therefore developed in 2016 and was designed to run until the elections originally scheduled for May 2020. The Plan consists of seven priorities and within each of these priorities are several tangible deliverables. These "We Will" statements, or commitments, were designed to focus effort and provide strategic direction during the initial four-year term.

The anticipated elections in May 2020 for Police, Fire and Crime Commissioner, along with the local council elections, were postponed for 12 months as a result of the coronavirus pandemic. As a result of this delay the government passed legislation extending the term of the current Police, Fire and Crime

Extension of the Police and Crime Plan 2016-2020

Commissioner for a further municipal year, with the next elections now scheduled for May 2021.

Under section 7 of the Police Reform and Social Responsibility Act 2011, a Police and Crime Plan has effect from the day on which it is issued until the last day of the financial year in which the next ordinary election is expected to take place. The Home Office's Police and Crime Commissioner Update (April 2020) therefore confirmed that the postponement of the PFCC election means that the Police and Crime Plan 2016-2020 will stay in place till the next ordinary election in 2021.

However, given the 12 month delay in the election and the fact that the original "We Will" statements within the 2016-2020 Plan were designed for a four year term, the Commissioner has taken the decision to extend the current Plan by altering the "We Will" statements to account for commitments already delivered and other work planned and ongoing in pursuit of the existing priorities and, where appropriate, adding additional measures to reflect these additional commitments. The other elements of the Plan, such as the vision, enablers and priorities will not change.

3.2 Development Process

From September 2019 to April 2020 the Commissioner ran a public engagement exercise called *MakeADifference*. This activity set out the progress that had been achieved over the last three and a half years and asked what respondents wanted to see from the Commissioner and Essex Police in the future. This programme included a range of engagement activity from face-to-face meetings, public meetings and group discussions to an online survey supported by a series of short videos, news articles and social media content. Activity was designed to reach a cross section of the public so to supplement the survey, which tends to be undertaken by a slightly older demographic, specific engagement was designed with young people and BAME communities. This included a Young Person Conference focusing on the emergency services developed in partnership with the Essex Young Assembly and the involvement of the Strategic Independent Advisory Group, Southend Ethnic Minority Forum and the Essex Faith Covenant among others.

This feedback was used as part of our ongoing engagement work and was originally intended to provide a basis for the development of the new Police and Crime Plan from May 2020 onwards. Given the current situation, we have used the feedback to inform the extension of the Plan.

The survey was completed by 730 people and showed a strong preference for more visible policing within communities, a focus on neighbourhood policing, tackling anti-social behaviour and tackling gangs and violent crime. The survey report is attached as Appendix 1 to this paper.

These high-level results correspond with the feedback we have received through our engagement activity since 2016. As part of the annual Paying for Policing Survey we have included a set question relating to where people would

Extension of the Police and Crime Plan 2016-2020

like to see extra investment. Since this has been run visible policing has been the most requested area for extra investment with anti-social behaviour and neighbourhood policing also being high on the list. One area that we have seen change over the last three years is the public desire for more investment in tackling gangs and violent crime, which has become more important to the public. This has been reflected both in our public surveys and our ongoing engagement programme.

Using this information as our guide we have worked closely with Essex Police to update and revise the “We Will” commitments within the Plan. We have also had the benefit of face-to-face workshops with the Police, Fire and Crime Panel, Council Leaders, Council Chief Executives, Members of Parliament for Essex and the Strategic Independent Advisory Group facilitated by the Police.

To supplement these workshops, we have also engaged with our partners from across Essex to seek their views and input. This has included the Essex Association of Local Councils, Neighbourhood Watch, Community Safety Partnership Managers, representatives from the business community, rural community and voluntary sector as well as several commissioned services.

This feedback has provided reassurance that the 2016-2020 Plan is still very much aligned to the priorities of the public and partners. The range of engagement has also given us the opportunity to refine and redraft many of the “We Will” commitments. While this process has been necessarily quick it has been productive, and we have been pleased by the level of engagement we have received. Input from the Chief Constable and the Police, Fire and Crime Panel has been incorporated into the attached “We Will” commitments.

3.3 Revised “We Will” commitments

The revised “We Will” commitments attached as Appendix 2 are the result of this engagement and have regard to the recommendations received from the Panel. They include a number of “We Will” commitments that were in the original 2016-2020 Plan, a number that have been updated to reflect the specific area of focus for the next 12 months and a variety of new commitments that are designed to address the increased concern around gangs and violence and the potential challenges raised by the COVID-19 pandemic.

3.4 Performance Measures

To reflect the revised “We Will” commitments several extra measures have been included and a new complete table of performance measures is included as Appendix 3. As this is an extended Plan and not a new Plan we have mainly kept the original key performance measures but have added several new measures which are clearly shown on the table at Appendix 3. These new measures take advantage of our improved performance measurement techniques such as the ability to utilise the Crime Severity Harm Score that takes the average sentence for offences to provide a much clearer barometer of the level of harm caused by all crime in Essex.

Extension of the Police and Crime Plan 2016-2020

Given the short-term nature of this extension these new measures will run side by side with the established measures for the period of the Plan so we can track progress for the full five-year period of the plan and the one-year extension.

3.5 Next steps

In order to maximise the time available to us, the Commissioner intends to implement these revised “We Will” commitments as the basis of their performance and scrutiny meetings with the Police with immediate effect.

At the same time, we plan to develop these into a more public friendly document to help the public and partners understand and get behind the extended Plan. We anticipate that the extension to the Plan will be published by the end of June.

To help develop and refine this document we would welcome the input from representatives of the Panel.

4. **Appendices**

Appendix 1 – *MakeADifference* Evaluation Report

Appendix 2 – Revised “We Will” Commitments

Appendix 3 – Revised Performance Table

Make a Difference Campaign

Final Report on Survey Findings

April 2020



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Who gave their views?	10

Introduction

In 2016, the Police, Fire and Crime Commissioner asked people in Essex what they wanted from Essex Police. Working with police officers and staff, and partners from across Essex, the findings were used to develop the 2016 Police and Crime Plan. A survey was again carried out in order to find out the views of Essex residents to help inform the plan for police funding in 2019/2020.

This set the seven policing priorities to protect Essex, which are:

- ❖ More local, visible and accessible policing.
- ❖ Crack down on anti-social behaviour.
- ❖ Breaking the cycle of domestic abuse.
- ❖ Reverse the trend in serious violence.
- ❖ Tackle gangs and organised crime.
- ❖ Protecting children and vulnerable people.
- ❖ Improve safety on our roads.

Since developing the 2016 Police and Crime plan, Essex Police has funded 368 more officers (by April 2020 compared to 2016). Essex also has the second largest and fastest growing Special Constabulary in the country. Essex Police has worked to bring the numbers of incidents relating to anti-social behaviour, burglary and theft down, and has led the fight against gangs, county lines and violence with the development of a specialist Violence Reduction Unit.

