



Essex County Council

Essex Police, Fire and Crime Panel

14:00	Thursday, 15 June 2023	Committee Room 1 County Hall, Chelmsford, CM1 1QH
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For information about the meeting please ask for:

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1	Election of Chairman To elect a Chairman of the Panel.	
2	Appointment of Vice-Chairman To appoint a Vice-Chairman of the Panel.	
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6	Questions to the Chairman from members of the Public The Chairman to respond to any questions relevant to the business of the Panel from members of the public. Please note that members of the public wishing to ask a question must email democratic.services@essex.gov.uk by noon on the day before the meeting and that questions must relate to an item on the agenda for the meeting.	

7	Ethics and Integrity Sub-Committee Report EPFCP/10/23	15 - 20
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15	National Association of Police, Fire and Crime Panels Update	
16	Date of Next Meeting To note that the next meeting will be held on Thursday 20 July 2023.	
17	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.

18 Urgent Exempt Business

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

Agenda item 1

Committee: Essex Police, Fire and Crime Panel

Enquiries to: Sophie Campion, Senior Democratic Services Officer

Membership, Apologies, Substitutions and Declarations of Interest

Recommendations:

To note

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

Membership

(Quorum: 7)

Councillor A Hedley
Councillor F Ricci
Councillor K Barber
Councillor R Savage
Councillor D Eley
Councillor M Lilley
Councillor S Patel
Councillor R Playle
Councillor M Garnett
Vacancy
Councillor A Williams
Councillor J Courtenay
Councillor G Placey
Councillor G Collins
Councillor M Sutton
John Gili-Ross
Sheila Murphy
Councillor J Deakin
Councillor A McGurran

Representing

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

Report title: Balanced Appointment Objective	
Report to: Essex Police, Fire and Crime Panel	
Report author: Sophie Campion, Senior Democratic Services Officer	
Date: 15 June 2023	For: Noting
Enquiries to: Sophie Campion, Senior Democratic Services Officer sophie.campion2@essex.gov.uk	
County Divisions affected: All Essex	

1. Purpose of report

- 1.1 To note the requirement for the Panel to meet the balanced appointment objective.

2. Background

- 2.1 Schedule 6 of the Police Reform and Social Responsibility Act 2011 sets out the composition of the Panel, which includes the ‘balanced appointment objective’.

31. (5) *The “balanced appointment objective” referred to in this paragraph is the objective that local authority members of a police and crime panel (when taken together)—*

(a) represent all parts of the relevant police area;

(b) represent the political make-up of—

(i) the relevant local authority, or

(ii) the relevant local authorities (when taken together)

(c) have the skills, knowledge and experience necessary for the police and crime panel to discharge its functions effectively.

- 2.2 The Panel is also under a duty to ensure it has the skills, knowledge and experience necessary to effectively discharge its functions in relation to fire and rescue.

3. Membership and Political Balance

- 3.1 The composition of the Panel is again being reviewed following the May 2023 elections which were held with respect to all of the fifteen councils and also in the party membership of the Panel members nominated by each of the fifteen councils for the 2023-24 municipal year.

- 3.2 The nominations to the Panel for the 2023/24 municipal year have been received from 10 of the 15 local authorities. It is expected that nominations from the remaining local authorities will be received by the end of June 2023.

- 3.3 Once all nominations have been received and the Panel is fully appointed, an assessment can be made of the position with regard to political balance based on the political make-up of the local authorities. A recommendation can then be made as to whether any further co-options are needed to better reflect the political balance across the County.
- 3.4 It is therefore proposed that a further report to the Panel be brought to the July meeting, once the nominations have all been made and the political balance has been reviewed.
- 3.5 The current co-optees will remain in place until the new position is known, given that the Panel has approved the current composition of the co-opted political members.

Skills and experience of the Panel

- 3.6 There are currently five new members of the Panel, although one has previously been a member of the Panel. Tailored training will be offered to the new members of the Panel to ensure that they develop the knowledge and skills to effectively undertake the functions of the Panel, both relating to police and fire.
- 3.7 A skills analysis of the members of the Panel is currently being undertaken. Training and development will be offered where there is found to be any gaps in skills or knowledge to ensure that the Panel is fulfilling its duty.

4. Co-opted independent members

- 4.1 The two co-opted independent members were appointed by the Panel at a meeting on the 4 June 2020, from the 1 August 2020 for a term of four years until 2024. Whilst not included when considering the political balance of the Panel, these members contribute to the skills, knowledge and experience necessary for the Panel to discharge its functions effectively.

5. Recommendation

- 5.1 A further report to the Panel be brought to the July meeting, once the nominations have all been made and the political balance has been reviewed.

Minutes of the meeting of the Essex Police, Fire and Crime Panel, held in Committee Room 1 at County Hall, Chelmsford on Tuesday 21 March 2023

Present:

Councillor

Keith Barber
Paul Stalker
Ross Playle
Mike Garnett
Ian Shead
Gary Collins
Jude Deakin
Aidan McGurran

Representing

Brentwood Borough Council
Epping Forest District Council
Essex County Council
Harlow District Council
Southend-on-Sea City Council
Thurrock Council
Co-opted Member for Balanced Appointment
Co-opted Member for Balanced Appointment

Co-opted Independent Members

John Gili-Ross (Chairman)
Sheila Murphy

Also in attendance

Sophie Campion	Senior Democratic Services Officer, Secretary to the Panel
Ben-Julian Harrington	Chief Constable, Essex Police
Roger Hirst	Essex Police, Fire and Crime Commissioner (PFCC)
Emma Hunter	Democratic Services Officer
Rick Hylton	Chief Fire Officer/Chief Executive, Essex County Fire and Rescue Service
Janet Perry	Chief Financial Officer, OPFCC
Emma Tombs	Democratic Services Manager

1 Membership, Apologies and Declarations of Interest

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

1. The membership of the Panel was noted.
2. The following apologies were noted:
 - Cllr Dadds, Basildon Borough Council
 - Cllr Heard, Maldon District Council
 - Cllr Lilley, Colchester City Council
 - Cllr McWilliams, Tendring District Council
 - Cllr Ricci, Braintree District Council
 - Cllr Savage, Castle Point Borough Council
 - Cllr Sutton, Uttlesford District Council
3. There were no declarations of interest made.

2 Minutes

The minutes of the meeting held on 7 February 2023 were approved as a correct record, subject to minor amendments as set out below and signed by the Chairman.

- Amend the attendance to record that Annette Chan, Debbie Martin and Dawn Walters were employees of Essex Police rather than the OPFCC as stated.

3 Questions to the Chairman from members of the Public

There were none.

4 Police and Crime Plan Performance Measures – Quarter 2 2022/23

The Panel received report EPFCP/03/23 which provided an overview of Essex Police's progress in delivering the priorities set out in the Police and Crime Plan, based on data and other information to the end of September 2022.

The Chairman explained that this was the regular performance report to the Panel which had been delayed due to other reports to the Panel taking priority at recent meetings.

The Commissioner introduced the report and advised that in future these reports would be set out differently in response to Panel feedback. He brought the Panel's attention to a national review of Community Safety Partnerships (CSPs) but explained that in Essex the model was strong and contributed to a visible presence. The Commissioner highlighted some good areas of work such as Southend becoming the first policing team to use 'Open Gates' a weapons searching system and the success of the North Domestic Abuse Problem Solving Team. He also drew attention to some continued areas of focus such as the solved rate for sexual offences, the number of people killed and seriously injured on the roads and call answering times.

During the discussion, the Panel asked questions and sought clarification on the following issues:

- It was explained that when attending incidents such as domestic abuse incidents the focus would be on assessing the situation and evidence, threat, harm and risk, collecting evidence and making arrests to a perpetrator where there is evidence to suggest an offence has been committed.
- Operations relating to Priority 4 - Reducing violence against women and girls were explained to the Panel and it was confirmed that these were used across all adult sexual abuse and investigation teams.
- It was confirmed that there was a proposal for the Section 28 special measure to allow pre-recorded cross examination of intimidated victims of sexual and modern slavery offences, to also be used for some domestic abuse cases. There would be a resourcing and training challenge as it

was a skilled job, but it would be welcomed. There was already a good video interviewing system in place. There were also other special measures for giving evidence already in existence.

- The 'Street Safe' App was an important tool to help women and girls to be safe. It was publicly accessible on the website but the Commissioner acknowledged that perhaps more could be done to promote it. It allowed people to inform the police anonymously of specific locations where they felt unsafe. That would be fed back to the CSP to look at plans to address it. Where there were lots of reports in a location a Safer Streets bid could be looked at. It could also feed into project Minerva where data was collected for a targeted response. It was noted that there had been a significant increase in the use of the App in the last quarter.
- It was explained that with regard to Priority 9 - Improving safety on our roads, the general trend was moving in the right direction but not at a fast enough pace. The work and role of community Speed Watch groups was acknowledged and well supported. It was not an enforcement tool, rather it was an education tool to remind drivers of risk spots.
- The Key Performance Indicators (KPIs) were defined in the Police and Crime Plan which the Panel had provided input to previously. In its current format the report didn't give a sense of progress, however in future reports a sub-set of the KPIs would be used for reporting with trend analysis and feedback could be given.
- With regard to victims of modern slavery, it was confirmed that Essex Police would treat them as victims of crime however they had come to be in the country.
- The 'Street Weeks' events were being carried out across the county and delivered face-to-face community engagement to help residents understand how everyone can work together for the safety of an area, particularly focused on reducing neighbourhood crime and anti-social behaviour. Almost every area of the County had one planned.
- The 'Open Gates' weapons searching system had been successful in Southend and had been co-funded with the CSP. There was now a unit which could be deployed around the county. There were no plans for complete coverage across the county currently as there were cost implications. It was an important tool but still required intelligence and police officers to use their judgement and powers.
- Work was being done to map and plot organised crime groups to work out where they operated from. There was a tasking co-ordination process across the county at different levels and through the Essex and Kent Serious Crime Directorate and Eastern Region Special Operations Unit. The Commissioner received regular reports from Essex and Kent and the regional unit to understand successes and challenges.
- The Domestic Violence Disclosure Scheme was implemented in 2014. This was being taken online to make it more accessible. The investment from prevention work in this area was proving successful. There was beginning to be a reduction in the number of recorded domestic abuse crime and there were more prosecutions.

Following suggestions from the Panel, the Commissioner agreed to give further consideration to the following issues:

- Ways to improve the publicity of the 'Street Safe' App.
- Looking into why Basildon was not included in the 'Street Weeks' plans.
- It was suggested that there was more engagement with District and Borough Councillors to increase awareness of initiatives such as 'Street Weeks'.
- Issues raised regarding the implications of the Illegal Migration Bill on support and protections for victims of modern slavery.

Resolved:

That the Panel received and noted the report.

5 Fire and Rescue Plan Performance Measures – Quarter 2 2022/23

The Panel received report EPFCP/04/23 which provided an overview of the Essex County Fire and Rescue Service's progress in delivering the priorities set out in the Fire and Rescue Plan 2020 – 2024 during Quarter 2 of 2022/23.

The Commissioner introduced the report and drew the Panel's attention to the fact that it had been a sustained busy period due to the heatwave in the summer but had not resulted in the need to declare a major incident. There had also been an increase in the provision of Special Services. The Commissioner highlighted the increased number of Home Fire Safety Visits that had taken place despite the team having to go into business continuity measures due to loss of staff. He also highlighted the small steady increases in the diversity of the workforce.

Some areas of continued focus included station coverage and attendance times. The number of audits completed under the Risk based Inspection programme was still off target.

The Chairman thanked and paid tribute to the Fire and Rescue Service on behalf of the Panel for its work during the difficult circumstances of the heatwave period.

During the discussion, the Panel asked questions and sought clarification on the following issues:

- It was noted that the percentage of incidents attended within 15 minutes had dropped to 77% in quarter 2. It was explained that this was because of the difficulties of the summer period, including field fires in hard to reach places, pumps being in use and pumps having to come from further distances. It was noted that it had improved to 83% in quarter 3.
- With regard to on-call recruitment it was explained that the nature of the role was that people had other employment and whilst during Covid there had been good availability, since then people had returned to their primary employment and committed more time to that and there had been an increase in demand for other employment. The turnover was therefore currently higher.

- In terms of sickness it was reported that staff with Covid were still asked to stay at home and there had been a recent surge in Covid related sickness contributing to the increase in sickness reported. It was explained that there were various reasons for longer-term sickness including long Covid, musculo-skeletal injuries and mental health reasons, however the numbers had fallen in quarter 3. The Service supported people through these periods and to return to work wherever possible but there were options for ill health retirement where required.
- The implications of the offer for the pay settlement were outlined. The pay settlement would be well over what had been budgeted for. This could be accommodated through the use of reserves for this year, but a consequence due to affordability was that there would need to be negotiations around improving productivity through changes to flexible working practices.
- Significant progress had been made with regard to the HMICFRS report. Raising protection activity was still an area of focus but was moving in the right direction but had not yet been closed out. The cause for concern around the culture of the organisation had now been closed out. The recommendations had been embedded within the plans for the year. There was work ongoing to prioritise in order to implement the actions that provided the most value first. Some actions for various reasons would take longer to embed but all were in train. Inspection officers were now trained and in place for the revised Risk Based Inspection Programme taking a holistic approach to compliance and ensuring there was capacity enforce as well as inspect.
- It was explained that performance against the HMICFRS recommendations was monitored by the Commissioner at the Performance and Resources Board and the reports were published and could be viewed on the Commissioner's website.
- In terms of how many staff declare an identity for the data regarding diversity within the workforce, it was explained that there was an improvement. There was consistently 1 in 5 applicants that were female getting through the recruitment process and course.

Resolved:

That the Panel received and noted the report.

6 Police, Fire and Crime Commissioner's Decisions Reports

The Panel received and raised questions on report EPFCP/05/23 which provided information about financial and strategic decisions made by the PFCC.

The Panel sought further clarification on the following decisions:

Appendix A – Police Decisions

- Ref 169-22 - Delayed Notice – Statement of Accounts for the year ended 31.03.2022

Appendix B – Fire and Rescue Decisions

- Ref 044-22 - Breathing Apparatus Instructors
- Ref 059-22 - Purchase of fleet

Resolved:

That the Panel received and noted the report.

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

The Commissioner provided the Panel with a verbal update on ongoing issues:

- Fire and Rescue Service pay settlement
- Updated Strategic Policing Requirement
- Launch of Essex Rural Crime Strategy
- Annual Youth Event
- Consultation on the revised Policing Code of Ethics
- Outcomes from the report on the Metropolitan Police

Resolved:

That the verbal report was noted.

8 Annual Complaints Report 2021-22

The Panel received report EPFCP/06/23 which provided the Essex Police, Fire and Crime Panel (PFCP) with an update on the handling of complaints made against the Essex Police, Fire and Crime Commissioner (PFCC) during the period 1 October 2021 to 30 September 2022.

Resolved:

That the report was noted.

9 Report of the Ethics and Integrity Sub-Committee

The Panel received report EPFCP/07/23 providing the minutes from the Ethics and Integrity Sub-Committee meeting held on 24 November 2022.

Resolved:

That the minutes were noted.

10 Forward Work Plan

The Panel received report EPFCP/08/23 setting out the planned business of the Panel.

Resolved:

1. That the item relating to performance against attendance targets to incidents graded as 3 – Priority, under the Essex Police’s Command and Control of Incidents Policy and how that fits with achieving the priorities in the Police and Crime Plan, be removed from the Forward Work Plan.
2. That the item on performance against Priority 1 – More Local, Visible and Accessible Policing from the Police and Crime Plan as extended to 2021, be concluded and removed from the Forward Work Plan.
3. That the Panel noted the Forward Work Plan.

11 National Association of Police, Fire and Crime Panels Update

The Panel received a verbal update from the Chairman of the Panel which included an update on the Annual meeting of the National Association of Police, Fire and Crime Panels.

The Chairman updated the Panel on a survey which had been carried out by the NAPFCP of its members regarding work practices. The report on the results of that survey would be shared with all Panels.

The Chairman also advised the Panel that he had attended a workshop as part of one of the Home Office policy recommendations about Police & Crime Panels (PCPs) that arose from the Police and Crime Commissioner (PCC) Review, around the support provided to Panels.

Resolved:

That the verbal update was noted.

12 Date of Next Meeting

The Panel noted that the next meeting would take place on Thursday 15 June 2023 at 2:00pm.

The Chairman noted that for some Members of the Panel this would be their last Panel meeting due to not standing in the local elections in May 2023. The Chairman thanked those Members for their hard work and contributions to the work of the Panel.

There being no urgent business, the meeting closed at 4:03pm.

Report title: Essex Police, Fire and Crime Panel Ethics and Integrity Sub-Committee	
Report to: Essex Police, Fire and Crime Panel	
Report author: Sophie Campion, Senior Democratic Services Officer	
Date: 15 June 2023	For: Consideration
Enquiries to: Sophie Campion, Senior Democratic Services Officer sophie.campion2@essex.gov.uk	
County Divisions affected: All Essex	

1. Purpose of report

- 1.1 To note the Terms of Reference and Procedure Rules for the Essex Police, Fire and Crime Panel Ethics and Integrity Sub-Committee, as agreed at a meeting of the Panel held on 23 June 2022 and attached as Appendix A.
- 1.2 The Ethics and Integrity Sub-Committee is required in its Terms of Reference to report back to the next available ordinary meeting of the Essex Police, Fire and Crime Panel. The Sub-Committee met on 21 March 2023 and the minutes of that meeting are attached as Appendix B for the Panel to note.

2. Recommendation

- 2.1 That the Panel agree the appointment of four members of the Panel and named substitutes to the Essex Police, Fire and Crime Panel Ethics and Integrity Sub-Committee.
- 2.2 That the Panel note the minutes of the Ethics and Integrity Sub-Committee.