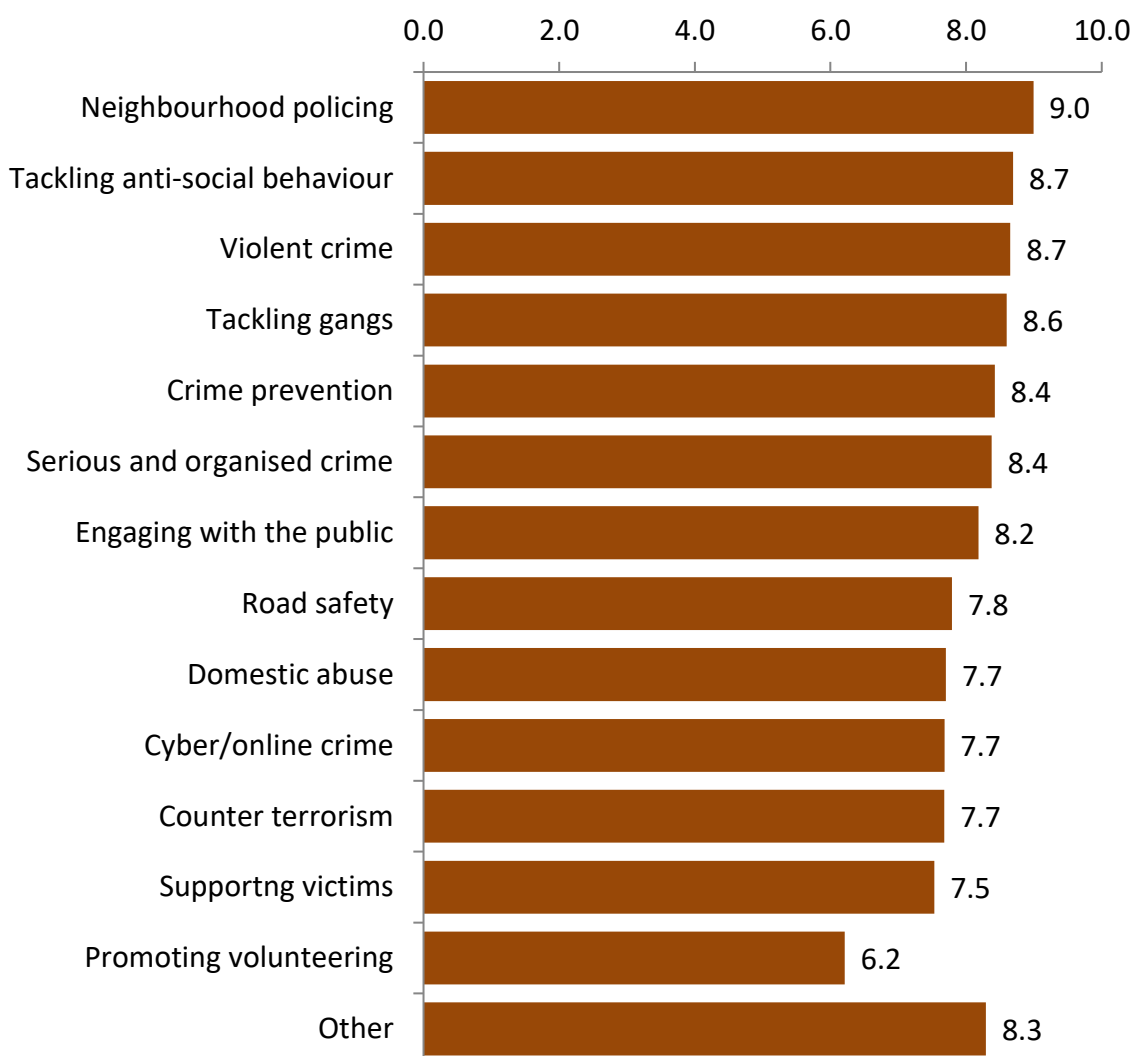
However, the challenges have also continued to change and Essex Police knows they need to do more to tackle violence in our communities and see the reduction achieved in anti-social behaviour, burglary and theft mirrored in violent crime and drugs. Essex Police wants to prevent crime happening in the first place and can achieve this by working with the people in Essex so there is no space for criminals to thrive and ensuring that the most vulnerable people in our communities remain safe.

The current Police and Crime Plan ends in 2020 and work will begin soon on preparing the next iteration of the plan, following the next PFCC elections in May 2020. As part of developing the next Plan, the Police, Fire and Crime Commissioner asked the people of Essex again what they want from their police force via a survey launched in September 2019. This report summarises the findings of the 730 responses received up until 24th April 2020.



Findings so far

Respondents were asked how important the issues below are to them, on a scale of 1 to 10 where 10 is the most important. The issue ranked highest in importance was neighbourhood policing, followed by violent crime, tackling gangs, tackling anti-social behaviour, crime prevention, and serious and organised crime.



156 respondents provided a suggestion for other priorities. 26 people suggested having more police patrolling, greater police visibility or having more police available while 9 wanted police stations to be open and 5 wanted community policing.

“Visible presence. You never know what you have just deterred. Just because you can’t measure it for your stats, doesn’t mean you’re doing nothing!”

“We need a huge increase in fully licensed and empowered officers both on foot and in/on vehicles.”

“Put police on the streets and have background people to do the supporting roles e.g. Victim Support, Crime Prevention, Promoting Volunteering. Take away the burden of these from our police and free them up to do the job.”

“Back to when the local bobby was a child's friend, the phrase 'Go and ask a policeman' showed a trust in the police force.”

11 respondents suggested the protection of vulnerable people and/or prevention activities.

“Investigating crime promptly and offering a safe and effective service to the public.”

Other suggestions made were to tackle...

- Road issues (16 people)
- Drug dealing (14 people)
- Burglaries (14 people)
- Drug use (6 people)
- Car theft (5 people)
- Hare coursing/wildlife/rural crime (8 people)
- Hate crime (4 people)
- Knife crime (2 people)
- Anti-social behaviour, including vandalism (5 people)
- Rough sleeping/begging (4 people)
- Other things, including stalking, shop lifting, door step fraud, dog theft and fly tipping (18 people)

There were also a number of other suggestions, as follows:

- Engagement and /or communication with the public.
- Greater collaboration with the Fire Service.
- More training for support officers and detectives.
- Providing specialist policing rather than increasing the number of 'non' specialists.
- Giving PCSOs all the powers that are allowable.
- Scrapping the lone crewing of officers.
- Integration with the Fire Service.
- Supporting Neighbourhood Watch.
- Investigating crime promptly.
- Giving victims the confidence to press for charges.
- Better recognition of the profits made by drug dealers in their sentencing.
- Clearing roads more quickly after accidents.
- Greater value for money.
- Stop wasting resources on “alleged hate crimes”.

Other comments

When asked if there was anything else respondents would like to say about policing in Essex, a total of 274 people gave a comment. The largest number of comments (28%) were about having greater police visibility or availability.

"I understand there has been an increase in police, and I am reassured by reports on solving many crimes. However, I really feel we need more police to be seen in the area, hopefully to act as a deterrent to out of area thugs! Not knocking the Police, you do a great job, but need to be seen more!"

"People need to see more police on the beat. A visible deterrent will go a long way to preventing anti-social behaviour, neighbourhood crime, and even organised crime/gang culture."

"All of these are important but the crux of everything is visible policing...this can meet many needs e.g. reassurance and support, crime prevention, and detection, problem solving for community issues."

"There is barely any visible policing anymore, our streets and communities need to have police either walking or cycling the beat. It would certainly lead to a beneficial and positive outcome to develop relationships and more respect for the police."

15% of the comments were about the need for more police, with some respondents linking this to the need for a greater police visibility.

"The number of police officers needs to increase to give a higher presence which acts as a deterrent. Burglary is on the increase because offenders will be long gone before a police officer arrives."

"I am sure everybody is aware of the pressures that the Polices forces are under However, there appears to be very little progress in the promised increase in police officers numbers. Less resources only means an increase in all crimes. I am sure that those that are responsible are working towards bringing back a higher police presence but a visible progress on the promises made would be good."

"Promises made re extra policing are bogus. The promises made for an extra 20,000 police officers will simply replace the 30,000 shed under the Home Secretary Teresa May. Colchester Division is often staffed by 2-3 police officers. People are being left to investigate crimes which are not even recorded. The general public are being sold a pup when it comes to policing."

14% of the comments made suggested that neighbourhood policing is key to reducing crime and/or should be brought back, with another 4% suggesting greater engagement with communities or education of young people.

"Local residents need the facility to see local police and engage with them - this isn't happening at the moment. The 'Cops with Coffee' initiative is a good way of introducing the local officers to people but doesn't really create community interaction. People need to speak to a person at the time they have an issue not just at specific times of the month. With a base/office at the Fire Station this could possible provide a more effective policing model."

"Need more 'beat bobbies' - a visible presence, and a bobby who knows his neighbourhood is a good way of pre-empting all forms of anti-social activity."

"Very disappointed in Essex Police in recent years, particularly in their engagement with the public on a local level allowing a generation of young criminals to proliferate without any checks or balances where the fear of being caught was concerned. I feel that the direction senior management took under the financial pressures imposed by central government were wrong and although this is 2019, a good relationship with communities at street level is vital. Technology might abound, but people are at the root of society and this must not be forgotten again."

"I'd like to hear of much more engagement in schools. I feel sure that our Junior Neighbourhood Watch sessions got a lot of kids on the Police's side rather than against."

7% of the comments made related to the need or wish to have police stations open or available: this was linked by some respondents to the other themes above.

"Since closing Pitsea Police station there has been visible rise in crime two or more killed, stabbing, robberies time to reopen the station and put the PC and PCSO back on the street."

"Police Stations need to be open longer. As I work 9 to 5pm and whenever I attend a police station in Essex they are closed. These are important places in people's lives and we like to rely on police station to be open. They need to be open until at least 7pm."

"As a rural resident, our local police stations have closed (Great Yeldham, Halstead). It's a place called Stambourne and when we have had burglaries, officers have been sent from Stanway near Colchester or even further away. They don't know the area. That's if they decide to turn up. Stations that are nearer are often unmanned. There isn't local policing any more in this area and I'm appalled by what's been happening."

Positive comments about the police were received from 18% of respondents.