Essex Police, Fire and Crime Panel Ethics and Integrity Sub-Committee

Terms of Reference and Procedure Rules:

Terms of Reference

To scrutinise the Commissioner's performance in relation to ethics and integrity and, where appropriate, provide support, in order to ensure that the highest standards of ethics and integrity of policing and fire and rescue are maintained in Essex, both currently and in the future.

Procedure Rules

- I. After each meeting the Sub-Committee will report back to the next available ordinary meeting of the Essex Police, Fire and Crime Panel.
- II. The Sub-Committee has no decision-making powers but may make recommendations to the Commissioner and to the Panel and will monitor progress against such recommendations.
- III. The Sub-Committee will at all times have regard to the College of Policing Code of Ethics, the Seven Principles of Public Life and any other statutory or non-statutory code or guidance relevant to the ethics and integrity of policing and fire and rescue. They will also consider the PFCC's own Ethics and Integrity Framework.
- IV. The Committee will meet at least twice a year and its meetings will be governed by schedule 12A of the Local Government Act 1972.
- V. The Sub-Committee has no role in reviewing operational issues or individual cases but may have regard to relevant themes emerging from operational issues and how they have been dealt with.
- VI. The Sub-Committee has no involvement in complaints made against individual police or fire and rescue officers or members of police or fire and rescue staff but may have regard to themes emerging from such complaints and how they have been dealt with.

Definitions:

For the purposes of the work of the Sub-Committee, the following definitions shall apply, recognising that the principles established in the frameworks at (III) above are held in equal regard:

Integrity:

The conviction that Essex Police and Essex County Fire and Rescue Service should comply, not only with the letter but also with the spirit of the law and with Police Regulations, and that Essex Police Officers and staff and Essex County Fire and Rescue Officers and staff, behave in a way that commands public trust and confidence. This includes the moral courage to do what is right regardless of personal interest or influence.

Ethics:

(i) The setting out of the behaviours, values and beliefs which underpin policing and fire and rescue services in Essex and which the public believe to be morally right for those upholding the law and providing fire and rescue services; and (ii) Police officers and members of police staff and Fire and Rescue officers and staff consistently demonstrating those behaviours, values and beliefs.

Membership

Four members of the Panel and named substitutes appointed at the Annual meeting.

Quorum

The quorum for a meeting of the Sub-Committee shall be three.

The Commissioner and Officers giving account. The Sub-Committee may request the Commissioner to invite specific staff or officers or may invite individuals to attend meetings who it considers can contribute to any particular matter which it is to discuss.

Work programme

To enable forward planning and preparation for meetings, the sub-committee shall agree and keep under review a work programme of proposed areas and themes of focus. This will not prevent additional themes being added or changes made when agreed necessary by the Sub-Committee.

Minutes of the meeting of the Essex Police, Fire and Crime Panel: Ethics and Integrity Sub-Committee, held in Committee Room 2, County Hall, on Tuesday, 21 March 2023 at 12:30.

Present

John Gili-Ross
Cllr Lynda McWilliams
Cllr Ian Shead

Representing

Co-opted Independent Member (Chairman)
Tendring District Council
Southend-on-Sea City Council

Also in attendance

Colette Black
Sophie Campion
Cllr Gary Collins
Roger Hirst
Darren Horsman

Director of People Services, ECFRS
Senior Democratic Services Officer
Panel Member attending as an observer
Essex Police, Fire and Crime Commissioner
Strategic Head of Policy and Public Engagement,
Office of the Police, Fire and Crime Commissioner
for Essex (OPFCC)
Democratic Services Manager

1. Membership, Apologies, Substitutions and Declarations of Interest

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

2. Minutes of the Previous Meeting

The minutes of the meeting held on 24 November 2022 were approved as a correct record and signed by the Chairman.

3. Essex County Fire and Rescue Service People Strategy Update

The Sub-Committee received report EISC/01/23 from Roger Hirst, Police, Fire and Crime Commissioner, which provided a snapshot of progress against the delivery of the People Strategy 2020-2024 and the six pillars which enabled delivery of the strategy.

The Commissioner introduced the report and explained that the aim of the Strategy was to embed a good culture in the Service. Feedback from staff was welcomed through the staff survey. The report set out the evidence and progress against each of the six pillars of change. The Commissioner advised that the survey showed an improvement in the staff's positive responses but this wasn't yet at the level the Service wanted it to be.

The Commissioner drew the Sub-Committee's attention to the achievement of the Bronze standard for inclusive employers and explained that the service was now working towards Silver. He also drew attention to the investment in people such as leadership development and coaching support.

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

- There had been 657 responses out of 1394 staff which represented 47% of the workforce. This was reported to be at a comparable level to other Fire and Rescue services. The survey was only one aspect of gaining feedback from staff, every watch and department was engaged with to seek views.
- The mean gender pay gap had been reduced to 1% in 2022 which was reported to be extremely low in comparison to other organisations. In terms of people being paid the same for doing the same job there was no disparity in pay. There were now more women in higher and mid level paid jobs within the Service and this was achieved through encouraging a wide range of applications. However it could not be planned, there were no quotas and no positive discrimination so it would vary.
- It was confirmed that firefighters were included in interview panels which helped to ensure that the panels were more diverse. The staff network groups were instrumental in helping to ensure that there was diversity across the interview panels and assessors. Particular identified barriers to recruitment, including those that were male focussed, had also been removed through positive action but all firefighters had the same fitness standard.
- It was confirmed that where behavioural issues were identified, there were corrective actions and sanctions if required, through the discipline and grievance process, policies and employment law.
- It was clarified that the aim of encouraging diversity in recruitment was not about excluding any staff currently employed within the service. The importance of being inclusive to all was acknowledged.
- It was suggested that visits to the Fire and Rescue Service by the Panel in future could be beneficial.

The Sub-Committee gave feedback on the format and content of the report and recommended that consideration be given to the following in future reports:

- To include the actual survey response numbers in future.
- To provide some clarity to the figures by using forms of data other than percentages.
- The inclusion of an executive summary.
- The accessibility and readability of graphs.

RESOLVED:

That members of the Sub-Committee noted the report.

4. Date of Next Meeting

The date and time of the next meeting was to be arranged for a date after the Annual Panel meeting had taken place.

It was noted that a report on the HMICFRS inspection into vetting at Essex Police, that had initially been scheduled for the current meeting, would be rescheduled to a future meeting as the inspection report was not yet able to be shared.

5. Urgent Business

There was no urgent business. The meeting closed at 1.44pm.

Report title: Essex Police, Fire and Crime Panel Complaints Sub-Committee - appointment of membership pool	
Report to: Essex Police, Fire and Crime Panel	
Report author: Sophie Campion, Senior Democratic Services Officer	
Date: 15 June 2023	For: Consideration
Enquiries to: Sophie Campion, Senior Democratic Services Officer sophie.campion2@essex.gov.uk	
County Divisions affected: All Essex	

1. Purpose of report

- 1.1 To identify those members of the Essex Police, Fire and Crime Panel who will form the membership 'pool' from which individuals will be drawn to hear matters put before the Panel's Complaints Sub-Committee.

2. Background

- 2.1 The process for the consideration of complaints against the Commissioner and Deputy Commissioner was last reviewed by the Panel at a meeting held on 23 June 2022.
- 2.2 At that meeting it was agreed that rather than appoint a defined group of members to make up the membership of the sub-committee, a larger 'pool' of members would be established who could be called on to hear complaints when meetings were scheduled. This was intended to improve flexibility and the speed at which meetings could be held, as there was not reliance on the availability of a fixed membership.
- 2.3 An excerpt of the process agreed on 23 June 2022 is below:

"The Reviewing Officer's report will be considered by a Committee of the Panel, comprising the Chairman and / or Vice-Chairman of the Panel and one or two further members taken from a pool of Panel members nominated at the Annual meeting to comprise a membership of three".

2. Recommendation

- 2.1 That the Panel agree the nomination of a pool of Panel members for 2023-24 from which membership of the Complaints Sub-Committee will be drawn as and when a meeting is convened.

Report title: Police and Crime Plan Performance Measures – Quarter 4 2022/23	
Report to: Essex Police, Fire and Crime Panel	
Report author: The Police, Fire and Crime Commissioner for Essex	
Date: 15 June 2023	For: Noting and comment
Enquiries to: Suzanne Harris (Head of Performance and Scrutiny – Policing and Crime) 01245 282083 suzanne.harris@essex.police.uk	
County Divisions affected: All Essex	

1. Purpose of Report

- 1.1 The purpose of this report is to provide an overview of Essex Police's progress in delivering the priorities set out in the Police and Crime Plan, based on data and other information to the end of March 2023.

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 priorities set out in the Plan.
- 3.2 This is the first iteration of this report in this format, which focusses on the 12 priorities set out in the Police and Crime Plan 2021 - 2024.
- 3.3 During Quarter 4, highlights with regard to performance include:
- The number of officers grew by 50 during the quarter, to 3,757.
 - Excluding the peak seen during 2020/21 due to reported breaches of Covid restrictions, anti-social behaviour (ASB) has been showing a steady downward trend since the beginning of 2016/17. Essex has been selected by the Home Office as one of 10 ASB Hotspot Policing Pilot areas for 2023/24, which should improve performance further.
 - More than 400 additional resources were deployed during Street Week activities during the quarter, including Special Constables, Essex Watch members and other volunteers working alongside the Business Crime Team, Rural Engagement Team, Community Policing Teams and Fraud Coordinators.

- Drug-driven homicides have been showing a downward trend since the beginning of 2019/20.
- The last two quarters of 2022/23 showed a downward trend in domestic abuse offences, which reduced by 9.3% in 2022/23 compared with 2021/22. Meanwhile, the solved rate improved from 10.1% to 11.2%. Prior to this, the county had seen steady and significant increases due to a combination of changes in Home Office recording rules and additional methods of reporting being made available. The improvement has been assisted by the fact that Essex Police has had all its applications for Stalking Protection Orders (SPOs) granted, putting it in the top three forces for success in SPO applications. Essex Police has also funded the training of six new Independent Stalking Advocate Caseworkers (ISACs) (three per Local Policing Area), who tailor support to victims and work alongside Essex Police to support victims to report crime and to facilitate positive outcomes. The PFCC, Southend, Essex and Thurrock Domestic Abuse Board (SETDAB) and commissioned services have also applied successfully to the Home Office for additional funding for further perpetrator behaviour intervention programs, a new stalking perpetrator pilot, and a diversionary cautions pilot, which should further improve the trajectory going forwards.
- Solved rates for hate crimes continued to improve over the year. Operation Knowledge has been running over the past few months, which gives officers in charge of investigating hate crime offences the opportunity to have an early scheduled appointment with a Crown Prosecution Service (CPS) solicitor to discuss case progression and the Realistic Prospect of Conviction (RPOC) without having a full file completed or the investigation finished. The objective is to reduce the time taken from initial investigation to resolution through a more focused investigation. This operation continues.
- Although the long-term trend since the beginning of 2016/17 shows sexual offences increasing, gradual reductions in offences of this nature were seen during the second half of 2022/23. During this time, the force secured several convictions relating to sexual offending, including a sentence of 27 years' imprisonment plus five years on licence for one prolific offender.
- During the quarter, the force received its first referral via a new app it is trialling that allows victims to collate and keep evidence on a secure cloud until they are ready to support a prosecution or access more police support. At this point, the evidence can be submitted via the app in an evidential format.

3.4 In terms of areas for continued focus:

- Overall confidence in Essex Police increased during Covid restrictions but has been falling since autumn 2021. The gap between victim and non-victim confidence has narrowed very slightly (by 0.3%), however confidence amongst victims (at 61% for the 2022 calendar year) remains considerably lower than that of non-victims (at 77.1%). The force is addressing this through various mechanisms including a renewed focus on the restorative justice process and enhanced training for staff.
- Although we saw a very slight reduction in Quarter 4 of 2022/23, overall there has been a slight increasing trend in the number of rural crimes reported since the beginning of 2016/17. A new Rural Crime Strategy was launched in

March 2023. During the quarter, the Rural Engagement Team increased its patrols by 24% and doubled the number of Stop and Searches it carried out. The team also achieved a national first by securing a dog banning order for hare coursers. In addition, it provided insight to the All-Party Parliamentary Group on Animal Welfare and launched a partnership with New Holland Agriculture using a marked police tractor as an engagement tool. There was also an increase of 10 in the membership of Farm and Rural Watch during the quarter. There are now 757 members of this group who receive a weekly report regarding crimes affecting the rural community so that they can be aware of this and take necessary precautions. They also receive crime prevention advice and are encouraged to report crimes and any suspicious activity through the proper channels.

- Business Crime offences returned close to pre-Covid levels in Quarter 4. Essex Police continues to work closely with the Cyber Resilience Centre and has the highest number of membership referrals in the eastern region. Engagement with the business community continues via various forums and activity is reflected in the Essex Prevent and Protect Two Year Plan. Essex Fraud Protect is also working with various partners and voluntary sector agencies to provide a unique, fully joined up approach to supporting victims of fraud, including peer support. Meanwhile, Fraud Coordinators continue to support hundreds of the most vulnerable victims with the aim of preventing them from becoming repeat victims.
- There were 897 deaths and serious injuries on Essex roads during 2022/23. This is the second highest annual number recorded in the seven-year period since 2016/17. The Vision Zero roads policing operation continues to target the “fatal four” offences of speeding, drink / drug driving, driving while distracted, and non-wearing of seatbelts on the strategic roads network. During the quarter, Essex Police also introduced six new police officers on the motorcycle team to patrol the county, as well as attending school crossing patrol sites to support the promotion of the “Stop Means Stop” road safety campaign. In addition, February 2023 saw the first pilot schools multi-agency day of action, involving school crossing operatives, teachers, parents, Essex Police officers, Safer Essex Roads School Liaison Officers, Parking Partnership Enforcement Officers, local councillors and media teams working alongside vulnerable road users from schools across the county. The Extra Eyes road safety initiative also continues to gain momentum, with an increase seen during Quarter 4 in submissions from vulnerable road user groups such as pedal cyclists, pedestrians and horse riders.
- After peaking in Quarter 1 of 2021/22, the number of Specials has fallen in each quarter since. During Quarter 4, 32 Special Constables resigned, including two who retired, 16 who joined the regulars and two who joined other forces. A revised #MyOtherLife dedicated recruitment campaign is underway to address this.
- There was a very slight reduction (of 0.26%, or 16 fewer employees) in the representation of ethnic minority employees at the end of 2022/23 compared with the same period the previous year. The ‘We Value Difference’ recruitment campaign continues with 330 candidates in the pipeline, 11.2% of whom are from ethnic minority backgrounds and 47.3% of whom are female.
- Audience numbers for the Joint Essex Fire and Rescue and Police Education in Schools Programme fell by 12.5% in the 12 months to March 2023

compared with the previous 12 months, and by 39.6% compared with the 12 months to December 2019. This is largely due to the team having a vacancy and another member of staff being on long term leave for the first six months of the year, as well as taking a more targeted approach to delivery based on data analytics. During the year, the team commenced Project Invoke, whose brief is to introduce a booking system to manage educational bookings. This is due to be completed later in 2023. Analysis work is also underway to ensure that the team has an up-to-date list of all current schools and the programmes delivered by all partners in each district so that it can best join up with these, and a rolling programme of reviewing and assessing lesson content is in place to ensure this remains fit for purpose and age appropriate. The Education Hub created in 2020 also continues to be a source of resources for schools alongside face to face and / or virtual visits.

4. Appendices

Appendix 1 – Police and Crime Plan 2021-2024 Quarterly Update – Quarter 4 2022/23

Police and Crime Plan 2021-2024

Quarterly update

Quarter 4 – 2022/23

Data to March 2023



Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

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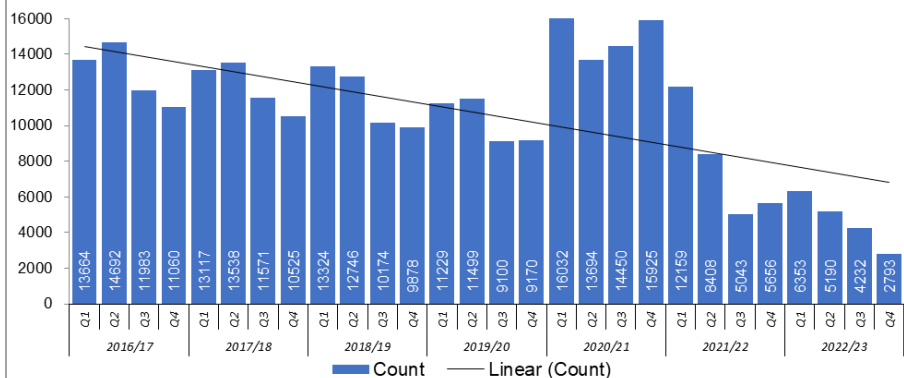
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Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

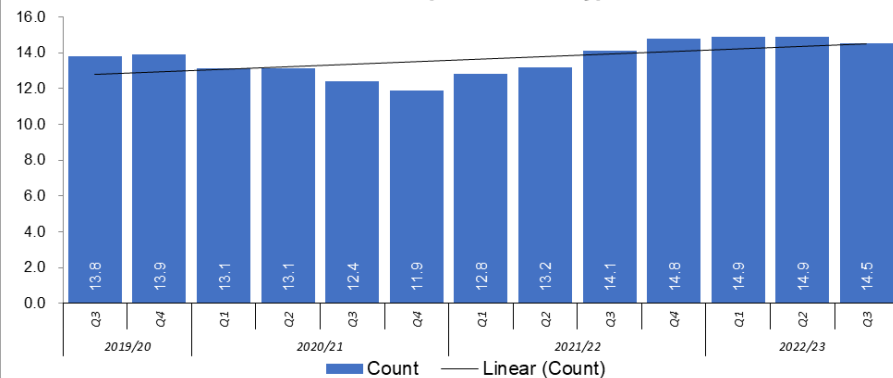
Priority 1 - Further investment in crime prevention

Our objective is to invest in activities and initiatives that prevent crime from happening in the first place to reduce overall crime and keep our communities safe.

Anti-Social Behaviour incidents



All Crime Harm (Crime Severity) Score



Key Points

- ASB is showing a downward trend from 2016/17 Q1 to 2022/23 Q4.
- The significant increase seen between 2020/21 Q1 and 2021/22 Q1 was due to the Government's social distancing restrictions that were implemented on 23 March 2020 due to COVID-19 (many of these additional reports related to activities that were previously were not considered to be ASB, for example social gatherings, as well as shops and businesses continuing to trade).
- The significant decrease in incidents from 2021/22 Q3 can mainly be attributed to the implementation of Operation SOMERTON, which aims both to improve the service given to victims of ASB and ensure crimes are correctly recorded.
- A number of operations focussing on ASB incidents were carried out in 2022/23 Q4 contributing to the continued decrease in incidents.
- The All Crime Harm (Crime Severity) Score¹ has increased slightly from 2016/17 Q1 to 2022/23 Q3, but decreased in the last quarter.

¹ Crime Severity Scores (as calculated by the Office for National Statistics) measure the 'relative harm' of crimes by taking into account both their volume and their severity. Data are only available between December 2019 and January 2023, therefore latest quarter reported able to report on is 2022/23 Q3.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

Priority 1 - Further investment in crime prevention

Our objective is to invest in activities and initiatives that prevent crime from happening in the first place to reduce overall crime and keep our communities safe.

North LPA

- Op Showboat consists of high visibility patrols taking place in Clacton town centre which has been identified as an ASB hotspot following reports of low level criminal damage, street drinkers and public order offences. Acceptable Behaviour Contracts (ABC) have been given to 14 youths offending in the area.
- Under the Safer Streets campaign, Braintree and Uttlesford Community Partnership Team (CPT) will be working alongside multiple partner agencies on several dedicated nights of action on safety within the night-time economy (NTE). Public surveys, an assessments of the town centre and public transport links as well as police led licenced premises checks will be conducted.
- Colchester now has two Multi Agency Co-ordination Panels; meetings which are attended by partners to share information and intelligence about known offenders and hotspots. The two meetings are now split into an adult forum and a child forum. One notable success resulted in a Domestic Abuse Problem Solving Team (DAPST) offender being brought to the attention of the panel, enabling the Department of Work and Pensions (DWP) to revoke their benefits, therefore utilising an “Achilles heel” approach to prevention. Previously no actionable police tactics were available to use. In regards to the child panel, Op Kirn, a test purchasing operation in hotels, was instigated and there is ongoing work around a NTE venue due to intelligence that was received at the panel.
- Following multiple reports of ASB and criminality at an address in Chelmsford, the Town Centre Team (TCT) took ownership of the issue as a problem solving exercise. The tenant was also involved in a large amount of retail crime in the nearby vicinity to fund a class A drug habit. Working alongside the Community Safety Partnership (CSP) and Housing Association the TCT went to court and obtained a full closure order which ended the crime and ASB within the block of flats instantly. The tenant was also arrested for multiple offences and is awaiting a disposal. Despite support being offered, he has no intentions of addressing his addiction so a robust approach is being taken and a Criminal Behaviour Order (CBO) will be applied for on conviction.
- Op Silk coordinates activity targeting nominals associated with Organised Criminal Gangs (OCGs) who are showing an escalation in violence, to prevent any further escalation. Community Policing Teams (CPTs), partners, Operational Support Groups (OSGs), and the Criminal Investigation Department (CID) have delivered a joint plan which has resulted in several disruptions to offenders across the Witham, Chelmsford, and Maldon areas.

South LPA

- Op Mantis is a Basildon based operation which consists of a small number of CPT officers who focus on the increasing levels of high harm / knife enabled crime in the district. The operation utilises plain clothes tactics and complex investigations to bring offenders to justice. This operation is a tactical response to violent street crime, supported by CID. The results are being monitored through scrutiny of arrests, stop searches, and intelligence submissions as well as the execution of warrants against the identified nominals. Briefings will be provided to partner agencies as the operation progresses to allow collaborative working.
- Op Union is returning this year ready for the anticipated rise in public need in Southend over the summer. Planning is in the advanced stages and a command structure is in place. This year’s plan builds on previous success and learning. Essex Police will be working with partners including the local council and stakeholders including local businesses and community members. Using officers from across the force and volunteers, this operation will see an increased visible policing presence in the Southend area to engage, respond and proactively deter offending at identified hotspots.
- In Castle Point and Rochford, hotspots are identified in daily briefings (reflecting concerns identified by residents) and disseminated to local teams for proactive patrols / action. Activity undertaken is publicised using the #Yousaidwedid campaign. Known offenders are managed by the Community Partnership Team (CPT) which focuses on groups or individuals known to have the highest impact in the community so they are closely monitored.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

Priority 1 - Further investment in crime prevention

Our objective is to invest in activities and initiatives that prevent crime from happening in the first place to reduce overall crime and keep our communities safe.

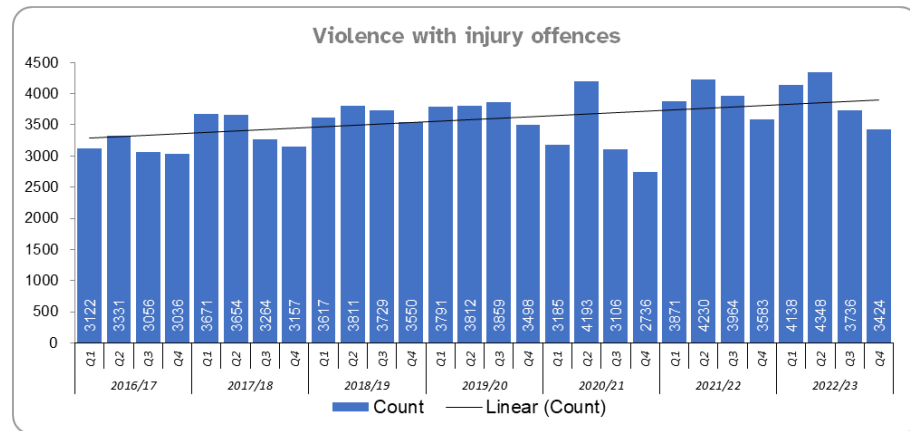
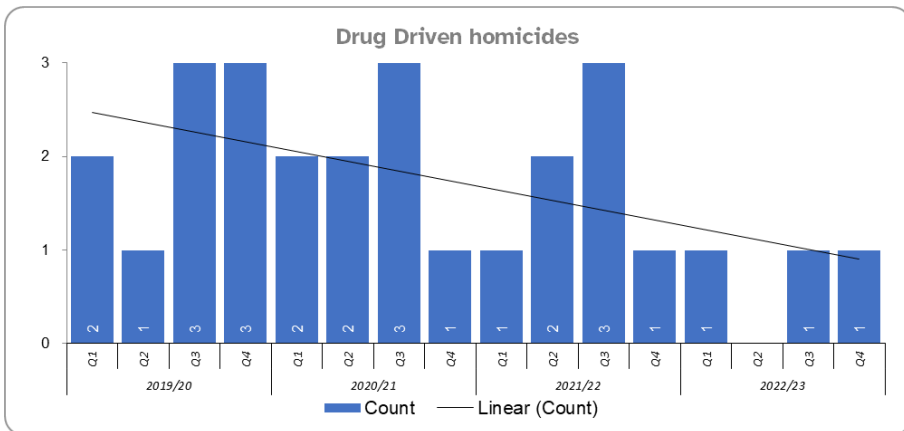
West LPA

- February saw the creation of a weekly meeting with Epping CSP, with attendees from Essex Police, ASB Teams, Housing, Environmental and Licensing. This was created based on the meetings in Brentwood, already running weekly, which have already improved the working relationship with the CSP resulting in regular updates being passed between agencies and information being shared. Also, a Crime Prevention Morning was held on the Oakwood Hill Estate, Debden, assisting our CSP with the roll out and advertising of Crimestoppers zones in Waltham Abbey, Chigwell and Debden. ASB reports continued to reduce across Epping with a 29.6% reduction seen over the last 12 month period.
- In March the District Commander and Community Partnership Team (CPT) Inspector attended the Stronger Communities Select Committee, where they updated partners and Councillors on work recently carried out. A number of questions and issues relating to the community were raised for us to focus on. There was also a Community Safety Day Of Action in Ninefields, an event in conjunction with our CSP, also supported by college students who were working with the police over the week under “Op District”.
- Successes:
 - Ongar ASB - Targeted patrols by the CPT and the Community Support Team (CST) were also tasked by the council, resulting in a high level of engagement with residents. Youths involved were identified with assistance from the Children and Young People (CYP) Officers, from officers’ body worn video (BWV) footage. 17 youths were identified, some of which were from a local academy school, while others had left school. Working with the Council, Community Safety Partnership (CSP) letters were hand delivered, or parents spoken to over the phone and, of the 17 youths identified, eight were seen to cause issues. The Academy is also sanctioning some of these students. So far, positive feedback has been received.
 - Obtained a Criminal Behaviour Order (CBO) against a prolific shoplifter who was targeting the BP garage in Debden. He has been issued a custodial sentence and a three year banning order from all BP garages in the country.
- This quarter Thurrock CPT has continued to tackle off road vehicles and ASB in hotspots across the district. There have been 68 Section 59 warnings issued and five vehicles seized. Police and partner agencies have worked together to target the car cruise organisers and serve them with Community Protection Warning (CPWs) which prevent them from arranging further car meets anywhere in the country or run the risk of criminal prosecution. In order to address the issue longer term, there is ongoing consultation with Thurrock Council’s Highways Team to identify what additional support they may be able to offer around traffic calming measures. This has contributed to the reduction in ASB. ASB has reduced by 34.9% in the 12 months to March 2023 compared to the same period last year.
- This quarter, Operation Steps was set up to tackle a series of robberies in and around Lakeside. This has resulted in the arrest of 11 suspects.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

Priority 2 - Reducing drug driven violence

Our objective is to crack down on drug driven violence and gangs, protect the vulnerable people these gangs prey on and deal with the hardened criminals whose criminal activities increase violence in our communities.



Key Points

- Drug Driven homicides¹ are showing a downward trend from 2019/20 Q1 to 2022/23 Q4.
- 2022/23 reported the lowest number of offences compared to all previous 12 month periods. One drug driven homicide was reported in the last quarter.
- There is an upward trend in Violence with Injury offences from 2016/17 Q1 to 2022/23 Q4 with decreases being reported in 2022/23 Q3 and Q4.

Force-wide

- Essex Police currently has 53 live scored and mapped organised crime groups across the county. These are split almost equally across the three local policing areas and the Serious Crime Directorate (SCD). The progress and disruptions of organised criminality are managed and driven through various but cohesive tasking processes in collaboration with partners.
- There has been an increase nationally in relation to crime linked to individuals from Western Balkan countries, and the Serious Crime Directorate Intelligence department has devised a problem profile to increase the intelligence feed to identify and tackle individuals linked.
- SCD continues to work with the Serious Violence Unit (SVU) and partners to secure preventative orders to protect the public from those involved in drug driven violence by preventing offenders from engaging in activity to perpetuate their involvement in drug driven criminality further.

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¹ Data available from 2019/20 Q1

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

Priority 2 - Reducing drug driven violence

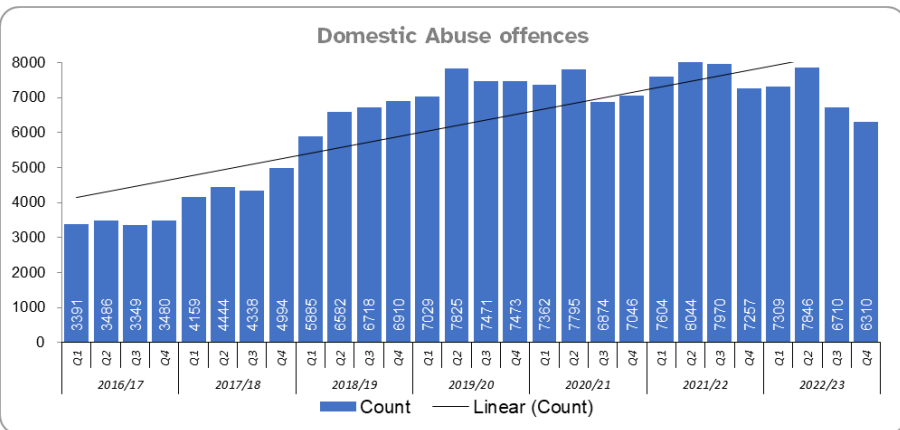
Our objective is to crack down on drug driven violence and gangs, protect the vulnerable people these gangs prey on and deal with the hardened criminals whose criminal activities increase violence in our communities.

- SCD continues to be instrumental in the efforts to reduce serious violence, particularly those leading to homicide. In conjunction with the homicide prevention strategy, a variety of workstreams are overseen by the Homicide Prevention Board led by ACC Nolan. These include workstreams on serious violence and drug driven violence. Many partnerships exist within these workstreams including the close work with the Violence and Vulnerability Unit (VVU).
- Rapid de-briefs take place when a serious violent incident occurs where there is a potential opportunity to prevent future violence, whether that be through safeguarding or learning that can be obtained in order to change processes or policies. These de-briefs regularly include partners who have also had previous interactions with a victim or suspect, or a vested involvement in the matter. The de-briefs have created a unique opportunity to learn quickly from an incident in order to prevent further serious violence.
- SCD supports national intensification periods that tackle drug driven criminality linked to gangs and county lines by providing specialist support to operations which target potential perpetrators.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

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

Our objective is to give a voice to those who need protection, support the vulnerable and reduce the number of people who become the victim of crime in their communities or their homes.



Key Points

- Domestic Abuse offences have increased significantly from 2016/17 Q1 to 2022/23 Q4. This can partly be attributed to changes in Home Office recording, new national initiatives and additional ways of reporting to Essex Police in this period:
 - 2018 April – Change in Stalking and Harassment (S&H) Crime recording Rules introduced
 - 2021 January - ‘Ask for ANI’ (‘Action Needed Immediately’) initiative introduced¹
 - 2021 October - DA definition made broader²
 - 2021 December - DA incidents able to be reported via the Essex Police website.
 - August 2022 – Crime Data Accuracy Review initiated into recording of S&H offences³ identified over recording.
 - Due to a number of operations targeting Domestic Abuse in the last quarter the number of reported DA offences continued to decrease.

Performance

- DA crime reduced by 9.3% in the 12 months to March 2023 compared to the 12 months to March 2022. This is linked to a reduction of both Stalking and Harassment Offences and other crime types.
- DA Solved rate increased to 11.2%, from 10.1% in the same period. (High Risk: 27.2% v. 23.4%, Medium Risk: 17.1% v. 16.9% and Standard Risk: 7.6% v. 7.1%).

¹ A codeword scheme that enables victims of domestic abuse to discreetly ask for immediate help in participating pharmacies and Jobcentres.

² Individuals who are personally connected included and economic abuse which replaces financial abuse. “What does change is how the two parties are associated with each other (making it wider than it is now), dictating that the parties need to be ‘personally connected’.”

³ Essex Police are auditing and, where appropriate, cancelling S&H offences to ensure additional crimes have not been unnecessarily recorded. Essex Police have also been educating those working within the Resolution Centre are ensuring they fully research the individuals involved in these types of offences before they create new crimes; where previous records exist, these additional incidents are instead referred to the relevant officer(s) in order that they can be investigated together.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

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

Our objective is to give a voice to those who need protection, support the vulnerable and reduce the number of people who become the victim of crime in their communities or their homes.

• Partnership

- A joint 'DA perpetrator' funding bid with PFCC, SETDAB (South Essex and Thurrock Domestic Abuse Board) and commissioned services to the Home Office was successful; this will provide funding for increased perpetrator behaviour programs, a new stalking perpetrator pilot, and diversionary caution pilot, alongside a project manager and project evaluation programme

• Innovation

- **Kulpa App.** Essex Police took part in a national 14 week 'proof of concept' with the Home Office Accelerated Capability Environment² (ACE), Police Digital Service and Crown Prosecution Service to test the 'Kulpa App'. The proof of concept is formally considered a success; DA victims reported feeling 'empowered' and 'safer', and police officers noting significant potential for efficiency savings as a result of using the app. We are hopeful of moving to a longer term pilot to formally measure the opportunities this app could provide.
- **DA 'Threat To Life' Cohort.** Iteration three of the DA 'Threat to Life Cohort' (formally Op Puffin Cohort) design is under review by an Independent Ethics Board prior to 'go live'. The ethics board sees the value of the cohort and is working with the design team to provide independent scrutiny and feedback. There is significant national interest in this cohort design, with the College of Policing and the Home Office in regular communication and monitoring the evolution. Identifying the highest threat perpetrators will enable police to disrupt them and reduce the risk they pose to victims.

¹ Data 12 months to March 2023 v. 12 months to March 2022.

² The Accelerated Capability Environment solves public safety and security challenges arising from rapidly changing digital and data technologies. It brings together expertise from industry and academia to innovate collaboratively and deliver front line mission impact at pace.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

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

Our objective is to give a voice to those who need protection, support the vulnerable and reduce the number of people who become the victim of crime in their communities or their homes.