"My opinion would be that you do a fabulous job in difficult circumstances, there will always be a shortage of staff both uniformed and civilian and there will always be challenges that stretch the police force further each time."

"My very limited contact with Essex Police Officers has always been positive - officers were polite, used common sense and were good humoured. You should be proud of your front line officers."

"An impressive police service largely staffed by dedicated and professional officers and support. Long may it continue."

"I think things have improved greatly over the past couple of years. The Specials have gone a long way to increase police visibility in towns where police stations have closed, have helped stem antisocial behaviour and generally are incredibly good for our town."

20% of comments were made by respondents wanting police to tackle the following crimes:

- Drugs (31%).
- Anti-social behaviour or low level crime (30%).
- Road issues (28%).
- Burglary (11%)
- Gangs (13%).
- Knife crime (7%).

“The one thing that seems to be missing from the list of priorities is police response to burglary. Burglary, whilst many might consider petty and not worth the dedication of significant police resources, is a crime which devastates lives as it not only involves the loss of irreplaceable personal possessions but leaves emotional scars on victims as a result of having had their homes invaded often leading to them having to move to escape the emotional trauma which involves huge cost as well upheaval in their lives. The police response is often slow to the point of being virtually pointless and the thieves know it so there is very little deterrent.”

“In Ingatestone there is a lot of vehicle crime and burglary during the night but not a lot is done about it. I've lived in Ingatestone for over 30 years and now don't feel safe in my home at night and worry about my 90 year old mother who also lives there. I also worry about drugs gangs coming out from London and having such an influence on local children.”

“Low level anti social behaviour, littering, graffiti and casual drug taking in public places should be tackled.”

12% of respondents wanted an improved response by police, with many clearly unhappy based on personal experiences.

“Disappointed with Police reaction to the above. Particularly when told that Detectives do not work on Burglary and Theft cases. 6 weeks since our latest theft and no visit or statement taken. We take the trouble of installing and recording CCTV compiling evidence including vehicle registration details which are not acted on.”

“A resident in my village received no response to a 999 call. All 999 calls should receive response, even if it's follow-up phone calls within a short space of time for evaluation and verbal support. Time wasters (e.g. drunken calls) should be pursued with fine and publication.”

“I feel pretty disappointed. Having had a car burglary on my driveway over a year ago which Essex Police investigated and found the person responsible, but CPS are still deciding if they can prosecute. I have numerous emails and letters, nothing conclusive has resulted. We know his name and where he lives and still carrying on committing crimes. It's basic stuff but as a victim it feels like not enough has been done. I personally had to ask police to connect our crime with another local crime on same night which led to the guy being caught. Really frustrating and feels like he isn't being punished at all.”

“The highest priority should be to ensure that appropriate resources are available to respond effectively and quickly to emergency incidents 24/7 365

days. Concentrate on crime and criminality rather than being a surrogate service function."

5% of comments were from respondents wanting tougher sentences for criminals.

"Increasing incidents of all types of anti social and crime behaviour are of concern to all. The efforts of the police are much appreciated but there is concern that there are insufficient numbers of officers to deal with the ever worsening problem. Blaggards seem unconcerned about the risk of jail, most are not sentenced appropriately to fit the crime and are soon back on the streets. I appreciate that prisons are close to overfill so it is an ongoing worrying scenario."

4% of comments were made by respondents who felt that the police response to crimes in rural communities, and their presence there, is poor and needs to be improved.

"Living in a rural community our residents would like to see more visibility of police in the area and not just in the main towns. Rural crime is on the increase as we are seen as easy targets. More advice on what we can do as a community would be greatly appreciated and knowledge of how we can get a dedicated Police Officer in our area would be nice."

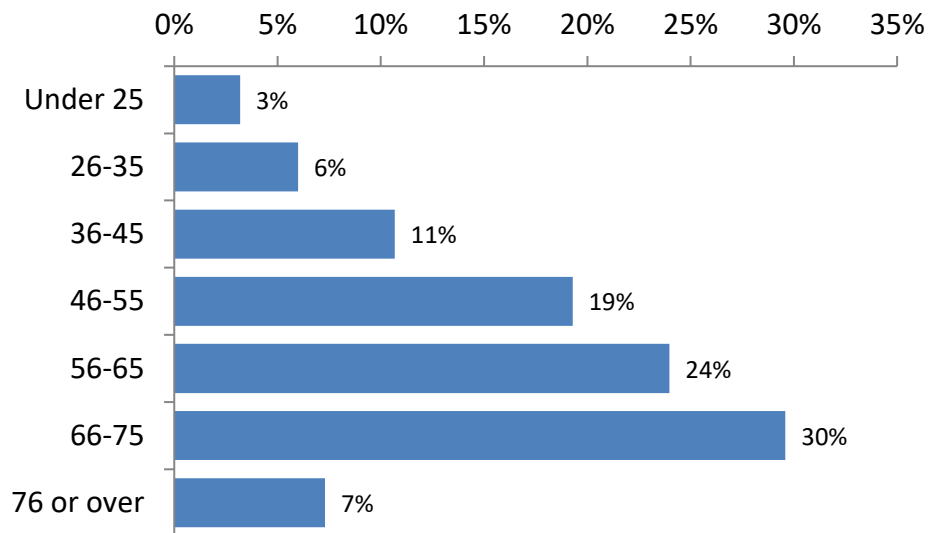
"It is non existent in the villages, where we are neglected and never see the police, as they are concentrating purely on the Town Centre. We never see the police despite the ever growing problem of theft/drugs/ASB in the area. Crimes, such as theft are no longer investigated, even when we have CCTV evidence clearly showing criminals in action. We are badly let down in the villages and are in serious need of more rural police and to be listened to and visited when a theft of a business has occurred. It's shameful and very disappointing to be ignored in this way."

4% of respondents felt that the police service has reduced in the past years and/or provides a poor service.

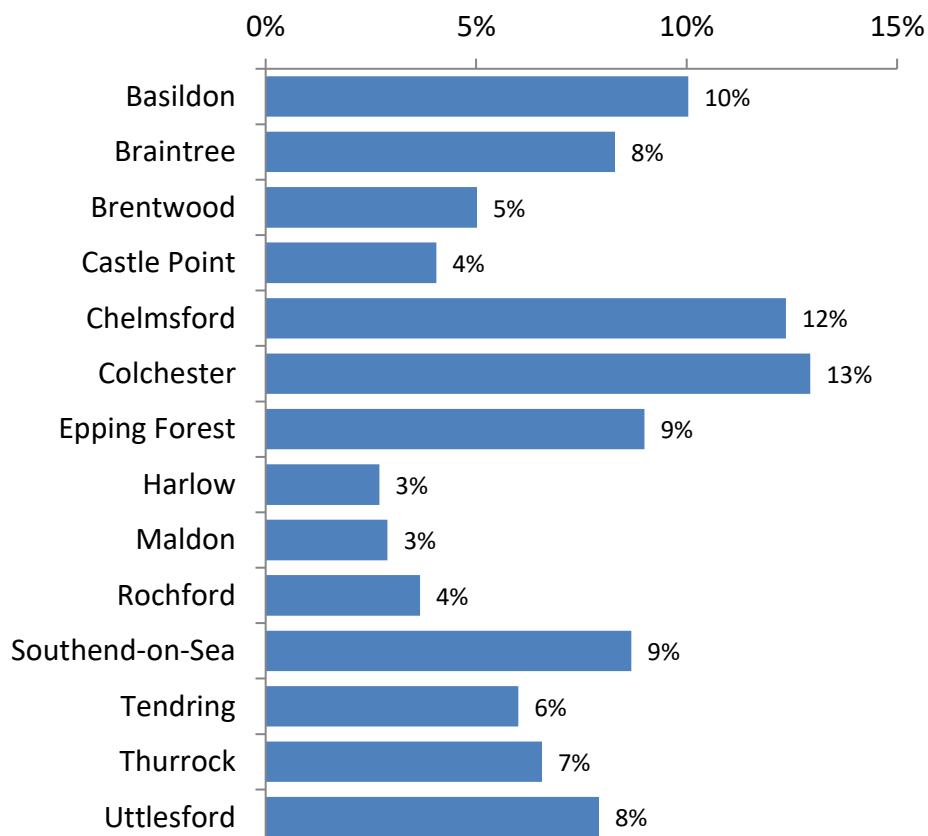
"Despite the claim that more has been achieved I and a lot of my family and friends don't believe it. This despite the police portion of the council tax going up. I see with my eyes what's going on, not what councillors or politicians tell us, and in the last 3 yrs we have seen police stations shut and no police on the beat, shocking, and I don't believe this will improve."

Who gave their views?

730 people have responded to the survey so far. 57% of respondents were male, 94% were English/Welsh/Scottish/Northern Irish/British, and the age ranges are shown below.



The responses by home district/unitary authority are shown below.



This report published in April 2020.

The information contained in this document can be translated, and/or made available in alternative formats, on request.

Local Visible Accessible Policing

We will:

- Provide strong visible, preventative policing in crime and anti-social behaviour hotspots, town centres, neighbourhoods and around the night-time economy.
- Develop preventative, proactive, problem solving policing activities by working with Community Safety Partnerships (CSP), including embedding officers in local CSPs and Hubs.
- Develop a series of shared spaces for officers to use such as in fire stations and local community centres.
- Work with local communities, including through the Community Special Programme, to increase visibility, boost the Special Constabulary and prevent crime in their communities.
- Make it easier to contact the police. Improve the 101-response time, encourage online reporting and realise the benefits of the national Single Online Home solution.
- Deliver the next stage of Mobile First policing so officers have better access to technology and can spend less time behind desks and more time visible and dealing with issues in their communities.
- Work with schools, voluntary and statutory youth services to engage with young people, build confidence in policing, prevent crime and promote safe behaviours.
- Boost community volunteering, encouraging the Active Citizen Programme and grow the police family – doubling the Special Constabulary, with a Special Constable in every community.
- Support increased participation in Community Safety by supporting schemes such as Neighbourhood Watch, Street Pastors, Community Speed Watch, Volunteer Police Cadets and others.
- Help businesses recover and thrive after the impact of COVID-19 by implementing the Crime Against Business Strategy
 - Support the development of local crime prevention groups, such as Business Improvement Districts or Colchester Businesses Against Crime.
 - Share intelligence and best practice with businesses
 - Grow employer supported policing
 - Tackle emerging crime types
 - Crack down on incidents of violence against businesses and their employees
 - Promoting the effective use of dispersal orders, behaviour orders and civil remedy

- Work with our rural communities to strengthen our response to preventing and fighting crime in rural areas through implementing the Rural Crime Strategy
 - reassure rural communities and reduce the fear of crime
 - prevent crime
 - gather (and share) intelligence
 - bring to justice those who commit crimes in rural areas
 - offer advice and support, and develop crime prevention plans
 - develop the Farm and Rural Watch network
 - work with neighbouring forces
 - host Rural Crime Awareness events
 - work with key partners and the community
 - Deprive criminals of their means to commit crimes.

So that communities have more confidence in Essex Police.

Crack down on Anti-Social Behaviour

Working with partners we will:

- Tackle anti-social behaviour to prevent longer-term and more serious crime.
- Target repeat and high harm anti-social behaviour through the continued development of Community Safety Hubs to include police, Essex County Fire and Rescue Service, Community Safety Officers, licensing, housing and environmental health in every policing district.
- Make greater use of Restorative Justice (RJ) to help put right the harm caused by anti-social behaviour, making clear to perpetrators the effect their behaviour has on individuals and communities.
- Improve the response of police and partners to anti-social behaviour by listening to local communities and drawing on evidence to increase public confidence.
- Support the community spirit shown throughout the COVID-19 crisis to strengthen communities, tackle ASB and ensure criminals have no place to thrive.
- Improve engagement and communication between the police and local communities so the public have confidence that the police understand and act on local issues, and the public have access to advice on crime and anti-social behaviour in their area.

So that anti-social behaviour is effectively tackled by police and partners

Breaking the cycle of Domestic Abuse

Working with and through the Domestic Abuse Strategic Board to deliver an ambitious programme of transformation we will:

- Support victims and their families affected by domestic abuse to feel safe, cope and recover through targeted help and jointly commissioned services.
- Train and develop front line professionals to recognise the signs and indicators of domestic abuse and to know how and where to go to for help.
- Support victims of domestic abuse who have also experienced sexual abuse, ensuring they receive the specialist help and advice they need.
- Understand the impact of the COVID-19 pandemic on domestic abuse and help those affected cope and recover, while ensuring the risk of offending is reduced.
- Support the Southend, Essex and Thurrock Domestic Abuse Board by providing leadership and helping develop and embed the new strategy.
 - Ensure victims' voices are heard and used to inform our service development and the development of peer support networks.
 - Alter the behaviour of perpetrators and reduce offending by commissioning innovative programmes.
 - Develop clear and consistent pathways for children and young people to report their domestic abuse concerns
 - Expand earlier intervention at primary school level/early years settings and have specific interventions on healthy relationships available along with support service pathways
 - Promote our commissioned domestic abuse services' single point of access to ensure victims get the support they need to cope and recover.
 - Work with the Criminal Justice System to monitor the use and effectiveness of the legislation and processes in managing domestic abuse offenders.
 - Deliver targeted domestic abuse campaigns on key topics including promoting domestic abuse awareness within communities, and the business sector, encouraging healthy working environments.
 - Use body worn video to improve successful outcomes in domestic abuse cases and ensure more perpetrators are brought to justice
- Understand and tackle the specific nature and impact of domestic abuse in rural communities.
- Increase the use of restorative justice as a proven way to prevent domestic abuse reoffending and help victims cope and recover.

So that domestic abuse victims are and feel safer and perpetrators are brought to justice.

Tackling gangs and serious violence

Working with partners we will:

- Ensure victims of rape and sexual violence receive the help and support they need, and work with criminal justice partners to ensure that perpetrators are brought to justice.
- Increase the number of successful rape and sexual abuse prosecutions and encourage more victims to come forward by improving the quality of investigation cases and the way technology is used to provide compelling evidence.
- Deliver against the Rape Prevention Strategy.
- Publish and support the Sexual Abuse Strategic Partnership to deliver the Essex Sexual Abuse Strategy and objectives, including:
 - prevent abuse,
 - tackle perpetrators,
 - increase communications,
 - ensure an efficient criminal justice system
 - improve young people's understanding of consent and abuse
- Increase the number of referrals to the Essex Restorative and Mediation Service, to support those impacted by sexual violence and abuse and domestic abuse.
- Tackle the serious violence caused through domestic abuse by the activities set out within this Plan.
- Bring violent offenders to justice through targeted police enforcement, working closely with neighbouring forces such as the Metropolitan Police.
- Deliver co-located responses to tackle drug, alcohol and substance misuse – getting more people away from dependency into treatment.
- Improve management of dangerous offenders in the community by closer collaboration with probation and criminal justice partners.
- Tackle perpetrators who groom individuals or groups, with a particular focus on victims who are targeted online.

Working through the Violence and Vulnerability Partnership we will:

- Deliver on the priority areas for the Essex Violence & Vulnerability Unit, including:
 - supporting staff, including frontline workers, to respond to the needs of young and vulnerable people,
 - listening to and acting on what communities want,
 - building awareness of how gangs operate and exploit the vulnerable so that we can improve our response,

- targeting areas experiencing high levels of gang activity
 - preventing vulnerable people being pressurised into returning to gangs once they leave custody
- Secure extra funding from government and use this on evidence-based initiatives that are proven to tackle gangs, county lines and exploitation in Essex.

So that the number of people killed and seriously injured as a result of gangs and serious violence across Essex is significantly reduced and the exploitation of vulnerable people is prevented.

Disrupt and prevent organised crime

Working with partners we will:

- Support victims of human trafficking and modern slavery including sexual exploitation working closely with UK Border Agency (UKBA), National Crime Agency (NCA) and national and regional partners to bring perpetrators to justice.
- Channel funds seized from criminal groups back into policing priorities for local communities.
- Disrupt and prevent organised drug distribution through improved intelligence shared between the police, partners and local communities to limit the harm drugs cause.
- Limit the ability of illegal gangs to operate by encouraging local authorities and employers to work with landlords and private sector partners to ensure immigrant identification checks and controls by landlords are implemented in the right way.
- Use roads policing to target people and vehicles who cause harm to our communities, especially those who are involved in serious and organised crime, through automatic number plate recognition (ANPR), other intelligence gathering and disruption activities.
- Work with the Environment Agency and rural communities to tackle large scale industrial fly tipping committed by Organised Crime Groups.
- Work with businesses and individuals to help them protect themselves from cyber enabled crime such as online fraud.

So that crime does not pay and organised crime is disrupted.