- Continued Resilience Team trial for 12 months, led by a Detective Sergeant (DS) in Public Protection Investigation Unit (PPIU) South for Adult Sexual Abuse Investigation Team (ASAIT) repeat victims and suspects, the majority of which are DA victims. Interventions put in place via early strategy discussions to identify the best placed lead agency.
- An Independent Sexual Violence Advisor (ISVA) co-location pilot within Police Stations in the South (Basildon and Southend) continues this quarter, to provide a direct link to investigative teams as well as a suitable venue for victim meetings. This enhances the working relationship between Police and ISVAs to provide higher quality victim service. Children's Social Care North and Mid Joint Working are co-locating on a weekly basis as part of a programme launched in the North alongside the Child Abuse Investigation Teams (CAITs).
- The Essex Stalking Intervention Panel (ESIP) was held on 30th January 2023. Agencies work together to ensure a robust criminal justice response is paired with perpetrator intervention, complimenting survivor-centred and trauma-informed enhanced protection to those victimised. ESIP aims to reduce risk and reoffending by identifying and addressing the specific patterns of fixated and obsessive behaviour at the earliest possible stage.
- Chelmsford and Harlow Management of Sexual Offenders and Violent Offenders (MOSOVO) hubs remain 'outstanding' as the Violent and Sex Offender Register (ViSOR) audit continues. Furthermore, to support the teams, a ViSOR Masterclass input has been delivered to all MOSOVO Sergeants to support high volume and tackle repeat perpetrators.
- The Proactive Order Enforcement Team (POET) reviews high-risk stalking cases each week in order to identify any opportunities around preventative orders. It also reviews precursor offences such as indecent exposure and public indecency and links in with the Officer in Charge (OIC) to discuss preventative opportunities in relation to orders.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

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

Our objective is to give a voice to those who need protection, support the vulnerable and reduce the number of people who become the victim of crime in their communities or their homes.

North LPA

- Next Chapter¹ continues to work with local officers in Tendring, attending incidents and making referrals with victims of DA directly. The support they offer victims remains invaluable. They also work with officers from the investigations teams and provide support around high-risk victims of DA offering relevant referrals and ongoing support.
- Braintree and Uttlesford Community Partnership Team (CPT) will be working with Licensing on the 'ASK Angela'² campaign within licenced premises to educate staff in the hospitality industry and raise awareness of the signs of domestic abuse and offer a place of safety for victims of domestic abuse to come forward.
- Braintree and Uttlesford are looking to promote and support the 'Strut Safe' campaign, which further supports work to tackle Violence Against Women and Girls (VAWG),. Any individual walking home from an evening out can call the Strut Safe call centre and remain on the line until the individual is safely home. We will look to engage and promote with Great Dunmow licenced premises, gaining assistance from the Town Council and District Authority to start with, with a view to rolling out further during the year.
- Chelmsford District has dedicated Domestic Abuse Problem Solving Team (DAPST) officers who specialise in tackling repeat perpetrators of domestic abuse and use a number of tactics to disrupt this behaviour. Their workflows include Op PUFFIN which was born out of the Ashley Wadsworth murder investigation. They also work closely with Multi Agency Public Protection Arrangements (MAPPA) to manage violent offenders. Their workstreams are:
 - OP PUFFIN: Managing a cohort of high harm offenders identified as posing a risk of committing domestic homicide.
 - MAPPA: Statutory requirement to manage a cohort of offenders where DA is a trigger. Not always linked to OP Puffin as a nominal.
 - DA based civil orders: They monitor and enforce all DA based civil orders such as Domestic Violence Protection Notices (DVPNs), Domestic Violence Protection Orders (DVPOs) and Stalking Protection Orders (SPOs).
 - Arresting DA offenders: Assisting in locating and arresting high risk DA offenders.
 - Domestic Abuse Investigation Team (DAIT) referrals for victims: Will engage and provide additional support to victims with complex needs.

South LPA

- The DAPST team has changed from being victim to perpetrator focused, with the objective being to manage the highest risk perpetrators in Essex. This enables disruption of offending behaviour and to not lose sight of alternative victims once the perpetrator leaves a particular relationship.
- In alignment with wider Essex Police teams, a number of officers have been posted into the Domestic Abuse Investigation Teams with the aim to reach full capacity across the LPA. This will ease the investigative burden on the officers already in post and strengthen the skills of the new officers entering when it comes to domestic abuse.

¹ Next Chapter - service providing information and support for Domestic Abuse victims.

² Ask Angela - campaign used by bars and other venues to keep people safe from sexual assault by using a codeword to identify when they are in danger or are in an uncomfortable position.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

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

Our objective is to give a voice to those who need protection, support the vulnerable and reduce the number of people who become the victim of crime in their communities or their homes.

South LPA (continued)

- High harm offences and domestic abuse investigations are scrutinised by supervisors closely to ensure all avenues of investigations are explored, ensuring victims are safeguarded and learning opportunities are identified.
- There is continued training in both police and court issued orders (e.g. SPOs, DVPNs and DVPOs) which means officers are able to effect a wider means of disrupting criminal activity and preventing harm to the most vulnerable alongside regular investigations.

West LPA

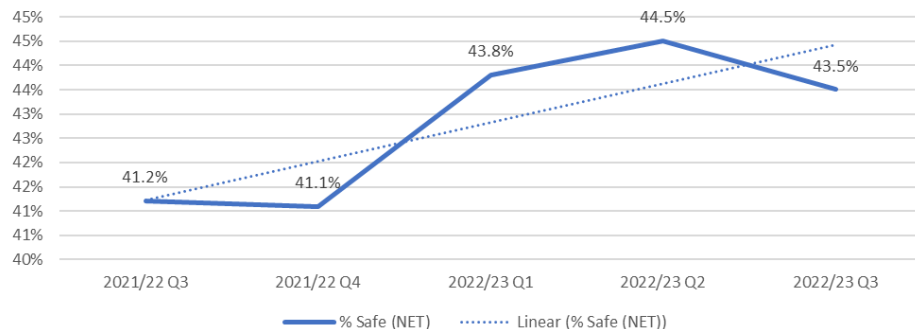
- There continues to be reductions in the number of hate crime and domestic abuse investigations in the 12 months to March 2023 compared to the 12 months to March 2022.
- Epping saw a 9.3% reduction and Brentwood a 10.6% reduction in the number of domestic abuse offences reported over the last 12 months. There was a 1.3% increase in solved rates in Brentwood but a 3.5% reduction in Epping in the same period.
- Solved rates for hate crimes have continued to improve over the year, and the principles under “Op Reconsider” are now well established in the Community Partnership Teams (CPTs). Op Knowledge referrals to the Crown Prosecution Service (CPS) have also taken place to obtain quick time advice on investigations.
- A male sex offender was imprisoned after appearing at Chelmsford Crown Court in January, where he was sentenced to 27 years in prison after being found guilty of multiple sexual offences against young girls. He will also serve a further five years on license.
- There was also a high profile conviction of reality TV star Stephen Bear. An investigation into the suspect began in December 2020, after Essex Police was contacted regarding an intimate video being shared online to multiple social media platforms. He has been given a 21 month custodial sentence.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

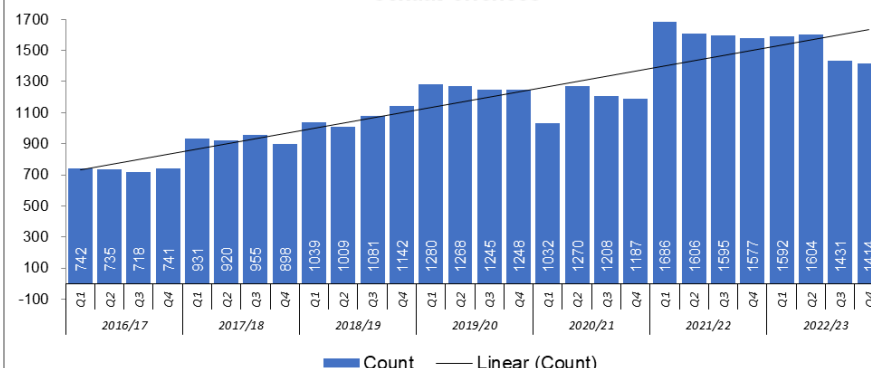
Priority 4 - Reducing violence against women and girls

Our objective is to support a cultural change within society and provide strong, consistent, and vocal support for the safety of women and girls whether they report crimes against them or not.

Percentage of females who feel safe walking alone in their area after dark
Data to December 2022



Sexual offences



Key Points

- Female confidence in walking alone after dark¹ has remained stable from 2021/22 Q3 to 2022/23 Q3. This is despite Policing events in the national news primarily relating to the Metropolitan Police.
- Confidence levels resulting from actions taken in 2022/23 Q4 will be received at the end of April 2023.
- There is an upward trend in Sexual Offences from 2016/17 Q1 to 2022/23 Q4 with decreases being reported in 2022/23 Q3 and Q4.

Force-wide

- On 30th March, Crime and Public Protection had a “Working Smarter Event” which was themed around child sexual exploitation and VAWG. The VAWG Lead spoke about what current work is ongoing and there were also case studies presented and Question and Answer sessions designed to highlight best investigative practice.
- The work with Targeting Organised Exploitation Crime (TOEX) continues to increase our ability to highlight and deal with high risk offenders. Recently an offender under the age of 18 who had already committed multiple offences was subject to a Sexual Risk Order which is unusual for a juvenile offender. This has since resulted in the offender being charged and remanded.
- Building on the successful prosecution of Stephen Bear for sharing private sexual images. Essex Police is working with Nottingham Trent University to build a set of national recommendations for policing on how to respond effectively to offences involving the sharing of private sexual images.

¹ The confidence question was added to the internal survey in September 2021.

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Priority 4 - Reducing violence against women and girls

Our objective is to support a cultural change within society and provide strong, consistent, and vocal support for the safety of women and girls whether they report crimes against them or not.

North LPA

- Op Minerva remains in the planning stages – however we have now identified the VAWG hotspot areas within Tendring. One of these is Clacton town centre which will be subject to the Minerva patrols and Community Safety Partnership (CSP) action to ensure that all partners can come together to target offenders. These patrols will link in with investigations to identify who offenders target and consideration will be given to prevention orders for offenders attending these locations to commit crime.
- A number of successful prosecutions have taken place with the work undertaken by Essex Police teams and supported by partner agencies such as Next Chapter.
- Chelmsford has a 9.3% positive outcome rate from domestic abuse at the moment. We are also seeing an uplift of six officers in the DAIT by 10th July 2023 and a commitment to holding no vacancies, which will support the team in providing quality investigations to victims.
- The embedded prison liaison team works closely with colleagues at HMP Chelmsford, targeting offenders who still offend while in custody. One successful outcome of note saw a five year sentence in addition the current sentence for a prisoner who committed indecent exposure against prison staff in establishments across other prisons before arriving in Chelmsford. The team took a proactive approach to gather material and gain a successful prosecution. This male was initially convicted of exposure, and the extended sentence will further protect the public.
- Funding has recently been approved for the Safer Streets project. This will see upgrades and new CCTV cameras placed in and around Clacton to improve our “eyes on” approach and identify any incidents and record best evidence for investigations. The funding will also see improvements to lighting in hotspot areas and provide more staffing through our care line operators. With this funding we are seeking to make the area a safer place for women and girls and provide better evidential opportunities to solve any reported crime against them.
- In Colchester, Operation Kirn, a partnership operation with cadets, tested whether young people would be able to book hotel rooms in the district and potentially expose themselves to harm. Officers also deployed with cadets to test the response in bars and clubs across the Town regarding the “Ask Angela” initiative. Many of the bars and clubs performed really well. Hotels performed less well and are now receiving bespoke vulnerability training from the Business Improvement District which came about through Colchester’s successful Safer Streets Fund Bid.
- Working alongside the CSP, we have recently formed a working group with young local females to understand better the issues they face within the Chelmsford City Centre area, with a particular emphasis on the night time economy. Additionally the carpark closest to the train station shuts prior to the last trains coming in, meaning people had to walk further later at night. Lighting, CCTV and opening hours will be looked at by the council to improve people’s experiences (not just females’), when using carparks.
- Testing and exercising training was completed with licensed premises, bars and clubs in Chelmsford City Centre to understand how they respond to incidents of drink spiking, “Ask Angela” requests and those that feel they are suffering harassment, stalking or misogyny.

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Priority 4 - Reducing violence against women and girls

Our objective is to support a cultural change within society and provide strong, consistent, and vocal support for the safety of women and girls whether they report crimes against them or not.

South LPA

- Each district holds Independent Advisory Groups with members drawn from a variety of backgrounds, who provide a direct link between the community and the police.
- The Community Safety Engagement Officer (CSEO) role has been developed and officers in this role ensure that communication with the public can be done through multiple means, not just online or in person. Regular community meetings are held across all districts and updates are provided around the work done on a regular basis with the opportunity for the community to feed back what is important to them.
- Each district has “Victim Champions”, who share best practice amongst their teams to support victims.
- With regard to Victim Care Contract (VCC) compliance, there is an agreement made between victims and officers around regularity of contact. This is scrutinised at command team meetings and had led to a reduction in “failed” VCCs where officers have not updated or recorded their updates to victims. The focus is now on the quality of the updates and how officers explain police processes to victims.
- A review is being conducted of how best to develop / utilise existing survey formats, so that Essex Police can better serve communities.

West LPA

- VAWG offences, repeat VAWG victims and suspects and general trends are now part of fortnightly tasking process, and cases are discussed with options looked at for further support or enforcement options.
- Offences reported are continuing to decline in the West LPA.
- We have been working with our Community Safety Partnership (CSP) on the development of Op Minerva, which is the hotspot tracking of VAWG locations. At the most recent meeting three top areas based on hot spot maps were identified. The next stage will be for research of those areas before awareness and preventative work commences.
- We have launched ‘Walk With Us’ which is the idea of women and girls going on a walk with officers from Essex Police and the Community Safety Partnership in an area and pointing out where there are safety concerns, for example ‘the street lighting in the alleyway would prevent me walking through it’. These events currently take place once a month in each area in the evening. Officers identify a location that is a VAWG or ASB hotspot. At each event there is a crime prevention stall in a central location which is full of items aimed at keeping people safe, including personal attack alarms, drink spiking test kits, purse bells etc. The public’s reaction to these events has been really positive.
- Two Walk with Us events have been conducted in the last quarter in Brentwood, on 20th January on the High Street and on 4th March at Thorndon Country Park. At both these events we have had over 200 questionnaires completed. Two events have also been completed in Epping in the last three months, outside Debden and Loughton Tube Stations, with over 250 questionnaires completed. The questionnaires will be shared with the relevant partner agencies so work can be completed to make the area safer, such as fixing broken street lighting and to identify targeted patrol requirements.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

Priority 4 - Reducing violence against women and girls

Our objective is to support a cultural change within society and provide strong, consistent, and vocal support for the safety of women and girls whether they report crimes against them or not.

West LPA (continued)

- We have begun to make arrangements with our Community Safety Partnership (CSP) to fund self-defence classes for women and girls. Funding has been agreed and Community Safety Engagement Officers (CSEOs) in both areas will be finalising the plans for this over the next month. On top of this our CSP is rolling out self defence classes in Ninefields, Waltham Abbey from Safer Streets funding.
- Operation Brave was set up between Police and Thurrock Council as a result of street safe data highlighting Grays High Street as an area of vulnerability for VAWG. Officers patrolled with the council and supporting agencies aiming to engage with females, carry out high visibility policing (HVP) and identify areas where crime prevention target hardening could be considered.

North LPA

- Op Worrall formalises a joint approach between North LPT and North DAPST focusing on high harm and complex offending, robustly targeting repeat DA offenders, which includes a review of historic allegations made against the same offender. The team has increased the number of preventative orders being submitted to the legal department following the change in the threshold.
- Crown Prosecution Service (CPS) case clinics connect allocated lawyers to officers, specifically focussing on cases over 12 months old to enable more efficient decision making and streamlining work towards case completion.
- An internal forum discussing misogyny and how to tackle it has identified the need for specific guidance and support for victims of DA where the perpetrator is an employee of Essex Police. Perpetrators will be robustly targeted, processed and prosecuted as part of a newly implemented procedure.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

Priority 4 - Reducing violence against women and girls

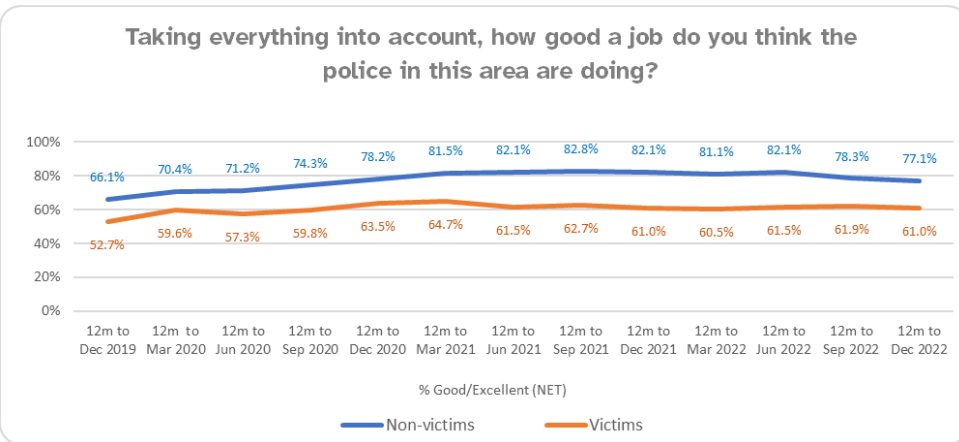
Our objective is to support a cultural change within society and provide strong, consistent, and vocal support for the safety of women and girls whether they report crimes against them or not.

- The Victim Closure Document (VCD) has been rolled out across the whole of the Crime and Public Protection Command (C&PP), providing good insight into victim service, enabling us to share good practice, address gaps and understand what we can do differently to inform our future work.
- A force-wide Vulnerability Event highlighting all strands of vulnerability has been held. Delegates heard from many external speakers including an ex-sex worker who talked about her experience, and crucially what we can do differently to identify and support vulnerability.
- The latest Community Engagement Group (CEG), formed of representatives from the diverse communities we serve, has recently met and discussed indecent images of children, how the offence can be committed, the effect this has on the individual and the support available to those affected through engagement with Independent Sexual Violence Advisors (ISVAs).
- Essex Police has worked with victims of VAWG offences and their families to raise the awareness of what Essex Police will do to support victims. This has been supported by the media department which has launched very successful and popular media campaigns raising awareness. This includes the coverage of the Stephen Bear trial and conviction and the Reflect¹ campaign.
- Essex Police has been engaging with headteachers from Essex schools, raising awareness of VAWG offending, sexism and misogyny. This is designed to increase awareness within schools and to maximise information sharing between education authorities and schools to ensure victims come forward and report crimes.
- The force's VAWG lead will be attending the next Victim Feedback Panel to talk about what Essex Police is doing to tackle VAWG and hear what victims feel needs to be done.
- Essex Police continues to focus on its own internal culture and behaviour. This is in order to maintain and improve public confidence. Essex Police has completed a survey of its workforce on views of the current culture towards VAWG and the issues of sexism and misogyny. This has also involved listening groups to capture officers' and staff's views on how to improve awareness and dealing with such issues.
- Essex Police continues to conduct operations in the night time economy to both target offending and provide community re-assurance. An event in Chelmsford on the 17th March was attended by MP Vicky Ford who wrote "It was particularly moving that so many women took the time to thank the police for being out in force and for taking their safety so seriously."