Protecting children and vulnerable people from harm

Working with safeguarding partners and the Southend, Thurrock and Essex Safeguarding Boards we will:

- Promote prevention and early intervention to keep children safe from all forms of abuse including child sexual abuse, emotional abuse, physical abuse and neglect and Child Sexual Exploitation (CSE).
- Promote and encourage partnerships to challenge and support Essex Police to deliver and sustain improvements to outcomes in child protection interventions.
- Work with frontline professionals including doctors, nurses, teachers and social workers to identify signs of abuse and understand how best to refer victims for support.
- Improve reporting rates of sexual abuse and ensure victims have access to appropriate support.
- Use initiatives such as street triage to intervene early to help people with mental health, alcohol and drug misuse issues, to stay safe and stay out of the Criminal Justice System where appropriate.
- Deliver awareness campaigns for children and young people to improve understanding of healthy relationships through schools and public health information.
- Respond to the needs of individuals and local communities who are vulnerable to specific crime types such as hate crime, elder abuse, harassment, human trafficking, female genital mutilation (FGM), forced marriage and honour based abuse (HBA).
- Improve reporting of hate incidents through improved community engagement, improved reporting through Victim Support and greater use of Hate Crime Reporting Centres.

So that children and vulnerable people are kept safe from harm.

Improve safety on our roads

Working with Safer Essex Roads Partnership

- Build on the success of reducing those killed or seriously injured on our roads by working with our partners on the Safer Essex Roads Partnership to set an ambitious long-term target for significant further reductions.
- Undertake targeted, preventative operations to make it harder for criminals to use our road network to commit crime.
- Train more Community Speed Watch Volunteers to use technology so they can issue enforcement notices for bad driving.
- Invest in the rapid expansion of the “extra eyes” programme so drivers can report poor and dangerous driving.
- Increase enforcement activity against drug drivers, provide a focused deterrence for repeat offenders and a clear public messaging campaign to detect and deter people from committing this offence.
- Improve take-up of safe driving programmes, working with drivers to prevent harm and change behaviours so they understand their responsibilities for safe driving, with a focus on high risk drivers such as young men between the ages of 18-24.
- Maximise the use of police technology such as drug wipes, speed detection devices and automatic number plate recognition (ANPR) to prevent harm, identify and change the behaviours of those who break the law.
- Work with partners to ensure appropriate road traffic regulations are in place, such as speed limits, cameras and safe road design.

So that fewer people are killed or seriously injured.

Police and Crime Plan Priorities		Police Priority Indicators	Current Measure	Proposed Additional Measure
Priority 1 - More local, visible and accessible policing	Percentage of people who have confidence in policing in Essex		Yes	
	Confidence in the local police (CSEW)		Yes	
	Number of all crime offences		Yes	
	Harm (Crime Severity) Score v. Most Similar Group of Forces (MSG) - all crime			Yes
	Emergency response attendance within 15 minutes (urban) or 20 minutes (rural)			Yes
Priority 2 - Crack down on anti-social behaviour	Number of anti-social behaviour incidents		Yes	
	Percentage of people who have confidence that the policing response to ASB is improving		Yes	
Priority 3 - Breaking the cycle of domestic abuse	Number of incidents of domestic abuse		Yes	
	Number of repeat incidents of domestic abuse		Yes	
	Number of domestic abuse arrests			Yes
	Number of Domestic Violence Protection Notices (DVPNs) and Protection Orders (DVPOs)			Yes
	Number of domestic abuse offences solved			Yes
Priority 4 - Reverse the trend in serious violence (including Gangs)	Number of homicides		Yes	
	Number of Violence with Injury offences		Yes	
	Harm (Crime Severity) Score v. Most Similar Group of Forces (MSG) for Violence with Injury, Rape, Other Sexual Offences and Robbery of Personal Property			Yes
	Number of Violence with Injury, Rape, and Other Sexual Offences solved			Yes
	Stop and search for weapons			Yes
	Knife-enabled crime			Yes
Priority 5 - Organised Crime (including Gangs)	Number of Organised Crime Group disruptions		Yes	
	Trafficking of drugs arrests		Yes	
Priority 6 - Protecting children & vulnerable people	Number of child abuse outcomes		Yes	
	Child abuse solved rate		Yes	
	Child Sexual Abuse/Exploitation investigations			Yes
	Modern Slavery referrals made to the National Referral Model (NRM)			Yes
Priority 7 - Improve safety on our roads	Number of driving under the influence of drink and/or drugs on Essex roads		Yes	
	Number of driving related mobile phone crime on Essex roads		Yes	
	All people killed or seriously injured (KSI) in road collisions		Yes	

Response to the CoVID-19 Pandemic

Reference number: EPFCP/10/20

Report title: Response to the CoVID-19 Pandemic	
Report to: Essex Police, Fire and Crime Panel	
Report author: The Police, Fire and Crime Commissioner for Essex	
Date: 4 June 2020	For: Noting and comment
Enquiries to: Darren Horsman (Strategic Head of Policy and Public Engagement) Tel: (01245) 291604 / Darren.Horsman@Essex.police.uk	
County Divisions affected: All Essex	

1. Purpose of Report

This report provides an overview of the response to the CoVID-19 pandemic by the PFCC, Essex Police and the Essex County Fire and Rescue Service.

2. Recommendations

This information is for the Panel to note.

3. Context / Summary

3.1 The Essex Resilience Forum (ERF)

The Essex Resilience Forum (ERF) is a multi-agency partnership made up of local councils, emergency services, health providers, the voluntary sector and many more organisations working together to plan, prepare for and manage a multi-agency response to a major incident or emergency. The reason this partnership exists and we plan for these large scale events is due to the Civil Contingencies Act 2004, which came into effect in order to ensure that the UK is better prepared to cope with the risks that it faces.

Following the outbreak of the COVID-19 pandemic, the Essex Resilience Forum stood up a Strategic Coordinating Group (SCG). The SCG was put into action to provide coordination and alignment across member services in Essex. The SCG is jointly chaired by Chief Constable BJ Harrington and Deputy Chief Fire Officer, Rick Hylton. The two Chairs rotate responsibility to provide resilience. The purpose of the SCG is to:

- Minimise the risk to the public by assisting Public Health to contain the spread of the virus and to support the contact tracing.
- Maximise, where practicable, the safety of staff and partners by providing advice and appropriate PPE where necessary.

Response to the CoVID-19 Pandemic

- Ensure business continuity plans are in place to enable the provision of key services and continued delivery of essential services to the public.
- To reassure the public by supporting Public Health guidance and Public Health messages.
- To ensure that any community tensions and intelligence / information are effectively managed through the strategic co-ordinating group and existing structures.
- To support Local Resilience Forum partner agencies and local communities to mitigate the impacts of the virus.
- To ensure a coordinated approach to any arrivals to the UK (by air or sea) of persons who pose a Public Health risk arising from Covid-19.
- To promote a return to business as usual and restoration of disrupted services at the earliest opportunity.

To support the work of the SCG and provide consistency of messaging, a Multi-Agency Information Cell (MAIC) has been formed which provides daily updates from all of the key services on which COVID-19 is impacting in Essex, including health partners, the East of England Ambulance Service, Essex Police, the Essex County Fire and Rescue Service, ports and airports, and local authorities. There are also various Tactical Coordination Groups (TCGs) reporting to the SCG, each with responsibility for one specific workstream. TCGs are formed and closed depending on need. At the time of writing, the TCGs in operation include:

- Death management
- Shielding the vulnerable
- Care Provision – Adults and Children
- Community capacity
- Education and key workers
- Personal protective equipment (PPE)
- Testing
- Regulations and business closure
- Faith and social cohesion
- Data management
- Volunteers
- ERF resilience
- Restoration
- Communications

This joined up multi-agency approach is delivering against the expectations of the government. The SCG is meeting twice-weekly and coordinating the plans and response for Essex. This means that agencies are working together, keeping everyone across Essex as safe as they can, and providing the most up-to-date information as possible.

3.2 The PFCC's Response

Both the PFCC and Essex Police have devised and implemented new ways of delivering services whilst protecting statutory rights. Video consultations have

Response to the CoVID-19 Pandemic

been enabled between officers, detainees and their solicitors across Essex custody suites for the first time and the PFCC's Independent Custody Visiting (ICV) scheme has played an important role in ensuring that detainees have continued to be treated as expected (including in respect of access to PPE) during the outbreak. The PFCC's staff have also adapted the ways in which they deliver the PFCC's Restorative and Mediation Service during this time, ensuring that both victims and perpetrators continue to have access to the restorative justice process as a means of helping the former to cope and recover and the latter to understand the impact of and alter their offending behaviours.

The PFCC has repurposed up to £150,000 of the 2020/21 Community Safety Development Fund as a contribution to the Essex Coronavirus Response and Recovery Programme administered by the Essex Community Foundation to support voluntary and community organisations that are responding to and have been adversely impacted by the pandemic. Making this funding available firmly cements the PFCC's partnership work with emergency services, health partners, councils, faith groups and the voluntary sector under the banner #EssexUnites. The funding has already helped several local organisations support those experiencing domestic abuse, vulnerable young people and those at risk of homelessness. The PFCC has also funded the Essex Chamber of Commerce to establish a business support helpline and to match offers of support from the business community with demand across the county.

Throughout the pandemic, the PFCC has produced a weekly video message in order to provide information and reassurance to the people and businesses of Essex and is continuing to engage with the public using social media, including by hosting public meetings on Facebook Live.

The PFCC continues to receive weekly briefings from the Chief Constable and the Chief Fire Officer / Chief Executive on the impact of CoVID-19 on Essex Police and the Essex County Fire and Rescue Service and their response. The PFCC has also convened regular teleconferences of the membership of the Essex Criminal Justice Board (ECJB), whilst the Deputy PFCC has convened fortnightly meetings of the Southend, Essex and Thurrock Domestic Abuse Board (SETDAB) in order to ensure that key stakeholders are kept informed of developments and effective channels of communication are maintained. Finally, the PFCC has played a key role in arranging regular, remote briefings of MPs.

3.3 The Essex Police Response

Essex Police's primary roles during this difficult time have continued to be to save lives, respond to emergency calls and provide reassurance to the community. It has maintained an operating status of "green" or "blue" (no impact) throughout the pandemic.

The Essex Police response is led by a Gold Commander who is responsible for the ongoing assessment of the threat, harm and risk posed to the county by CoVID-19. The force has detailed business continuity plans which have been

Response to the CoVID-19 Pandemic

activated as necessary to ensure that police presence is maintained across the county and that the public and partners are reassured that the Force Plan is being delivered irrespective of the circumstances and that the force is continuing to help people, keep people safe and catch criminals. Business continuity measures include calling in officers not currently on duty to provide resilience to frontline services; increased remote working; deploying single patrols where operationally appropriate and implementing social distancing measures while undertaking operational activities. In contrast to the national trend, sickness levels in Essex Police have decreased during the pandemic and the force has experienced one of the lowest levels of absenteeism nationally during this period. Applications to join the force have increased compared with the same time last year, and reconfiguration of the force's methods of delivering training in compliance with social distancing guidelines have enabled all probationer training to continue and delivery of the force growth plan to remain on track.

As a result, there has been no change to the way in which the force has responded to incidents in Essex. Officers have continued to respond under the usual command and control system and through existing team structures. Operational staff are empowered to make decisions in the best interests of the public and have successfully managed changing demand. Core business delivery through team briefings and other essential communication is being maintained. Overall crime has reduced during the pandemic and, as at 29 April 2020, outstanding suspects for the force were at their lowest level since April 2017.

At the start of the coronavirus outbreak, the Government introduced enforcement powers to allow police forces to deal with people who do not comply with sensible social distancing. In line with guidance issued by the National Police Chiefs' Council, the approach Essex Police has taken to encourage the public to adopt the measures necessary to defeat CoVID-19 has been to advise, explain and appeal to people to do the right thing, only using enforcement when absolutely necessary and when reasoned conversations have failed; for example, by instructing gatherings of three or more people to disperse, removing any person from that gathering to their home, or issuing fixed penalty notices. In the main, this approach continues to be well-received by members of the community.

Like the PFCC, Essex Police has also maintained engagement with the public. Some engagement forums such as public meetings and "coffee with cops" have been replaced with outdoor patrols on foot and in vehicles as well as online "virtual conversations" in order for officers and staff to be visible and accessible but safe, in line with Government advice.

Essex Police has been sharing advice and guidance from Action Fraud and has delivered a home safety campaign providing advice and support to potential victims of online sexual offences, domestic abuse and cyber crime (including fraud). The purpose of the campaign has been to:

Response to the CoVID-19 Pandemic

- Provide potential and existing victims with support and advice on staying safe;
- Alert potential and existing perpetrators that they will not be able to use the existing situation as an excuse to commit crime, and
- Alert potential and existing perpetrators that Essex Police is still focusing on these offences and that they will be caught.

Though the campaign was produced by Essex Police's Media and Communications Team, it has been made available to be branded by any of the ERF partners to be used across their channels and networks. In addition, the force's Stay Safe at Home campaign, launched on 10 April, seeks to inform and educate the public around what they can do to avoid and lower five key risks to people during this challenging time:

- Domestic abuse;
- Child abuse;
- Accidental house fires;
- Fraud, and
- Bogus callers

This material has also been used by other police forces including Kent and Wiltshire. Recognising the increased risk of domestic violence during "lockdown", a specific Essex Police media campaign was also launched to raise awareness of this issue and encourage victims and perpetrators to access the support commissioned by the PFCC, including online and telephone support services.

3.4 The Essex County Fire and Rescue Service response

ECFRS has maintained an operating status of "amber" (moderate impact) throughout the pandemic and staff absence levels have remained manageable throughout. During the pandemic, there has been no change to the way the fire and rescue service responds to incidents. Keeping people who live, work and travel in Essex safe has remained the service's priority. Although the situation surrounding COVID-19 is unprecedented, ECFRS has a robust operational and business continuity plan which has been regularly updated and tested, so that in events such as this, the service is prepared and confident in meeting these challenges. The service has prepared operational staff who are not currently on front line duty to provide resilience to frontline services where needed; has increased remote working across the whole service, and reduced non-essential interaction with the public, but not at the expense of upholding its emergency service.

Like the PFCC and Essex Police, ECFRS has worked hard to maintain communication and engagement with the public. While it has been necessary to postpone events such as public meetings and station visits, the service has continued to deliver safety messages and updates through its website and social media channels as well as via local media.

Response to the CoVID-19 Pandemic

During this time, the service has had to reduce the number of Home Fire Safety and Safe and Well visits its conducts, prioritising them for people who are particularly vulnerable to the risk of fire. However, it has posted home safety advice on You Tube and has continued to provide home safety advice by telephone and has ensured that more staff than ever are available to reassure, educate and advise anyone who needs this information. The service has also continued to deliver smoke alarms to less vulnerable people to fit themselves, as well as supplying literature.

Following discussions between the National Fire Chiefs Council and representative bodies, agreement has been reached regarding additional duties for operational fire and rescue service colleagues to provide support to East of England Ambulance Service Trust (EEAST) colleagues during a time of unprecedented demand on their services. The Essex County Fire and Rescue Service was one of the first in the country to provide 19 fire fighters to work alongside paramedics as ambulance drivers and to help fetch and distribute vital equipment such as stretchers and PPE. On-call fire fighters from stations across Essex have now worked more than 4,000 shifts as ambulance drivers and made more than 40 extra ambulances available across Essex during the pandemic. The service has also supported body recovery work and has provided non-blue light driver training to EEAST colleagues during this time. ECFRS has also been providing ambulance drivers with sites for rest breaks. All such activity has been risk assessed, with additional training and personal protective equipment provided as necessary.

3.5 Essex Resilience Forum communications content and messaging

The proactive communication of the Essex Resilience Forum has focused on four main strands:

- Protecting the vulnerable:
 - Shielding the vulnerable, and
 - Engaging volunteers
- Staying safe in the home:
 - Tackling domestic abuse and supporting victims;
 - Preventing and tackling fraud;
 - Preventing exploitation, and
 - Promoting fire safety in the home
- Social cohesion and communities together:
 - Paying tribute to frontline workers keeping people safe;
 - Activities which bring people together – volunteering, acts of kindness, community spirit, cultural activity, and support to others;
 - Recognising those staying at home and following restrictions;
 - Visible policing in our communities;
 - Accessible and available fire and rescue services, and
 - Emergency services working together
- Health and social care:
 - Building capacity within our health service;
 - Keeping frontline workers safe, and
 - Maintaining frontline services.

Response to the CoVID-19 Pandemic

The Essex Communications Group (which includes representatives from Essex Police, the Essex County Fire and Rescue Service and the PFCC's office) has commissioned communications key messaging packs for partner use across the Bank Holiday weekends and beyond to tackle emerging issues such as attendance at recycling centres, country parks and other beauty spots, including as restrictions have been relaxed. Content has been circulated for use by all. The Essex County Fire and Rescue Service and Essex Police have also launched an online education hub to enable them to continue delivering safety lessons to children aged five to 18 while schools are closed.

Representatives of the Essex Resilience Forum have been giving regular media interviews on BBC Essex local radio since 7 April. A regular schedule has been established to ensure local residents are updated on the work of the ERF and wider partners to help keep them safe in these uncertain and challenging times. Topics covered have included:

- The work of the ERF;
- Shielding the vulnerable and the contribution of volunteers;
- Staying safe in the home;
- Business support and the contribution of local businesses, and
- Social cohesion

This year's International Day of Families was used to remind people of the support available across Essex if they need help managing the extra pressure that the CoVID-19 pandemic has put on family life. The key organisations and resources that can help support families with subjects including children's mental health and wellbeing, social distancing and young people, and how to keep children safe online have been collated and shared through the Every Family Matters campaign.