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Priority 5 - Improving support for victims of crime

Our objective is to recognise and prevent the harm caused to victims by the crime they experience, and the need to protect those who are most vulnerable to becoming victims.



Key Points

- Confidence among victims (assessed through the independent survey commissioned by the PFCC and Essex Police) is at 61.0% for 2022/23 Q3 (results to the 12 months to December 2022). Although this is 16.1% lower than confidence of non-victims for the same period (77.1%), the gap has narrowed slightly from 16.4% compared to Q2.
- Confidence levels resulting from actions taken in 2022/23 Q4 will be received at the end of April

Force-wide

- There has been a focus on the restorative justice process with training sessions delivered that have highlighted the possible non-custodial resolutions for crime types within the scope of the Crime and Public Protection Command (C&PP).
- Enhanced training for Stalking Ambassadors has been delivered. This achievement can be measured by the recent Stalking Protection Order (SPO) review which highlighted that Essex Police had *all* the SPOs it applied for granted and none refused, putting Essex in the top three forces for success in SPO application.
- Essex Police has funded the training of six new Independent Stalking Advocate Caseworkers (three per LPA). These ISACs tailor support to victims, working alongside Essex Police to facilitate positive outcomes, supporting them to have the confidence to report crime.
- 50% of all investigations finalised as outcome 16 (victim does not support a prosecution) have been reviewed. The cases were correctly finalised and the review highlighted some excellent practice and demonstrated officers and managers are tailoring support along with the victim's needs and respecting their decision not to prosecute where they do not wish and cannot be supported to engage.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

Priority 5 - Improving support for victims of crime

Our objective is to recognise and prevent the harm caused to victims by the crime they experience, and the need to protect those who are most vulnerable to becoming victims.

North LPA

- In Tendring, Operation Lancaster is a Community Partnership Team (CPT) led operation whereby victims who have investigations undertaken by the Contact Management Command are visited by PCSOs to offer advice and reassurance in respect of their reported crime. This has dramatically enhanced the service we provide to our victims who would not normally expect to see anyone from Essex Police. The PCSOs can give crime prevention advice, reassurance and referrals to other agencies for additional support whilst addressing the concerns of the victim in our community.
- Chelmsford works closely in partnership with a number of external agencies, including Next Chapter. Next Chapter engages with and provides support to victims of DA. They will, when requested, provide an Independent Domestic Violence Advisor (IDVA) who will work with the victim even when they are unsupportive of an investigation and prosecution. The IDVAs are excellent in providing safe support away from the police and a number of victims have consented to this support when they are not ready for, or do not want, a formal prosecution. For example, a recent victim of a serious domestic assault who had no interest in supporting a prosecution as they did not feel ready was referred to this process. They are now being effectively supported and safeguarded, which is what they wanted when reporting to police.
- Chelmsford is also taking part in a national trial of a new app where the victim can collate and keep evidence on a secure cloud. When they are ready to support a prosecution or want more police support they can submit it through to the police and it comes through in a evidential format. We saw our first referral through this process last week. This is still in the early stages of rollout but is an innovative idea to support victims and work at their speed, giving them control.
- The Town Centre Team (TCT) has run Op Snowy - regular engagement events in different locations throughout Chelmsford city centre. These are pop up stalls put in prime locations to offer support and advice to predominantly the elderly and vulnerable communities around theft from the person, fraud and other offences which effect them. We have worked with the Community Safety Partnership (CSP) and provide various crime prevention materials. We also offer support and guidance around crime reporting, ensuring people feel confident in reporting incidents to us.
- The Clacton Domestic Abuse Investigation Team (DAIT) has developed an innovative training package delivered to student officers in Tendring district. It gives them better understanding of coercive and controlling behaviour, stalking and non-fatal strangulation. These are areas identified as being the most misunderstood and yet amongst the most common DA crimes. There has been very good feedback and this will soon be rolled out LPA wide.
- The Criminal Investigation Department (CID) place victims at the heart of decision making, understanding their needs, providing support and reassurance and appropriate safeguarding, and works with victims to ensure they are confident to support prosecution. As a result of this, one example of recent feedback received from a carer of an elderly vulnerable victim of crime stated: *"The officer has been absolutely brilliant in a very, very stressful time. The officer was precisely the right person to be doing this with a vulnerable elderly person, who is really, really pleased and happy with the provided information and support"*.

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Priority 5 - Improving support for victims of crime

Our objective is to recognise and prevent the harm caused to victims by the crime they experience, and the need to protect those who are most vulnerable to becoming victims.

South LPA

- Victim care cards have been created which contain contact details for the Officer in Charge (OIC) of their investigation and any relevant reference numbers as well as details of what support they are entitled to. One of the main drivers of dissatisfaction was not being updated in a timely manner and not knowing how to get an update. This direct link aims to overcome this barrier.
- Actions continue to ensure hard-to-reach communities have trust in reporting crimes to Essex Police. For example, in Canvey Island, to address the historically low rates of reporting crimes amongst the local Haredi population, there have been extensive policing outreach initiatives. This has resulted in increasing numbers of reported crimes, allowing an appropriate response.
- Increased training introduced in Restorative Justice has been expanded to all staff. A number of posters and internal training documents have also been posted in every station.
- A new initiative, working with social prescribers in the NHS, will soon be trialled in Canvey Island. This will enable matters involving juveniles to be addressed by a joint approach. The results of this trial are being monitored by researchers from the University of Essex and, if successful, will be expanded.

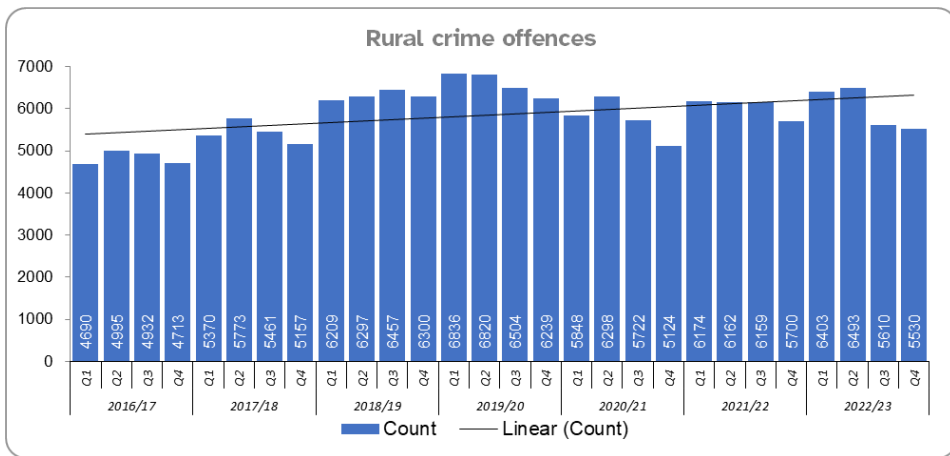
West LPA

- We have continued to build on the lessons learnt through Op Reconsider, and solved rates for hate crimes have continued to increase. Brentwood's solved rate was 16.8% for the 12 months to March 2023, an increase of 3.4% compared to last year,
- Op Knowledge has been running over the past few months, which gives the OICs of investigating hate crime offences the chance to have a scheduled appointment with a Crown Prosecution Service (CPS) Solicitor to discuss case progression and Realistic Prospect of Conviction (RPOC) without having a full file completed or the investigation finished. Its objective is to reduce the time it takes from initial investigation to resolution, driven by a focused investigation following liaison between the OIC and CPS lawyer. The trial period is still ongoing.
- A range of tailored operations have been conducted across the districts including burglary operations during peak times, theft of motor vehicle proactive patrols, Op Henderson with the British Transport Police (BTP) trying to identify vulnerable and exploited young persons on the transport network, Op Makesafe to educate hotel staff on signs of Child Sexual Exploitation (CSE) and many more.
- The Local Action Group (LAG) for Thurrock continues to support vulnerable victims and give all agencies a platform to come together to discuss joint ideas to protect vulnerable victims and communities.
- Officers, together with the fraud officer, have conducted fraud prevention talks at local sheltered housing schemes to make the residents aware of the current scams and how to prevent themselves from becoming a victim.

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Priority 6 - Protecting rural and isolated areas

Our objective is to work with rural communities to help them build greater resilience and keep them safe.



Key Points

- The new Rural Crime Strategy launched on the 10th March providing a refreshed strategy to protect rural and isolated areas.
- There is a slight increasing trend in the number of rural crime offences in the period 2016/17 Q1 to 2022/23 Q4, however the number of offences reported in Q4 decreased compared to Q3.
- The Farm and Rural Watch group increased the number of its members to 757 at the end of Q4, up by 10, compared to the end of Q3.

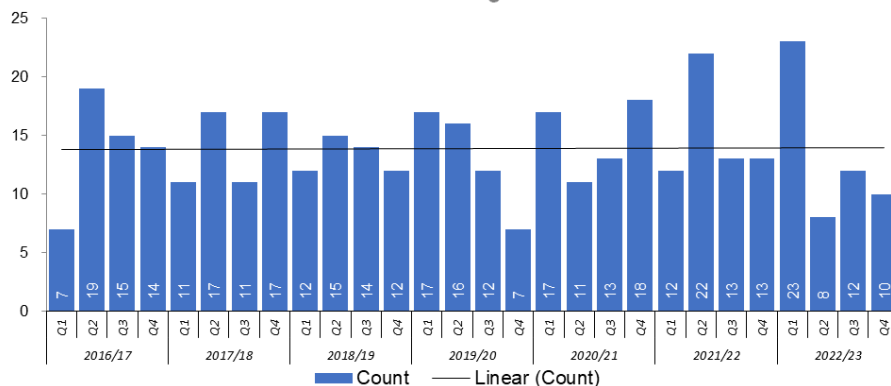
- The Rural Engagement Team (RET) oversees all unauthorised encampments. During this period there were five encampments and policing powers were used on one of these occasions (note that encampments are seasonal).
- Farm and Rural Watch coordinated by the Essex Watch Liaison Officers currently consists of 757 members (up 10 members compared to the end of Q3) who receive a weekly report regarding crimes relating to the rural community in order that they can be aware of what is happening throughout the county and take necessary precautions. They also receive occasional topical crime prevention advice and a copy of the Rural Engagement Team's Newsletter. All members are encouraged to report crimes and any suspicious activity through the proper channels.
- The Rural Engagement Team has undertaken 763 hours of patrols (up 24%), 471 traffic offence reports (no change), 45 Stop and Searches (up 100%), 6 arrests (down 50%), 99 intelligence reports (up 20%) and 39 vehicle seizures (down 32%) compared to the previous quarter. The Rural Engagement Team has undertaken 12 community engagement events including farm watch meetings, parish council presentations and dog owner engagement events.
- The Rural Engagement Team has achieved a national first by securing a dog banning order for hare coursers. They participated in the all party parliamentary group on animal welfare to provide insight and launched a partnership with New Holland Agriculture using a marked Police tractor as an engagement tool.
- This quarter has resulted in a three ongoing investigations into ten suspects for hare coursing related offences where suspects have been identified and are likely to lead to prosecution. Additionally, nine Community Protection Warnings / Notices have been issued for hare coursers.

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Priority 7 - Preventing dog theft

Our objective is to do more to protect our pets and build confidence in how Essex Police handle dog thefts.

Number of dog thefts



Key Points

- The number of dog thefts¹ remained stable in the period 2016/17 Q1 to 2022/23 Q4.
- The Dog Watch Group increased its membership by 34 in the last quarter to 2,721, up from 2,687 at the end of Q3.

Force-wide

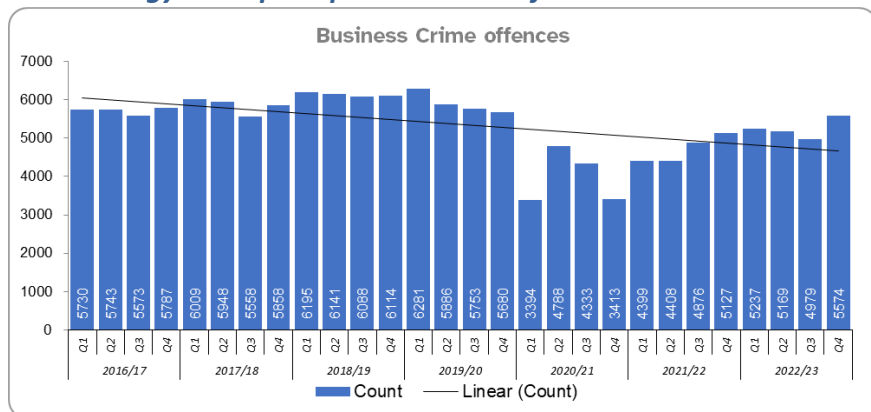
- The Rural Engagement Team (RET) has held four dog owner engagement events in this quarter in Maldon, Chelmsford, Brentwood and Basildon. 80 dog owners were engaged with, and provided with dog theft awareness advice and microchip scanning.
- All dog theft investigations are reviewed by a specialist within the RET. Stranger dog theft remains very low. Victims are contacted and enhanced support is provided ensuring a high level of service due to the impact of such a crime. There were 10 reported dog theft incidents this quarter. One of these was stolen from a back garden.
- Dog Watch is led by our Essex Watch Liaison Officers. There are currently 2,721 members, up from 2,687 at the end of the previous quarter.
- Any intelligence received by Essex Watch Liaison Officers from Dog Watch Members direct is submitted through the proper channels and, where applicable, is highlighted to the Dog Theft SPOC and local community policing teams.

¹ This is number of thefts in which dogs were stolen, and not quantity of dogs stolen in each theft. Data are based on theft offence crimes and robbery offence crimes where the 'property code' is 'pet animal – dog' and the 'property status' is 'stolen' and/or 'stolen/recovered'.

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Priority 8 - Preventing business crime, fraud and cyber crime

Our objective is to work with businesses and individuals to tackle the surge in fraud and cyber-crime and to support Essex Police's Business Crime Strategy to help keep businesses safe.



Key Points

- There is a downward trend from 2016/17 Q1 to 2022/23 Q4 but this can be attributed to the lower number of offences recorded during the period of Government restrictions due to COVID-19 when businesses were not allowed to open fully. The two periods with the strictest restrictions, 2020/21 Q1 and Q4, have the lowest number of recorded crimes in the whole period.
- The previous quarter recorded the highest number of offences since 2020/21 Q1, returning close to pre-pandemic levels.

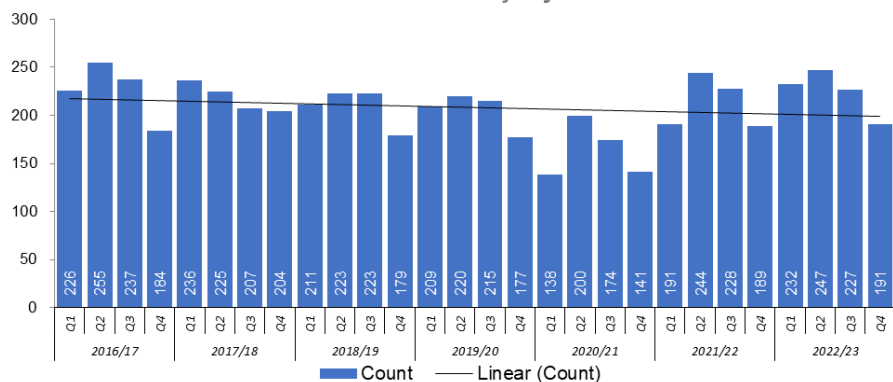
- In Cyber Protect, Essex Police continues to support and work closely with the regional Cyber Resilience Centre (CRC) and has been recognised as having the highest number of confirmed membership referrals in the Eastern Region. This achievement is in no small part due to the work of the Essex Cyber Prevent and Protect Officer, and with this team now seeing growth with an additional officer, it is expected that engagement with businesses across Essex will continue to grow and therefore improve the cyber resilience of the county against this emerging and complex type of criminality.
- Engagement with the business community via various forums, including a recent conference on cyber fraud, ensures that cyber resilience, cyber threats and mitigation / education remain in the forefront of business leaders' minds to ensure Essex Police is in the best place to prevent cyber-attacks. This even prompted the Essex Prevent and Protect Two Year Plan aimed at improving collaboration between Essex Police, Essex businesses and our partner agencies to improve reporting by businesses.
- The Cyber Prevent Team also remain engaged with the Essex Digital Partnership (EDP). The partnership, made up of cyber technicians from Essex County Council and the Essex County Fire and Rescue Service, meets monthly to discuss current threats and trends along with mitigation opportunities, ensuring sharing of information across the county's services to build resilience.
- Essex Fraud Protect is leading the way nationally in respect of providing support and information to victims and the public in relation to fraud. The Romance Victim Peer Support Group, run by and facilitated by Essex Fraud Protect and Victim Support, is unique in the way victims of this devastating crime offer support by sharing survivor accounts and coping mechanisms between themselves. Essex Fraud Protect is also working with various agencies and voluntary organisations in order to provide a fully joined up approach to supporting victims of fraud. This approach is the first in the country and is being monitored with interest by the Home Office and academia. The Fraud Coordinators continue to provide support to hundreds of the most vulnerable victims to prevent them from becoming repeat victims.