A partnership promotional campaign with Newsquest (online and in print) has also been launched to promote support for businesses, including business grants.

4. Appendices

None.

PFCC Decisions

Reference number: EPFCP/11/20

Report title: PFCC Decisions	
Report to: Essex Police, Fire and Crime Panel	
Report author: The Police, Fire and Crime Commissioner for Essex	
Date: 4 June 2020	For: Noting
Enquiries to: Pippa Brent-Isherwood (Chief Executive and Monitoring Officer) Tel: 01245 291613 / pippa.brent-isherwood@essex.police.uk	
County Divisions affected: All Essex	

1. Purpose of Report

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

2. Recommendations

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

3. Context / Summary

- 3.1 This report contains information on decisions made from 31 January 2020 up to and including 22 May 2020.

4. Appendices

Appendix A: PFCP Meeting 4 June 2020: PFCC Decisions Detailed
Appendix B: PFCP Meeting 4 June 2020: PFCCFRA Decisions Detailed

Ref	Decision On	Value	Outline	Date approved
001/20	Crime Against Business Strategy	N/A	To approve the Crime Against Business Strategy 2020-2024	9 March 2020
008/20	7 Force Freehold Acquisition Capital Contribution	£*	To approve a capital contribution towards a 7 Force property purchase.	18 February 2020
009/20	Restructure of the PFCC's office	£*	To approve the implementation of a restructure of the PFCC's office following consultation.	27 March 2020
011/20	7 Force Section 22 Agreement and Declaration of Trust	£*	Approval to enter into an S22A collaboration agreement and declaration of trust associated with the 7 Force property purchase dealt with through decision 008/20	20 May 2020
012/20	7 Force transfer of reserves	£*	To approve the transfer of reserves for the 7 Force property purchase dealt with through decision 008/20.	18 February 2020
013/20	7 Force Lease Surrender	£*	To approve the surrender of a 7 Force property lease.	18 February 2020
014/20	Equipment purchase	£*	To approve the purchase of operational equipment, the details of which are sensitive.	28 February 2020
015/20	Home Office Bid	£*	To secure Home Office funding for operational equipment, the details of which are sensitive.	4 March 2020
016/20	Community Safety Fund core partnership Grants	£1,017,087	To approve the allocation of core annual grants from the CSF to a range of community safety partners to support them in their core activities.	27 March 2020
017/20	Community Safety Partnership core funding	£332,724	To approve the allocation of £332,724 to Essex CSPs to support local delivery of priorities within the Police and Crime Plan.	27 March 2020
018/20	Basildon Mental Health Hub 2020-21	£20,000	To approve a one-off grant to Basildon and Brentwood CCG as a contribution towards the cost of the Basildon mental health hub.	25 March 2020
019/20	Interim Section 151 Officer	N/A	To appoint an interim Section 151 Officer in relation to policing and crime matters.	10 February 2020
020/20	Sexual Abuse Referral Centre 2020-2025	£951,893	To approve the allocation of up to £951,893 over 5 years from the Victims' Commissioning Fund to Mountain Healthcare to deliver services within the Sexual Abuse Referral Centre to support victims of sexual abuse and capture evidential material.	27 March 2020

Ref	Decision On	Value	Outline	Date approved
021/20	Columbus domestic abuse perpetrator project 2020-21	£133,883	To approve the allocation of a one-off grant of £133,883 to The Change Project to continue to deliver domestic abuse perpetrator services in 2020-21	27 March 2020
022/20	Goodman project 2020-21	£70,000	To approve the allocation of a one-off grant of £70,000 from the Community Safety Fund to Essex Youth Service to continue to deliver domestic abuse perpetrator services in 2020-21.	27 March 2020
023/20	Employee Privacy Notice	N/A	To approve the adoption of the Employee Privacy Notice for the PFCC's office.	24 February 2020
024/20	Volunteer Appreciation Event	£2,000	To approve the allocation of £2,000 to organise a PFCC Volunteer Appreciation Event to recognise volunteers for their hard work and thank them for their time and support.	27 March 2020
025/20	Public views survey extension	£14,250	To approve a four-month extension of the existing public views survey contract until August 2020 and allocate a one-off grant of up to £14,250 from the PFCC's Community Safety Fund.	27 March 2020
026/20	Interim Section 151 Officer	N/A	To appoint an Interim Section 151 officer to the PFCC in relation to policing and crime matters and revoke the delegations previously made through decision 019-20.	20 February 2020
027/20	Volunteer Privacy Notice	N/A	To approve and adopt the Volunteer Privacy Notice to ensure compliance with mandatory obligations under the General Data Protection Regulation.	28 February 2020
028/20	Essex Restorative and Mediation Service Consent Form	N/A	To approve and adopt the updated Essex Restorative and Mediation Service Confidentiality and Consent Form to ensure compliance with mandatory obligations under the General Data Protection Regulation.	28 February 2020
029/20	Data Processing Contract with Essex Police	N/A	To approve and adopt a Data Processing Contract between the PFCC and Essex Police to ensure compliance with mandatory obligations under the General Data Protection Regulation.	28 February 2020
030/20	Community Safety Development Fund Round 3	£136,303	To approve a total of £136,303 in crime and disorder reduction grants from the CSDF to 15 organisations.	2 April 2020
031/20	Equipment Stage 2 Detailed Investment Business Case	£*	To approve a programme of ongoing maintenance and support of operational equipment, the details of which are sensitive.	5 May 2020

Ref	Decision On	Value	Outline	Date approved
033/20	Hardware	£*	To approve the provision of hardware, the details of which are sensitive.	5 May 2020
034/20	Technical Refresh	£*	To approve investment in updating key elements of IT infrastructure, the details of which are sensitive	7 May 2020
035/20	Compact research project	£5,000	To approve the allocation of up to £5,000 to part fund a research project to identify the effectiveness of and development opportunities for the Essex Compact between statutory partners and the voluntary / community sector.	2 April 2020
036/20	Sale of the former Hatfield Heath Police Station	£*	Relates to the sale of Police estate	2 April 2020
038/20	Correspondence Standards	N/A	To approve and adopt the Correspondence Standards to provide greater consistency in how the PFCC's office responds to public enquiries.	7 April 2020
039/20	Tendring Mental Health Hub 2020-21	£25,000	To approve the allocation of a fourth annual grant from the Community Safety Fund to Tendring Citizens Advice Bureau to support the Tendring Mental Health Hub and also to sign up to an associated Memorandum of Understanding.	7 April 2020
040/20	2019/20 Budget Virements for Month 10	£607,000	To approve the current year effect virements identified as being required in the Month 10 budget monitoring report.	8 April 2020
041/20	BlueLight Commercial Limited	N/A	To approve the recommendation that the PFCC for Essex applies to become a member of BlueLight Commercial Limited, the company to be incorporated to form the new police commercial organisation.	18 March 2020
043/20	Chelmsford Police Station refurbishment	£*	Relates to the refurbishment of the Police estate.	8 April 2020
044/20	National Fleet Purchase Contract	N/A (to be dealt with under a separate Section 22 Agreement)	To confirm the PFCC's commitment to a national fleet purchase contract as part of the Collaborative Law Enforcement Procurement Programme formed in response to the Home Office target for efficiency savings.	2 April 2020

Ref	Decision On	Value	Outline	Date approved
046/20	2020-21 Community Safety Development Fund changes in response to Covid-19	£150,000	To approve the allocation of up to £150,000 of the 2020-21 CSDF to the Essex Community Foundation to administer community support grants through the Essex Coronavirus Response and Recover Programme.	7 April 2020
047/20	Chamber of Commerce ERF support	£20,000	To approve the allocation of £20,000 from the PFCC's 2020-21 Community Safety Fund to the Essex Chamber of Commerce to enable the delivery of a helpline and coordination function between businesses and the Essex Resilience Forum in response to the COVID-19 pandemic.	6 April 2020
050/20	Interim Section 151 Officer	N/A	To appoint an the interim s151 Officer to the PFCC in relation to policing and crime matters and to revoke the delegations previously made under decision 026/20.	8 April 2020
052/20	Use of Communications Policy	N/A	To approve the updated Use of Communications Policy.	24 April 2020
053/20	Social Networking Policy	N/A	To approve the updated Social Networking Policy.	24 April 2020
068/20	Essex Emergency Services Collaboration Programme – Joint Data Sharing Protocol	N/A	To obtain endorsement of and commitment to the Joint Data Sharing Protocol and Data Protection Impact Assessment (DPIA) for Essex emergency services collaboration data sharing	20 May 2020

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

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

Police - <http://www.essex.pfcc.police.uk/decision-making/>

Fire - <http://www.essex.pfcc.police.uk/finance-reporting/decision-making-fire-rescue/>

Decisions can be sorted by reference number and date on the PFCC website.