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Priority 9 - Improving safety on our roads

Our objective is to continue to improve safety on our roads, promote safer driving behaviours and robustly target those who cause the most harm.

Killed or Seriously Injured



Key Points

- There is a very slight downward trend in the period 2016/17 Q1 to 2022/23 Q4 but this data is skewed by the low numbers recorded in 2020/21 Q1 and Q4 when the strictest COVID-19 restrictions were in place.¹
- There were 897 KSIs recorded in 2022/23. This is the second highest annual number recorded in the seven year period since 2016/17 (902 KSIs).
- Q4 recorded the lowest number of KSIs in the previous 12 months.
- There are over 87 Community Speed Watch groups and over 1,000 volunteers working with Essex Police to reduce casualties on the roads

Force-wide

- During this quarter, a total of 187 people were killed or seriously injured following road traffic collisions. In this quarter 10 were fatalities compared to 11 in the same quarter last year. The force has recorded zero fatalities involving motorbikes and two involving pedestrians this quarter.
- The newly rebranded Vision Zero roads policing operation, which has been running since June 22nd 2022, targets 'Fatal Four' offences (speeding, drink and drug driving, driving while distracted and non-wearing of seatbelts) on strategic roads and, this quarter, generated 676 seatbelt, 344 mobile phone related, 108 careless driving, 136 driving with no insurance, 447 other road traffic offences, 160 drink / drug driving arrests and 1,121 speed offences. There have been 30 additional Vision Zero operations this quarter, targeting the Fatal Four offences as well as the National Police Chiefs Council objectives, such as uninsured / unlicensed vehicles and drivers, eyesight requirements (*drivers must be able to read (with glasses or contact lenses, if necessary) a car number plate made after 1st September 2001 from 20 metres*) and Power2Wheeler vehicles.
- Officers attended school crossing patrol sites in support of operatives, assisting with the promotion of the 'Stop Means Stop' road safety campaign. February 2023 saw the first pilot school multi-agency day of action, working alongside vulnerable road users from schools across the county, as well as School Crossing operatives, teachers, parents, Essex police officers, Safer Essex Roads School Liaison Officers, Parking Partnership enforcement officers, local Councillors and media teams.

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¹ Data from January 2021 amended monthly.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

Priority 9 - Improving safety on our roads

Our objective is to continue to improve safety on our roads, promote safer driving behaviours and robustly target those who cause the most harm.

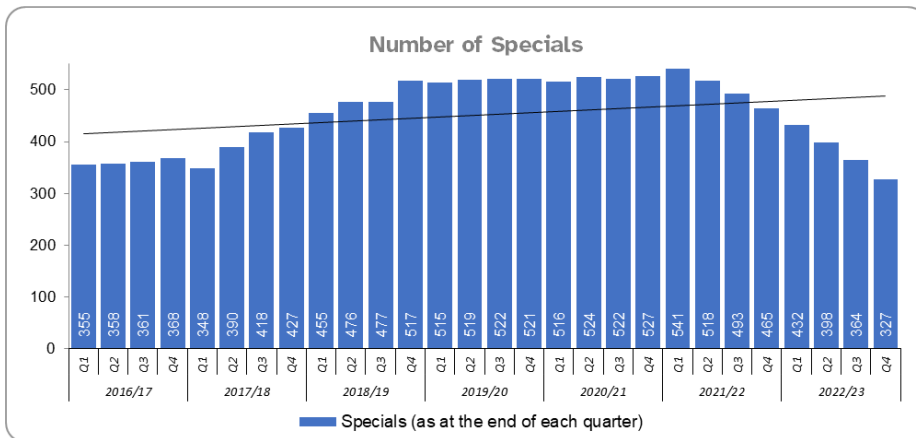
Force-wide (continued)

- There are 87 Community Speed Watch groups and over a 1,000 volunteers working with Essex Police to reduce casualties on the roads. Officers visited 43 Community Speed Watch and 25 School Speed Watch sites with over 600 hours of engagement in support of our schools and volunteers, enforcing, engaging within the local community, and promoting the Vision Zero campaign.
- Officers enforced at over 60 sites as a result of analysed speed survey data and localised complaints across North, South and West of the county, supporting the Essex Police 'You Said We Did' campaign.
- Essex Police introduced six new police officers on the motorcycle team to patrol the North, South and West of the county.
- Essex Police introduced 37 new vehicle tint measuring devices for front line officers at the roadside.
- Essex Roads Policing Unit created 200 social media articles promoting operational success within the county in conjunction with our partners. This message was widening with further support across local authorities, parishes and local policing districts delivering further the Vision Zero road safety message.
- The Extra Eyes road safety initiative continues to gain momentum with 1,198 submissions and 44% positive outcomes. This includes 450 for Careless Driving, 197 for Careless Driving (Close Pass), 46 for mobile phone related offences, and 66 related to driving through red traffic lights.
- There was an increase over the last quarter in submissions from our vulnerable road user groups including 239 pedal cyclists, 191 pedestrian and nine horse riders, with a positive outcome for 58% pedal cyclists, 33% horse riders and 26% pedestrians.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

Priority 10 - Encouraging volunteers and community support

Our objective is to work with our communities to prevent crime, support victims and ensure that criminals have no place to operate.



Key Points

- Despite an upward trend since April 2016 the number of Specials has fallen each quarter since 2021/22 Q1.
- The total number of Watch Groups increased by 50 in Q4 compared to Q3.
- The Essex Horse Rider Volunteer Scheme was launched in November, initially as a trial sponsored by Uttlesford Council within its district. There are now four volunteers signed up and active in this area with continued promotion of the scheme and further applicants being progressed.
- Three volunteer induction courses / drop-in events for Active Citizens and Police Support Volunteers have been conducted for both new and existing volunteers.
- The Volunteer Police Cadet Scheme continues to work in collaboration with Essex County Fire Cadets.

Essex Special Constabulary

- Headcount is currently 327¹. This quarter, Specials have completed a total of 24,009 hours and they have undertaken 19,071 hours of operational policing. 32 Special Constables resigned, with two retiring and 16 joining regulars, including two joining other forces.
- The revised #MyOtherLife dedicated recruitment campaign was very active on social media, as well as through adverts in local gyms and Channel 4 Catch Up. Recent activity includes an internal campaign to encourage friends and family to sign up and we have seen a small increase in applications in the last month. Further activity around the campaign is planned in 2023.
- There are 14 Community Special Constables (CSCs) supporting 11 Parishes who completed 63 duties and 420 hours during January and February.
- The Employer Supported Policing (ESP) scheme currently has 64 companies registered with 83 Special Constables benefitting. We continue to work with Chamber of Commerce and local Parishes to promote schemes.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

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Active Citizens and Police Support Volunteers

- Essex Police currently retains 155 Police Support Volunteers (PSVs) of which 55 are Active Citizens (ACs)¹. There are four volunteers in the pipeline, with eight ready for deployment.
- The Domestic Abuse Investigation Team (DAIT) has now had approved six roles to operate from the North District DAIT. The volunteers for these roles have been selected and are in the process of getting enhanced vetting.
- Our Police Support Volunteers and Active Citizens have supported several Street Week Events across the county .
- Duty Sheet training continues via online and drop in training sessions with a third of volunteers now trained. In addition, 27 SPOCS have received training in managing volunteers via the Duty Sheet. A Citizens in Policing (CiP) Volunteer role is now being utilised to contact those volunteers who still need training to encourage engagement with the Duty Sheet and training.
- Three volunteer induction courses / drop-in events have been conducted for both new and existing volunteers.

Volunteer Police Cadets

- There are 221 Volunteer Police Cadets (VPCs) and 87 Volunteer Cadet Leaders across 13 Cadet Units¹. There is ongoing recruitment activity for Cadet Leaders to support the three units not yet back to full strength post-Covid. Southend is planning to re-open by Easter with Braintree and Chelmsford to follow. Cadets continue to assist at various community events.
- The Volunteer Police Cadet Scheme continues to work in collaboration with Essex County Fire Cadets. There are now plans for a joint Police and Fire Cadets PFCC Games for 2023. We are also working with volunteers from the Fire and Rescue Service to relaunch the Duke of Edinburgh scheme. VPCs continue to support their local Policing Teams with crime prevention and attending local community engagement events.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

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The Local Policing Support Unit (LPSU) Strategic Coordination Group (SCG), continues to bring together our 14 Community Safety Partnerships (CSPs), partners and agencies along with the 10 District teams within Essex Police. The SCG has successfully mobilised support for Street Week activities across the county every calendar month, and more recently in Chelmsford and Colchester.

- **January 2023:** 217 additional resources were deployed - 178 Special Constables, four Essex Police Volunteers, three Essex Watch Members, seven Business Crime Team Officers, nine Essex Fraud Coordinators and 16 Rural Engagement Team Officers.
- **February 2023:** 99 additional resources were deployed - 70 Community Policing Team Officers, 22 Special Constables, two Business Crime Team Officers, one Essex Fraud Coordinator and four Rural Engagement Team Officers.
- **March 2023:** A Street-Week has been organised for 27th March – 2nd April 2023 with over 100 additional volunteers being mobilised in the West LPA, Thurrock area.
- The LPSU is launching 'Operation Community' next quarter, which is a dedicated monthly Neighbourhood Policing Day of Action across all 10 Policing Districts, tackling crime and ASB, focusing on our response, the "We will.." statements and public confidence.

Essex Watch

- The Essex Watch Liaison Officers (EWLOs) continue to work with Neighbourhood Watch (NHW) and support community engagement events with the Rural Crime Team and Fraud Coordinators, providing crime prevention advice. This quarter, work includes a talk to Shotley Wives Club to support International Women's Day and a stand at the Rural Crime Strategy Launch.
- EWLOs continue to work closely with the farm and rural community, consisting of 757 members and 104 Business Watch Groups.
- Dog Watch continues to grow, with 2,721 individuals and related businesses now members.
- The Essex Horse Rider Volunteer Scheme was launched in November, initially as a trial sponsored by Uttlesford Council within its district. There are now four volunteers signed up and active in this area with continued promotion of the scheme and further applicants being progressed.

Street Pastors

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

Crimestoppers

- Crimestoppers continues to work with the Citizens in Policing Team in promoting its Crime Stopper Zone initiative.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

Priority 11 - Supporting our officers and staff

Our objective is to ensure that the officers, staff and volunteers in Essex Police and the Police, Fire and Crime Commissioner's office receive the support they need to keep delivering an outstanding service to the public, that they reflect all of our communities across Essex and can go about their work safely.

Sickness - Average hours lost per person

Officers													Staff (excluding PCSO)												
Financial Year	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Financial Year	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
2015/2016	9.02	9.60	9.56	9.27	8.67	7.89	8.45	7.60	8.62	8.17	9.02	9.16	2015/2016	5.46	5.15	5.49	5.30	5.82	5.45	6.05	5.38	6.80	6.23	6.56	7.25
2016/2017	7.64	8.04	7.16	7.57	7.04	7.30	8.94	8.69	8.59	7.71	6.64	6.64	2016/2017	5.41	4.99	5.25	5.30	5.22	5.37	6.05	5.44	5.95	5.26	4.68	4.70
2017/2018	6.20	6.74	6.85	7.83	6.94	7.46	9.01	7.72	7.71	7.78	6.95	6.91	2017/2018	4.22	3.87	4.08	4.85	5.14	4.92	6.55	6.45	7.49	8.16	6.75	5.73
2018/2019	5.62	5.78	6.01	6.73	6.34	6.29	6.94	6.60	6.21	6.49	6.32	6.49	2018/2019	5.14	5.57	5.09	5.08	4.68	5.71	6.91	6.43	6.17	6.33	6.67	6.50
2019/2020	6.19	6.17	5.87	5.94	5.13	5.23	6.47	6.75	7.35	7.00	6.19	6.10	2019/2020	5.78	5.60	6.04	5.60	5.76	6.25	7.62	7.03	7.55	6.68	6.59	7.46
2020/2021	4.80	3.98	3.75	3.89	4.31	4.46	4.97	4.60	4.84	4.93	4.22	4.27	2020/2021	4.58	3.68	4.09	4.38	3.43	4.20	4.54	4.33	4.86	6.02	4.28	4.62
2021/2022	3.63	4.25	3.87	5.17	5.62	5.80	8.00	6.45	7.68	5.77	5.43	6.79	2021/2022	4.46	4.51	4.86	5.42	5.09	5.88	7.22	6.70	7.10	5.38	5.40	6.81
2022/2023	6.08	5.46	5.73	6.91	6.10	5.96	6.62	6.96	8.87	6.35	5.98	5.53	2022/2023	5.05	4.42	5.34	6.33	4.62	4.24	6.04	5.54	6.85	5.53	5.24	5.73
22/23 Variance to 21/22	2.45	1.21	1.86	1.74	0.48	0.16	-1.38	0.51	1.20	0.58	0.55	-1.26	22/23 Variance to 21/22	0.59	-0.09	0.48	0.91	-0.47	-1.64	-1.18	-1.16	-0.25	0.15	-0.16	-1.08

Ethnic Minority employees

	31/03/2022	31/03/2023	% pt. change	Black or Black 31/03/2023
% of Total Work Force	4.36	4.11	-0.26	0.52
% of Police	4.17	4.09	-0.08	0.39
% of Staff (exc PCSO)	4.48	4.16	-0.11	0.69
% of PCSO	0.97	0.00	-0.97	0.00
% of Specials	6.02	5.20	-0.82	0.92
Ethnic Minority Economically Active population	-	11.15	-	3.68

Key Points

- The average number of hours lost per person due to sickness showed an improvement for both officers and staff in March 2023 when compared to March 2022.
- Over the past 12 months more total hours have been lost due to sickness for officers, and less hours lost for staff, when compared to the same period last year.
- There has been a slight decrease (0.26%) in the proportion of ethnic minority employees at the end of 2022/23 Q4 (270) compared to the same period in the previous year (286); this equates to 16 fewer employees. This is 7.04% lower than the ethnic minority economically active population in Essex (11.15%).
- 0.52% of the total workforce are Black or Black British employees. This is 3.16% lower than the Black or Black British economically active population in Essex (3.68%).

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

Priority 11 - Supporting our officers and staff

Our objective is to ensure that the officers, staff and volunteers in Essex Police and the Police, Fire and Crime Commissioner's office receive the support they need to keep delivering an outstanding service to the public, that they reflect all of our communities across Essex and can go about their work safely.

Force-wide

- Essex Police has a workforce headcount of 6,509 of which there are 3,757 officers (an increase from 3,707 as at 31 December 2022), 2,303 staff, 109 PCSOs and 340 Specials. Overall workforce representation is 4.1% from ethnic minority backgrounds and 47.9% females (as at 28 February 2023).
- The 'We Value Difference' recruitment campaign continues with 330 candidates in the pipeline, of which 11.2% are from ethnic minority backgrounds and 47.3% are female.
- During this reporting period, five training sessions have been delivered to frontline officers. Topics included Career Progression, Positive Action and Professionalism. In total 921 officers received this input. The Diversity & Inclusion Manager has also provided three inputs for new recruits and newly promoted officers.
- The Police Race Action Plan (PRAP) has been delivered across the force, with related presentations by the D&I Manager. The PRAP has also been presented to the newly launched 'Black Communities Discussion Circle' to very positive feedback.
- On 9th February, a joint Police and ECFRS (Essex County Fire and Rescue Service) event was held to mark Race Equality Week. The theme being 'It's Everyone's Business', the event had inspirational speakers from both services sharing their lived experiences and what we can do to further improve the inclusive culture in the working environment.
- An event in acknowledgement of the 30th Anniversary of the Stephen Lawrence racist murder is in the final planning stages, and will take place on 23rd April 2023. The Force is honoured to have the brother of Stephen, Stuart Lawrence, as its keynote speaker.
- February was 'LGBT History Month' and was acknowledged with the raising of the Progress Flag at various police stations across the county.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

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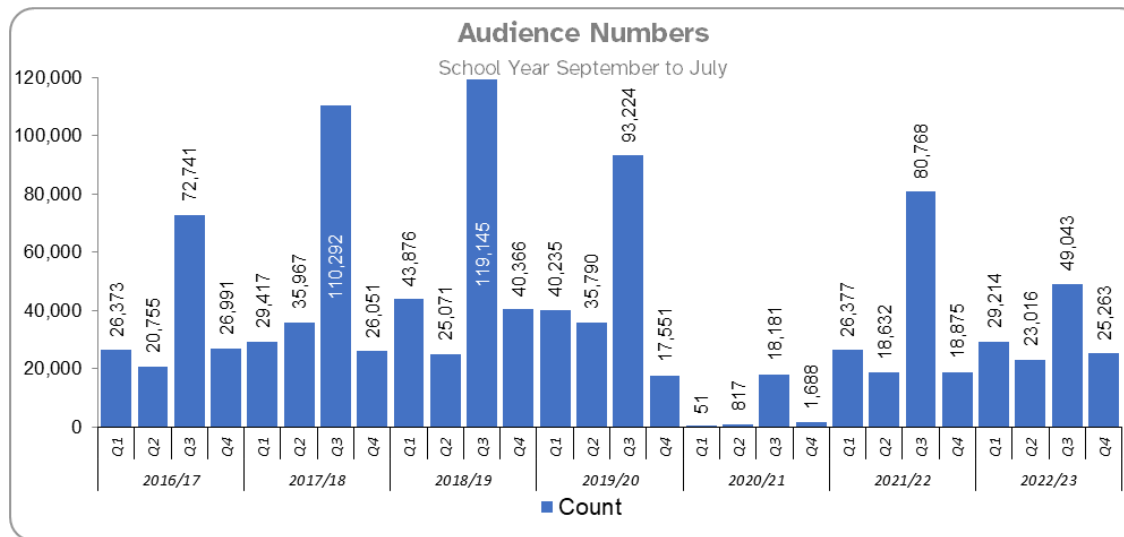
Force-wide (continued)

- The Positive Action team is working with LPSU and CPTs to map communities across the county. The objective is to evidence a rich picture of our communities to assist with operational decision making and delivery; providing community reassurance, and supporting the management of critical and major incidents as well as effective engagement and recruitment outreach. Community policing teams, Community Safety Engagement Officers (CSEOs) and PCSOs have been tasked to scope and collate a variety of locally sourced information, linked to protected characteristics and Force Plan crime types, to populate a living database held on SharePoint. A Connexions tile and dedicated Mobile Data app are being developed to ensure information is accurate, contemporary and accessible.
- The Positive Action team is leading on a project reviewing a number of maternity / paternity leave and flexible working related matters with a view to suggesting enhancements to service provision and delivery for all staff. A working group has been formed comprising of representatives from the various support networks and staff associations to ensure views are obtained from a wide network.
- The Positive Action Team and other key stakeholders are planning for events including the 'Towards Excellence' conference, Stephen Lawrence Memorial Day, Community Goals and National Inclusion Week. All events will have objectives around health and wellbeing and staff engagement as well as potential external recruitment opportunities.