Please note: This report contains PFCC decisions made after 31 January 2020 up to and including 22 May 2020 (ahead of submission for the PFCP meeting of 4 June 2020)

Ref	Decision On	Value	Outline	Date approved
001/20	Operational Training	£1,993,240	To approve capital investment of £1,993,240 for training facilities improvement works.	24 February 2020
002/20	Appointment of Acting Chief Fire Officer	£1,500 pcm gross	To appoint the Deputy Chief Fire Officer as the Acting Chief Fire Officer during the period of the Chief Fire Officer / Chief Executive's long-term sickness absence, and to delegate the associated functions to him during this time	31 January 2020
004/20	Integrated Risk Management Plan (IRMP) 2020-2024	N/A	To approve the draft Integrated Risk Management Plan 2020-2024 for consultation	14 February 2020

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

Police - <http://www.essex.pfcc.police.uk/decision-making/>

Fire - <http://www.essex.pfcc.police.uk/finance-reporting/decision-making-fire-rescue/>

Decisions can be sorted by reference number and date on the PFCC website.

Please note: This report contains PFCC decisions made after 31 January 2020 up to and including 22 May 2020 (ahead of submission for the PFCP meeting of 4 June 2020)

Appointment of Independent Members to the Essex Police, Fire and Crime Panel

Reference number: EPFCP/12/20

Report title: Appointment of Independent Members to the Essex Police, Fire and Crime Panel	
Report to: Essex Police, Fire and Crime Panel	
Report author: Victoria Freeman, Secretary to the Panel	
Date: 4 June 2020	For: Decision
Enquiries to: Victoria Freeman, Senior Democratic Services Officer, Essex County Council - Victoria.freeman3@essex.gov.uk	
County Divisions affected: All Essex	

Confidential Appendix

This report has a confidential appendix which is not for publication as it includes exempt information falling within paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972, as amended.

1. Purpose of Report

This report asks the Essex Police, Fire and Crime Panel to approve the recommendations of the Appointments Sub-Committee and appoint two Independent Members to the Panel. A summary of the process undertaken by the Sub-Committee is provided for information.

2. Recommendation

That the Panel agrees the appointment of John Gili-Ross and Sheila Murphy as Independent Members on the Essex Police, Fire and Crime Panel from 1 August 2020 for a term of four years.

3. Background

- 3.1 The Panel is made up of fifteen councillors, one appointed by each of the fifteen councils in the Essex Police area, and two Independent Members who are appointed by the Panel.
- 3.2 At its meeting on 25 July 2019, the Panel agreed that the appointments of the current Independent Members be extended until 31 July 2020 to allow good time for an appointment process to be undertaken. The Panel also agreed the eligibility criteria to be used during this process. They agreed that the sub committee would comprise the Chairman, Vice Chairman and another member selected.
- 3.3 The Panel's Constitution sets out the process for the appointment of Independent Members. The relevant paragraphs are set out below for ease:

Independent Members

- 4.1 *The Panel shall appoint two independent members onto the Panel. Each appointment shall be for a term of four years or such other period as the panel may determine.*
- 4.2 *The selection process for co-opting independent members should include:*
 - a) *a reasonable period of advertising for the positions.*
 - b) *the closing date for the receipt of applications should be at least two weeks from the date the advert is first placed.*
 - c) *Information packs should be prepared and sent to those requesting application forms.*
- 4.3 *The applications will be considered against eligibility criteria agreed by the Panel. An Appointments Sub-Committee will be established by the Panel to consider applications and conduct the interviews of potential candidates.*

4. The Recruitment Process

- 4.1 A recruitment campaign began in week commencing 30 March 2020, with an advertisement placed on the 'Working for Essex' website and shared on Essex County Council's Democracy Twitter feed and the Commissioner's social media outlets (LinkedIn, Facebook and Twitter). It was also included in the Commissioner's e-newsletter and was sent to Panel Members and all local authorities in Essex, who were asked to circulate the information.
- 4.2 Information packs were prepared and sent to those persons who had shown an interest in applying for the position. Applicants were requested to submit a supporting statement setting out how they met the criteria within the person specification, and their curriculum vitae. At the closing date for applications on the 17 April 2020, fifty-three persons had indicated that they may be interested in applying for the position, and thirteen valid applications were subsequently received.
- 4.3 In accordance with the Panel's resolution of 25 July 2019, an Appointments Sub-Committee was convened to shortlist and interview suitable candidates. The Sub-Committee consisted of Councillor Wendy Schmitt, Chairman; Councillor Malcolm Maddocks, Vice Chairman and Councillor Lynda McWilliams, Panel Member.
- 4.4 The Appointments Sub-Committee met remotely on the 21 April 2020 to assess the applications received against the Panel's agreed eligibility criteria, taking into consideration the skills, knowledge and experience of applicants, balancing these factors against those of the current membership of the Panel and how the new appointees may support the Panel in discharging its functions effectively.
- 4.5 The Sub-Committee agreed to shortlist eight candidates for the interview stage. Interviews were held remotely in May 2020. The Appointments Sub-Committee met again on 6 May 2020 following the interviews to determine the best candidates for the positions.

- 4.6 After careful consideration of the relative strengths and experiences of the candidates, as indicated by their curriculum vitae, supporting documentation and by interview, the Sub-Committee unanimously agreed to recommend to the Panel that John Gili-Ross and Sheila Murphy be appointed to the positions of Independent Members on the Essex Police, Fire and Crime Panel. A copy of the curriculum vitae and supporting statements for the recommended candidates are attached as appendices to the report. Many members will know that John Gili-Ross has been an independent member of the Panel almost since its inception.
- 4.7 Both candidates meet the statutory eligibility criteria for co-opt in paragraph 22 of Schedule 6 to the Police, Crime and Social Responsibility Act 2011.

5. Appendices

Confidential Item 15 - Curriculum vitae and supporting statement – John Gili-Ross

Confidential Item 16 - Curriculum vitae and supporting statement – Sheila Murphy

Forward Look

Reference number: EPFCP/13/20

Report title: Forward Look	
Report to: Essex Police, Fire and Crime Panel	
Report author: Victoria Freeman, Senior Democratic Services Officer	
Date: 4 June 2020	For: Consideration
Enquiries to: Victoria Freeman, Senior Democratic Services Officer victoria.freeman3@essex.gov.uk	
County Divisions affected: All Essex	

1. Purpose of report and background

- 1.1 To plan the business of the Panel.
- 1.2 The next Meeting of the Panel is scheduled for **Thursday 23 July 2020**.
- 1.3 Business proposed to be taken to the meetings is as follows:

Date	Business
23 July 2020	<ul style="list-style-type: none">• Police, Fire and Crime Panel Annual Report• Police and Crime Plan Performance Measures• Fire Service Performance Measures• Essex PFCP Budget Outturn Report 2019/20• Overview of Integrated Risk Management Plan• Budget Setting Process• PFCC Decisions Report
22 October 2020	<ul style="list-style-type: none">• Police and Crime Plan Performance Measures• Fire Service Performance Measures• Police and Crime Budget Scene Setting• Fire and Rescue Service Budget Scene Setting• PFCC Decisions Report• Annual Report and the Fire and Rescue Statement• Report on Annual Complaints
10 December 2020	<ul style="list-style-type: none">• Police and Crime Plan Performance Measures• Fire Service Performance Measures• Essex PFCP 2020/21 Budget (Half-year Outturn)• PFCC Decisions Report

Forward Look

2. Recommendation

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

Dates of Future Meetings

Reference number: EPFCP/14/20

Report title: Dates of Future Meetings	
Report to: Essex Police, Fire and Crime Panel	
Report author: Victoria Freeman, Senior Democratic Services Officer	
Date: 4 June 2020	For: Noting
Enquiries to: Victoria Freeman, Senior Democratic Services Officer victoria.freeman3@essex.gov.uk	
County Divisions affected: All Essex	

1. PURPOSE OF THE ITEM

To inform Members of the meeting dates for 2020.

2. MEETING DATES

Thursday 23 July
Thursday 22 October
Thursday 10 December

All meetings scheduled for 2:00pm with a pre-meeting for Committee Members beforehand, commencing at 12.30pm.