Police and Crime Plan 2021-2024 – Quarterly Update 2022/23 Q4

Priority 12 – Increasing collaboration

Our objective is to build a culture of collaboration and to continue to unlock resources to reinvest so we can provide even better emergency services in Essex.



- This data is provided by Essex County Fire and Rescue Service as part of the Joint Essex Fire and Rescue and Police Education in Schools Programme and are for the school year only (September to July).
- The audience numbers decreased by 12.5% in the 12 months to March 2023 (126,536) compared to the previous 12 months (144,652) and decreased by 39.6% compared to the 12 months to December 2019.

Please note:

- Q2 in each year shows data for June and July only.
- 2020/21 School closures due to COVID-19:
Q1 – April, May, June
Q2 – July
Q4 – January

Report title: The 2024/25 Budget Setting Process	
Report to: Essex Police, Fire and Crime Panel	
Report author: Police, Fire and Crime Commissioner	
Date: 15 June 2023	For: Noting and comment
Enquiries to: Janet Perry - Strategic Head of Performance & Resources (Chief Financial Officer) to the PFCC. E-mail: janet.perry@essex.police.uk	
County Divisions affected: All Essex	

1. Purpose of Report

- 1.1. To provide the Panel with an outline of the 2024/25 budget setting process for the Police, Fire and Crime Commissioner Fire and Rescue Authority (PFCCFRA) and the Police, Fire and Crime Commissioner (PFCC) for Essex (Essex Police).

2. Recommendations

- 2.1. That the Panel notes the report and considers the PFCC's invitation to participate in this process through the creation of a 2024/25 Budget Setting Working Group of the Panel, in line with the process established for 2023/24 budget setting.
- 2.2 Should the Panel accept the PFCC's invitation as set out above, appropriate dates for the Panel Budget Setting Working Group meetings will be considered by the PFCC and the Panel Chair.

3. Context / Summary

- 3.1. In March 2023, the draft budget setting timetable for the PFCC Group was presented to the PFCC's Essex Police Strategic Board. The Essex Fire and Rescue Service's budget setting timetable is due to be presented at the PFCC's Essex Fire and Rescue Strategic Board this month.
- 3.2 The timetables include all stages of budget setting, from capital bids for consideration, through to the identification of revenue contractual commitments, legal requirements, and demand pressures. The coming together of these various components of budget setting are the subject of rigorous governance through the various stages of recommendation and approval before the final presentation to the Panel.

- 3.3** A number of external factors may affect the budget setting process up until December 2023:
- a.** The Home Office funding settlement, the date of which can vary depending on central government priorities but is expected at the end of November / beginning of December and is anticipated to be in line with the 2021 multi-year Spending Review for 2022/23 to 2024/25.
 - b.** The local government finance settlement.
 - c.** Preliminary council tax and business rate information will be obtained from the districts in November but is not likely to be finalised until January 2024.
- 3.4** The timetable will need to be kept under review, as in previous years, and there is a need to take a flexible approach in the stages of budget setting from this point onwards.
- 3.5** At its meeting on 7 December 2023, the Panel will be presented with reports from the PFCC setting out the key factors and challenges informing the development of budget and precept setting proposals in respect of Essex Police and the Essex County Fire and Rescue Service.
- 3.6** In early December 2023, draft 2024/25 budget proposals will be produced by the Chief Officer Group of Essex Police and the Strategic Leadership Team of the Essex County Fire and Rescue Service for the PFCC's consideration at the PFCC's Strategic Board meetings. At these Boards, the PFCC will scrutinise the proposed draft budgets, alongside the Chief Constable and Chief Fire Officer / Chief Executive respectively.
- 3.7** Following the grant announcements, consideration will be given to any appropriate adjustments required to present balanced budgets for 2024/25.
- 3.8** Subsequently, the Chief Constable and Chief Fire Officer / Chief Executive will provide the PFCC with their formal budget proposals in early January 2024. The PFCC will consider the proposed budget for each service and will present the proposed 2024/25 budgets and precepts to the Essex Police, Fire and Crime Panel in February 2024 for consideration and agreement of the precepts.
- 3.9** As set out in the Police Reform and Social Responsibility Act 2011, the PFCC must notify the Panel of the proposed precepts for both the PFCC and the PFCCFRA. The Panel must then review the proposed precepts and make reports to the PFCC including recommendations as to whether to support the proposed precepts for the financial year or whether to confirm a statement which vetoes the proposed precept(s).
- 3.10** As referred in the recommendation at paragraph 2.1 above, the Panel is asked to consider the formation of a 2024/25 Budget Setting Working Group, as we have in previous years. This has been a successful and useful approach to budget setting, with both valued discussion and beneficial questions. The creation of a Budget Setting Working Group of

Panel members would again allow members of the working group to participate in comprehensive discussions regarding the 2024/25 budget setting process. These discussions will provide members of the Budget Setting Working Group with greater detail regarding the budget setting process and the issues facing both services, as well as the opportunity to contribute to the construction of the PFCC's wider budget proposals.

3.11 Should the Panel agree to the establishment of a Budget Setting Working Group, its deliberations will be given meaningful consideration by the PFCC and will inform, and help to improve, the 2024/25 budget setting process.

4. Appendices

4.1 None

Agenda Item 11
EPFCP/14/23

Report title: Police, Fire and Crime Commissioner (PFCC) Decisions	
Report to: Essex Police, Fire and Crime Panel	
Report author: Police, Fire and Crime Commissioner	
Date: 15 June 2023	For: Noting
Enquiries to: Pippa Brent-Isherwood (Chief Executive and Monitoring Officer) (01245) 291613 pippa.brent-isherwood@essex.police.uk	
County Divisions affected: All Essex	

1. Purpose of Report

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

2. Recommendations

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

3. Context / Summary

- 3.1 This report contains information about decisions made since 8 March 2023 up to and including 31 May 2023.

4. Appendices

Appendix A: PFCP Meeting 15 June 2023: PFCC Decisions Detailed
Appendix B: PFCP Meeting 15 June 2023: PFCCFRA Decisions Detailed

Ref	Decision On	Value	Outline	Date approved
055-22	New Police Services Agreement for Policing Services provided at Lakeside Shopping Centre	£*	To agree the PSA for the period of 1 st April 2022 to 31 st March 2026, the details of which are commercially and operationally sensitive.	24/03/2022
118-22	Digital Forensics Platform Full Business Case	£*	To seek approval to procure a digital forensic solution, the details of which are sensitive.	14/03/2023
145-22	CSP Annual Grants 2023-24	£322,724	To approve the annual allocation of core grants from the PFCC's 2023-4 Community Safety Fund (CSF) to the 14 Essex Community Safety Partnerships (CSPs) and the Southend Essex Thurrock Domestic Abuse Domestic Homicide Review (SETDA DHR) fund	15/03/2023
164-22	CCTV and Integrated Security System	£328,912	This decision report outlines the procurement process and recommended contract award for the supply, installation and maintenance of CCTV and integrated security systems for Essex custody suites, as well as approving an increase to the overall capital budget.	04/04/2023
004-23	New Lease for TSU Accommodation	£*	The purpose of this decision report is to request that the Commissioner enters into a new lease for a building and approves investment of capital funding to undertake the required internal and external building alterations, the details of which are sensitive.	14/03/2023
006-23	IT Technical Refresh 2023/24	Revenue recurring costs of £0.251m, one off revenue set up costs of £0.126m, and capital costs of £3.052m	To seek approval of the Stage D Technical Refresh Business Case for Essex with revenue recurring costs of £0.251m; one off revenue set up costs of £0.126m and capital costs of £3.052m in 2023/24.	19/04/2023
008-23	Provision of Policing Services at Stansted Airport	£*	To approve the associated agreement, the details of which are commercially and operationally sensitive.	24/03/2023
009-23	ERSOU Capital Contribution	£*	This decision report seeks approval for the PFCC to contribute capital funding towards the ERSOU accommodation in the county, the details of which are sensitive.	22/05/2023

Ref	Decision On	Value	Outline	Date approved
010-23	Harlow Rest Area Refurbishment	£400,000	This decision report seeks approval for £400,000 of capital investment into upgrading the staff and officer rest area at Harlow Police Station.	14/03/2023
011-23	Boreham C Block Refurbishment	£2,025,000	This decision report outlines the procurement process and recommended contract award for the internal refurbishment of Boreham C Block and seeks approval for the drawdown of future years' funding from the Boreham Infrastructure Major Investment Project 4 (MIP4) funding which has £2,400,000 earmarked within the capital programme.	14/03/2023
012-23	Homicide Prevention Strategy	N/A	For the PFCC to endorse the strategy.	14/03/2023
014-23	Marine Unit Launch	£*	This decision report recommends that the Police, Fire and Crime Commissioner invests capital funding to replace the current Marine Unit launch, the details of which are operationally and commercially sensitive.	14/03/2023
015-23	Analytics 4 Everyone – Year 2 Funding Release	£350,000	This decision report seeks approval for the release of the second year of revenue funding (£350K) for the Analytics for Everyone contract with Agilisys which was signed by the PFCC on 15 August 2022 via decision report 092-22.	14/03/2023
016-23	Replacement of Unmarked Motorcycles	£59,000	To approve the proposal to add the purchase of two replacement unmarked motorcycles to the capital programme. The full cost will be met by SERP.	14/03/2023
018-23	Utilities Contracts	Budget = £4,334,826	The Police, Fire and Crime Commissioner is requested to approve the use of the Framework Agreements attached at Appendices 1 and 2 for the supply of energy to Essex Police sites across the force estate for a period of four years commencing 1 st October 2024.	31/03/2023
019-23	Recovery of Stray, Loose or Abandoned Horses	Estimated spend over 5 years = £375,000	This report outlines the procurement process and recommended contract award for the provision of recovery of stray, loose and abandoned horses for Essex.	20/03/2023
021-23	J9 Domestic Abuse Awareness Training 2023	£10,000	This report seeks approval for the allocation of £10,000 from the PFCC's Victims' budget to Epping Forest District Council to fund the continuation of J9 domestic abuse awareness training sessions in 2023.	20/03/2023
022-23	Month 8 Appropriations to Earmarked Reserves	£0.920m	This decision report seeks the Police, Fire and Crime Commissioner's approval to make appropriations to the Transformation Reserve in	14/03/2023

Ref	Decision On	Value	Outline	Date approved
			relation of the ESMCP-ICCS Project, ESMCP-ESN Project and the Data Centre Migration Project for activity scheduled for delivery in 2023/24	
025-23	Violence and Vulnerability Funding Tranche 6 2022/23	£322,548	This report seeks approval for the allocation of £322,548 from the Essex 'Violence and Vulnerability Joint Budget' to various organisations for delivery against the objectives set out in the Essex Violence and Vulnerability Work Programme 2022/23.	14/03/2023
026-23	Violence and Vulnerability Funding Tranche 7 2022/23	£293,709	This report seeks approval for the allocation of £293,709 from the Essex 'Violence and Vulnerability Joint Budget' to various organisations for delivery against the objectives set out in the Essex Violence and Vulnerability Business Case (approved in June 2022).	14/03/2023
027-23	Op ATOM 2	£*	To approve the receipt of a grant, the details of which are sensitive.	24/03/2023
028-23	Independent Custody Visiting Regional Conference	Up to £6,000	To approve a budget allocation of up to £6,000 to fund the cost of the event.	14/03/2023
032-23	PFCC Safer Streets Awards 2022/23	£399,856	This report provides detail around applications from Tendring and Harlow local authorities to the PFCC's Safer Streets Fund and proposes awarding £399,856 funding from the PFCC's Safer Streets Fund and Community Safety Fund to Harlow District Council and Tendring District Council.	14/03/2023
036-23	Fifth Collaboration Agreement in relation to the Seven Force Collaboration	N/A	To recommend that the PFCC for Essex enters into the fifth collaboration agreement between the local policing bodies and chief officers of police for the policing areas of Bedfordshire, Cambridgeshire, Essex, Hertfordshire, Kent, Norfolk and Suffolk.	14/03/2023
037-23	Medium Term Financial Strategy	N/A	To consider the assumptions contained within the report and to endorse and approve the current 2023/24 MTFS position as approved by the PFCC and reported to the Police, Fire and Crime Panel on 7 th February 2023.	14/03/2023
038-23	Synergy Contract Variation	Up to £31,104	This decision report seeks the PFCC's approval to vary their existing contract with Synergy Essex in order to facilitate the provision of swift and effective practical and emotional support to the victims of a particular operation and their families.	06/04/2023
041-23	Variation to the Domestic Abuse Co-Commissioned Contract	N/A	This report seeks the PFCC's endorsement of variations to the domestic abuse contracts that the PFCC jointly commissions with Essex County Council (ECC). ECC is increasing its contribution in the contracts by	20/04/2023

Ref	Decision On	Value	Outline	Date approved
			£37,607 per annum to Changing Pathways and by £37,000 per annum to The Next Chapter, to account for new duties imposed by the Domestic Abuse Act 2021.	
042-23	Sale of a former police house	£*	This decision report recommends that the PFCC disposes of a vacant, surplus to operational requirements, former police house by sale.	26/04/2023
044-23	Recruitment of a Governance and Standards Officer (Fixed Term)	£38,075	Recommends that the Commissioner agrees to recruit a 0.92 FTE Governance and Standards Officer on a one-year fixed term contract at SO1, at a cost of £38,075, to address the additional requirements of implementing the first year of the accessibility strategy and cover the other responsibilities.	14/03/2023
045-23	Underwriting of 2023-24 MoJ Sexual Violence Funding	£359,807	This report seeks approval for the PFCC to underwrite £359,807 of unconfirmed Ministry of Justice (MoJ) funding from the PFCC's reserves budget to enable the extension of the Synergy Essex Rape Crisis Consortium contract in full for 2023-24. This contract includes services funded by the PFCC and services funded through MoJ annual funding.	14/03/2023
046-23	Sale of a former police house	£*	This decision report recommends that the PFCC disposes of a vacant, surplus to operational requirements, former police house by sale.	24/03/2023
047-23	Cost-Sharing Agreement – Pan-Essex Data Matching	£33,882	Recommends that the PFCC signs the cost sharing agreement with Chelmsford City Council for the provision of Pan-Essex Data Matching at a total cost of £33,882 (for Essex Police) covering a five-year period to 31 st March 2027.	14/03/2023
048-23	Violence and Vulnerability Funding Tranche 1 2023/24	£240,233	That the PFCC approves the allocation of £240,233 to support partner organisations to deliver against the priorities within the Essex Violence and Vulnerability Work Programme 2023/24.	29/03/2023
050-23	Sexual Assault Referral Centre contract extension	£580,917	This report contains details relating to the Essex Sexual Assault Referral Services (SARC) contract extension for the PFCC and Essex Police, and requests that authorisation be given for the extension of the contract for a one-year period.	29/03/2023
052-23	Sexual Assault Referral Centre Premises Lease Costs 2023-24	£24,600	This report seeks approval for the allocation of a funding contribution towards the costs of Oakwood Place (the location of the Essex SARC), payable to NHS Property Services. It is proposed that the PFCC	26/04/2023

Ref	Decision On	Value	Outline	Date approved
			contributes 50% towards these costs, which are outside the standard SARC service contract costs (see decision 050-23).	
054-23	PFCC Annual Conference 2023	£18,250	The PFCC Annual Conference is a large partner event which is the cornerstone of the PFCC's engagement programme. This decision report seeks approval for the allocation of up to £18,250 to stage the conference within the 2023-24 financial year.	19/04/2023
060-23	TruNarc Purchase	£29,943	The Drugs Liaison Officers within the Operational Policing Command seek approval for the purchase of one "TruNarc" drug testing device as an additional element of the capital programme.	26/04/2023
076-23	Recruitment of an Independent Chair of the PFCC's Audit Committees	£*	The purpose of this report is to set out the proposed approach to the recruitment of a new Independent Chair of the Joint Audit Committee (JAC) and the Fire and Rescue Audit Committee (hereinafter referred to as "the Audit Committees"), and to seek the PFCC's approval to appoint RSM to support this work.	12/05/2023
085-23	Additional MoJ IDVA / ISVA Funding Allocation 2023-25	£163,188 over two years	This report seeks approval to accept and allocate a new Ministry of Justice grant for additional IDVA and ISVA posts in Essex for 2023-25. The PFCC will accept and allocate in full grant funding to the EViE consortium (for the IDVA) and Synergy Partnership (for the ISVA) for the recruitment of 1.5 additional IDVA / ISVA posts per year in 2023-25.	23/05/2023
098-23	2022/23 Provisional Outturn and Year End Appropriations to Reserves	N/A	The Provisional Outturn Report provides commentary on the provisional outturn position for the financial year 2022/23 prior to formal closure of the accounts. The report sets out the key movements since the month 12 reported position including confirmation of the small revenue overspend of £0.116m (0.03%) after adjusting for earmarked reserve movements detailed within the report. This decision report also sets out the year end appropriations to and from reserves noted within the Provisional Outturn Report for 2022/23 that require approval by the PFCC, and the year-end position on 2022/23 capital expenditure.	31/05/2023

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

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

Please note: This report contains PFCC decisions made after 8 March 2023, up to and including 31 May 2023 (ahead of submission for the PFCP meeting of 16 June 2023).

Ref	Decision On	Value	Outline	Date approved
003-23	Property and Estates Consultancy Contract Extension - ECFRS Training Centre	£234,482	The purpose of this report is to gain approval from the PFCC to use reserve funding to extend the Property and Estates Consultant contract for a further 24 months. This is to continue the utilisation of their subject matter expertise in delivering the completion of the Full Business Case (FBC) to relocate the live fire training facilities from Wethersfield to the Fire Service Headquarters site, Kelvedon Park.	20/04/2023
004-23	Microsoft Enterprise License Renewal 2023	£*	To request approval of the future annual cost of the Microsoft licences, the details of which are commercially sensitive.	24/03/2023
005-23	Collaborative PPE Framework	£*	To request approval of the purchase of firefighting personal protective equipment (PPE), the details of which are commercially sensitive.	14/04/2023
006-23	ECFRS Budget 2023-24	N/A	The purpose of this report is to seek formal approval from the Police, Fire and Crime Commissioner of the budget for Essex County Fire and Rescue Service (ECFRS) for 2023-24.	14/03/2023
007-23	Annual Plan 2023-24	N/A	To request approval of the Annual Plan 2023/24 by the Police, Fire and Crime Commissioner.	19/04/2023
009-23	Public Perception Survey	£170,000	The purpose of this report is to gain the PFCC's approval for the progression of phase two of the public perception survey and the work entailed by the Essex County Fire and Rescue Service (ECFRS).	19/04/2023
010-23	Pay Policy Statement 2023-24	N/A	This Pay Policy Statement 2023-24 sets out the Authority's approach to pay in accordance with the requirements of section 38 of the Localism Act 2011.	19/04/2023
011-23	Reserves Strategy 2023-24	N/A	The purpose of this paper is to approve the attached Reserves Strategy 2023-24 for publication. This sets out the Authority's level of reserves and what it intends to use them for to support the priorities in the Fire and Rescue Plan.	29/03/2023
012-23	Medium Term Financial Strategy 2023-24	N/A	The purpose of this paper is to seek the PFCC's approval of the Medium-Term Financial Strategy (MTFS) 2023-24. This sets out the Authority's budget expectations over the next three years and what savings are required to support the priorities in the Fire and Rescue Plan.	28/04/2023

Ref	Decision On	Value	Outline	Date approved
013-23	Capital Strategy and Minimum Revenue Provision (MRP) Policy 2023-24	N/A	This report is seeking approval of the Capital Strategy and Minimum Revenue Provision (MRP) Policy 2023-24.	19/04/2023
014-23	Treasury Management Strategy 2023-24	N/A	This report is seeking approval of the Treasury Management Strategy 2023-24.	19/04/2023
015-23	Operational Training – Business Continuity and Use of Reserves	£130,119.05	This report outlines the current invocation of business continuity plans in Operational Training and seeks approval for the use of reserves to fund temporary staffing to enable continued delivery of operational training.	19/03/2023
016-23	Scheduled Replacement of Pumping Appliances	£*	The purpose of this report is to seek the approval of the PFCC for the procurement of and scheduled replacement of 12 new fire appliances, the details of which are commercially sensitive.	19/04/2023
017-23	Sale of surplus property	£*	Relates to the sale of PFCCFRA estate	22/03/2023
020-23	Efficiency and Productivity Plan 2023/24	N/A	This purpose of this report is to approve the Authority's 2023/24 Efficiency and Productivity Plan. This is to be submitted to the Home Office by 31 March 2023 and is also to be published on the Authority's website.	31/03/2023
022-23	Brigade Managers' Pay Award	£34,439 over two years	The purpose of this report is to present the decision of the Police, Fire and Crime Commissioner Fire and Rescue Authority to award a cost of living pay award for Uniformed Principal Officers, who fall outside of the NJC Grey and Green Book pay awards for 2022/23 and 2022/24.	21/04/2023
028-23	Earmarked Reserves Movements and Publication of Unaudited Financial Statements 2022-23	N/A	This report is seeking approval for the final Earmarked and General Reserve Movements and to publish the Unaudited Financial Statements for the year ending 31st March 2023.	31/05/2023

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

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

Please note: This report contains PFCC decisions made after 8 March 2023, up to and including 31 May 2023 (ahead of submission for the PFCP meeting of 15 June 2023).

Report title: Essex Police, Fire and Crime Panel Annual Report 2022/23	
Report to: Essex Police, Fire and Crime Panel	
Report author: Sophie Campion, Secretary to the Panel	
Date: 15 June 2023	For: Noting and Consideration
Enquiries to: Sophie Campion, Senior Democratic Services Officer sophie.campion2@essex.gov.uk	
County Divisions affected: All Essex	

1. Purpose of Report

This report provides an overview of the Essex Police, Fire and Crime Panel's (the Panel) activities during the 2022/23 municipal year.

2. Recommendation

1. That the Panel receive and note the Essex Police, Fire and Crime Panel Annual Report for 2022/23.
2. That the Panel review the Forward Work Plan and identify any other business it would like to consider.

3. Background

- 3.1 In July 2012 a shadow Panel was formed, with the Essex Police and Crime Panel subsequently being established in 2013 in compliance with the Police Reform and Social Responsibility Act 2011 and following the Police, Crime and Fire Commissioner for Essex (Fire and Rescue Authority) Order 2017, the Panel became known as the Police, Fire and Crime Panel.
- 3.2 The Panel maintains a 'check and balance' on the performance of the Essex Police, Fire and Crime Commissioner (PFCC) in regard to his strategic actions and decisions. The Panel plays a vital role in holding the PFCC to account and support him in the effective exercise of his duties.
- 3.3 The key functions of the Panel are to:
 - a) review the draft Police and Crime Plan and the Fire and Rescue Plan and any proposed changes to them;
 - b) review the Annual Report and the Fire and Rescue Statement;
 - c) review of the proposed senior appointments of;
 - i) the Deputy PFCC,
 - ii) the PFCC's Chief Executive,
 - iii) the PFCC's Chief Finance Officers;
 - iv) the Chief Constable; and

v) the Chief Fire Officer.

- d) suspend the PFCC in specific circumstances;
- e) appoint an acting PFCC in specific circumstances;
- f) review the precept which the PFCC is proposing to issue for both the Police and the Fire and Rescue Service, for each financial year with the power to veto the precept;
- g) deal with certain complaints against the PFCC or Deputy PFCC.

3.4 The Panel comprises fifteen elected members of local authorities across Essex plus two independent co-opted members. The two co-opted independent members were appointed by the Panel at its meeting on the 4 June 2020, from the 1 August 2020 for a term of four years until 2024.

At its Annual meeting in June 2022, the Panel agreed to co-opt an additional two members in order to better achieve political balance.

The membership of the Panel for 2022/23 following the additional co-options was as below:

Membership

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

Representing

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

At the Panel's Annual Meeting in June 2022 John Gili-Ross was appointed as the Chairman of the Essex Police Fire and Crime Panel for a second year.

Cllr David Dadds and Cllr Frankie Ricci were appointed as Vice Chairmen of the Essex Police Fire and Crime Panel at its Annual meeting.

John Gili-Ross is also Chairman of the National Association of Police Fire and Crime Panels.

- 3.5 Officer support to the Panel is provided by the host authority, Essex County Council, on behalf of all the Essex Local Authorities. The costs incurred in supporting the Police, Fire and Crime Panel are funded from a Home Office grant made available for this purpose.

4. Panel Activities in 2022/23

- 4.1 During 2022/23, the Essex Police, Fire and Crime Panel held six formal Panel meetings. Details of the formal meetings and the agendas and papers for these meetings are available online at:
https://cmis.essex.gov.uk/essexcmis5/Committees/tabid/161/ctl/ViewCMIS_CommitteeDetails/mid/679/id/127/Default.aspx
- 4.2 The Work Programme for 2022/23 clearly reflected the Panel's statutory functions and responsibilities, and the Commissioners' priorities (as defined in his Police and Crime Plan and Fire and Rescue Plan).
- 4.3 The Panel has taken the opportunity to examine decisions which the Commissioner has made during the year. This has involved the inclusion of an item on each Panel agenda to list decisions which have been published by the Commissioner. The Panel has taken the opportunity to satisfy itself that the Commissioner's actions/decisions are contributing to the effective achievement of his Plan.
- 4.4 Under the Police Reform and Social Responsibility Act 2011, the Panel has a statutory duty to hold a public meeting to consider the contents of the Commissioner's Annual Report and respond formally to it. At its September 2022 meeting the Panel considered the Annual Report of the Police, Fire and Crime Commissioner. The Panel noted the report and provided feedback to the Commissioner which he considered for inclusion in the final version of the report, which was provided to members of the Panel prior to publication. Also at the September meeting, the Panel considered and noted the Fire and Rescue Service Annual Report and Statement of Assurance and provided feedback to the Commissioner.
- 4.5 The Panel has continued its performance monitoring, receiving quarterly performance reports in July 2022 and March 2023 on the Essex County Fire and Rescue Service's (ECFRS's) progress in delivering the priorities set out in the Fire and Rescue Plan 2019 – 2024 and the Integrated Risk Management Plan 2020-2024. The Panel took the opportunity to ask a number of questions and seek clarification on a number of key issues including false alarms, special services, total pumping appliance availability, recruitment, response times and road safety. At its December 2022 meeting, the Panel considered a report on the HMICFRS Inspection of the Essex County Fire and Rescue Service and progress made by the Service.
- 4.6 The Panel received update reports on Essex Police's progress in delivering the priorities set out in the Police and Crime Plan 2021-2024. The Panel asked a number of questions relating to issues arising from the report and related to progress against the priorities and made a number of suggestions for the Commissioner's consideration. At its December 2022 meeting, the Panel considered a closure report which provided a review of the delivery of the priorities in the 'Police and Crime Plan 2016 to 2020' and the 'Police and Crime Plan 2020 to

2021 Extension'. The Panel had participated in a workshop to discuss the content of the report and receive an overview of the report findings. The workshop had also provided an opportunity for the Commissioner to explain how the previous Police and Crime Plan priorities had fed into the new Plan priorities and the linkages between them.

- 4.7 In line with its statutory responsibility, the Panel formally considered the Commissioner's precept proposal at its meeting on 7 February 2023 and supported without qualification or comment, the Police, Fire and Crime Commissioner's proposed increase of the Fire and Rescue element of the precept by £4.95 (6.57%) for the 2023-24 financial year for a property in Band D. The Panel also supported without qualification or comment, the Police, Fire and Crime Commissioner's proposed precept increase of 6.84%, equivalent to an increase of £14.94 a year, from £218.52 to £233.46 for a Band D property. In carrying out this responsibility, a Working Group of four members of the Panel was established which met three times in October 2022, November 2022 and January 2023. The purpose of the Working Group was to gain a more in depth understanding of the key issues and assumptions in setting the budget and reviewing the budget updates and the Medium Term Financial Strategies for both Essex Police and the Essex Fire and Rescue.
- 4.8 The Panel received its annual report on Complaints at its meeting in March 2023, providing an update on the handling of complaints made against the Essex Police, Fire and Crime Commissioner (PFCC) during the period 1 October 2021 – 30 September 2022.
- 4.9 In June 2022 the Panel agreed to add an item to its Forward Work Plan for a focused look at performance against Priority 1 – More Local, Visible and Accessible Policing from the Police and Crime Plan as extended to 2021. A programme of various workstreams was planned to address what was understood to be the key areas of Member interest;
- Visits were arranged to the Force Control Room and Resolution Centre to assist Members in understanding the incident management work and how it fits with Essex Police's Command and Control of Incidents Policy.
 - A workshop session was arranged to give Members an opportunity for early sight of the closure report for the previous Police and Crime Plan 2016-2020 as extended to 2021 (which included the priority on Local, Visible and Accessible Policing). The workshop also incorporated a session on how those priorities fed into the new priorities in the current Police and Crime Plan 2021-2024, the areas of progress and the areas of future focus.
 - A report was brought to the Panel in December on Essex Police's policy and performance in relation to deployment to incidents. This focused on clarifying the policy on deployment to incidents, emergency response grading and how Essex Police performs against the policy and performance indicators with regard to high harm incidents.
- 4.10 The Panel received regular updates from the Commissioner on any ongoing issues at each meeting. The Panel also received an update from the Chairman of the National Association of Police, Fire and Crime Panels as a standing item and continued the practice of allowing members of the public to ask of the Chairman questions relevant to the business of the Panel.

- 4.11 The Ethics and Integrity Sub-Committee met twice in 2022/23, to consider items including the monitoring of behaviours within the Essex Police Service and the Essex County Fire and Rescue Service People Strategy. Consideration of these issues was timely given the issues raised nationally and the subsequent HMICFRS report on 'An inspection of vetting, misconduct, and misogyny in the police service'.
- 4.12 Informal Panel pre-meetings were held throughout the year with a focus primarily on scoping the key lines of enquiry and areas of interest for the upcoming Panel meeting, briefing members on the subject matter to assist in their preparation, and highlighting any key points to bring to the attention of the PFCC's Office prior to the meeting.
- 4.13 The Panel was provided with a tailored induction and training session in September 2022 following the changes in membership at the Annual meeting. This provided an opportunity to understand the framework within which the panels operate, their core functions and working arrangements and to discuss best practice. The session was open to new and returning members to attend to develop their skills and knowledge to undertake the functions of the Panel.
- 4.14 Panel members and the support officers have also attended national and regional conferences and network meetings. These have provided an opportunity to share best practice with other Panels and to increase knowledge and understanding of key issues and developments.
- 4.15 The Chairman, one Panel Member and the support officers attended the National Conference for Police (Fire) and Crime Panels. The conference included an opening plenary session on Changing Culture - Moving things forward and a number of breakout sessions on issues of good practice and panel development.
- 4.16 The Chairman and PFCC held 1:1 monthly meetings during the year with the OPFCC CEO and the Panel's Support Officer in attendance. These sessions being used to discuss local and national PFCP/PFCC developments that may influence the work or engagement of the Essex Panel.
- 4.17 The Panel responds to relevant consultations issued by the Home Office, LGA or other relevant bodies. During the year the following EPFCP consultation responses were submitted:
- Home Office - Reforming our Fire and Rescue Service Consultation
 - College of Policing – Consultation on the Code of Ethics Framework
- 4.18 The Panel has monitored the Host Authority's expenditure against the Home Office grant awarded to support the Panel's activities. The Panel received a half year monitoring report at its meeting on the 8 December 2022 and will receive the Essex Police, Fire and Crime Panel Budget Forecast Outturn Report 2022/23 at its annual meeting in June 2023.
- 4.19 A session to review the Panel's activity over the 2022-23 municipal year is scheduled for June. Any outcomes from that session will be used to inform and improve the working arrangements of the Panel and feed into the work programme.

5.0 Essex Police, Fire and Crime Panel 2023/24

5.1 The schedule of Panel meetings for 2023/24 are set out below:-

- 15 June 2023
- 20 July 2023
- 28 September 2023
- 7 December 2023
- 1 February 2024 (Precept meeting)
- 15 February 2024 (Reserve date if required)

5.2 The work programme for 2023/24 is set out below:

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

	<ul style="list-style-type: none"> Budget Scene-Setting 	OPFCC	Update on the Budget-Setting process
7 December 2023	<ul style="list-style-type: none"> Essex PFCP Budget Half Year Outturn Report Police and Crime Plan Performance Measures (Quarter 2 2021/22) Fire and Rescue Plan Quarterly Performance Update Budget Update Report on Annual Complaints 2022-23 	SDSO OPFCC OPFCC OPFCC SDSO	To note Statutory Duty to review the Police and Crime Plan and monitor performance Statutory Duty to review the Fire and Rescue Plan and monitor performance Update on Budget-Setting process To note
1 February 2024	<ul style="list-style-type: none"> Proposed Fire and Rescue Precept Proposed Police Precept 	OPFCC OPFCC	Statutory Duty to review the proposed precepts
Future work Date TBC	<ul style="list-style-type: none"> A review of the issues relating to E-Scooters 	TBC	As agreed at the Panel's meeting on 22 March 2022

Essex PFCP Grant Claim and Outturn Forecast Report - 2022/23

Agenda Item 14

Reference number: EPFCP/16/23

Report title: Essex PFCP Grant Claim and Outturn Forecast Report - 2022/23	
Report to: Essex Police, Fire and Crime Panel	
Report author: Emma Tombs, Democratic Services Manager	
Date: 15 June 2023	For: Noting
Enquiries to: Sophie Campion, Senior Democratic Services Officer - sophie.campion2@essex.gov.uk	
County Divisions affected: All Essex	

1. Introduction

- 1.1 Essex County Council is the accountable body for the grant provided by the Home Office to support and administer the Essex Police, Fire and Crime Panel.
- 1.2 This report updates the Panel on the outturn forecast position against the grant that was filed with the Home Office prior to the deadline of 3 March 2023. The return has been signed off by the accountable body's accountant and reflects the actual and forecast expenditure incurred in the administration of the Panel.

2. Supporting information

- 2.1 The maximum grant payable by the Home Office for 2022/23 is £71,700. The Home Office require expenditure to be recorded under two elements; administration and expenses.
- 2.2 The table below sets out the expenditure incurred against these two elements at the mid year and final accounting points.

	Mid-year payment claimed (if applicable)	Spend forecast from mid-year to 31 st March 2023	<u>Total</u> spend in FY 2022/23
Administration costs	23,694.19	22,268.95	45,963.14
Members expenses	5977.61	5926.61	11904.22
Translation costs (if applicable)	n/a		
Total	29,671.80	28,195.56	57867.36

TOTAL EXPENDITURE:	£57,867.36
TOTAL GRANT PROVIDED:	£71,700.00
VARIANCE: total Grant provided minus total resource expenditure	£13,832.64

3. Recommendation

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