



Essex County Council

Essex Police, Fire and Crime Panel

14:00	Thursday, 17 June 2021	Council Chamber County Hall, Chelmsford, CM1 1QH
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For information about the meeting please ask for:

Sophie Campion, Senior Democratic Services Officer

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		Pages
1	Election of Chairman To elect a Chairman of the Panel.	
2	Election of Vice-Chairman To elect a Vice-Chairman of the Panel.	
3	Membership, Apologies, Substitutions and Declarations of Interest	5 - 5
4	Appointment to Ethics and Integrity Sub-Committee Report EPFCP/08/21	6 - 8
5	Balanced Appointment Objective Report Report EPFCP/09/21	9 - 11
6	Minutes To approve the minutes of the meetings held on:	
6a	EPFCP Minutes - 4 February 2021	12 - 16

6b	EPFCP Minutes - 4 February 2021 (Meeting to consider the proposed Precepts)	17 - 20
7	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. Questions may be asked either in person or online via Zoom, in which case a link will be provided.	
8	Police and Crime Plan Performance Measures (Quarter 4 2020/21) Report EPFCP/10/21	21 - 39
9	2022/23 Budget Setting Process Report EPFCP/11/21	40 - 42
10	PFCC Decisions Report EPFCP/12/21	43 - 51
11	The Police, Fire and Crime Commissioner to update the Panel on any ongoing issues The Police, Fire and Crime Commissioner to give a verbal update.	
12	Essex Police, Fire and Crime Panel Annual Report Report EPFCP/13/21	52 - 56
13	Essex PFCC Grant Claim and Outturn Report - 2020/21 Report EPFCP/14/21	57 - 58
14	National Association of Police, Fire and Crime Panels update Report EPFCP/15/21	59 - 62
15	Date of Next Meeting To note that the next meeting will be held on Thursday 21 October 2021.	
16	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.

17 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 3

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: 5)

Councillor A Baggott
Councillor F Ricci
Councillor C Hossack
Councillor G Isaacs
Councillor J Lager
Vacancy
Councillor A Patel
Councillor R Playle
Councillor M Garnett
Councillor M Heard
Councillor A Williams
Councillor I Shead
Councillor L McWilliams
Councillor G Collins
Councillor C Day
John Gili-Ross
Sheila Murphy

Representing

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

Agenda Item 4**Reference number: EPFCP/08/21**

Report title: Ethics and Integrity of Essex Police, Fire and Crime Panel Sub-Committee	
Report to: Essex Police, Fire and Crime Panel	
Report author: Sophie Campion, Senior Democratic Services Officer	
Date: 17 June 2021	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 Ethics and Integrity of Essex Police, Fire and Crime Panel Sub-Committee, agreed at a meeting of the Panel held on 12 April 2018.

2. Recommendation

- 2.1 The Panel is asked to note the paragraph on membership of the Sub-Committee and agree the appointment of four members of the Panel to the Sub-Committee.

Ethics and Integrity of Essex Police, Fire and Crime Panel 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 are maintained in Essex, both currently and in the future.

Procedure Rules

After each meeting the Sub-Committee will report back to the next available ordinary meeting of the Essex Police and Crime Panel.

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.

The Sub Committee will at all times have regard to the College of Policing Code of Ethics, the Nolan Principles and any other statutory or non-statutory code or guidance relevant to the ethics and integrity of policing. They will also consider the PCC's own Ethics and Integrity Framework.

The Committee will meet at least twice a year and its meetings will be governed by schedule 12A of the Local Government Act 1972.

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.

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:

Integrity:

The conviction that Essex Police and Essex 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 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 in Essex and which the public believe to be morally right for those upholding the law; and (ii) Police officers and members of police staff consistently demonstrating those behaviours, values and beliefs.

Membership

Four members of the Panel appointed at the Annual meeting.

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.

Report title: Balanced Appointment Objective	
Report to: Essex Police, Fire and Crime Panel	
Report author: Sophie Campion, Senior Democratic Services Officer	
Date: 17 June 2021	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 that the nominations to the panel made by the constituent councils mean that the composition of the panel does not comply with the statutory 'balanced appointment objective' and agree the steps necessary to achieve it.

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 Panel is invited to consider the following information setting out that the balanced appointment objective is not being fully met.
- 3.2 Representing all parts of the relevant police and fire and rescue area. Each of the 15 Local Authorities (District/Borough/City/County and Unitary Councils) of Essex has appointed a Member to the Panel. **Accordingly, this element of the balanced appointment objective has been achieved.**

3.3 Representing the political make-up of the relevant local authorities (when taken together)

The number of seats in each political group across the county is as follows:

Conservative - 369

Labour - 79

Liberal Democrat – 80

Independent / Others (including Residents for Uttlesford) – 165

The composition of the Panel's 15 local authority appointed members is:

11 Conservative

0 Labour

1 Liberal Democrat

3 Independent / Others

3.3.1 For the Panel's political balance to reflect the political balance across the county with its current membership of 15 politically appointed individuals, it would need to be comprised as:

8 Conservative

2 Labour

2 Liberal Democrat

3 Independent / Others

Nominations to the Panel are made by the constituent local authorities, and Essex County Council has no authority to require nominations to come from particular political groups. It may naturally be expected that the majority groups within local authorities will appoint from their own membership, and indeed this has been the case.

Accordingly, this element of the balanced appointment objective has not been achieved.

3.3.2 To achieve political balance based on the political make-up of the local authorities, the composition of the Panel would need to include a further:

2 Labour

1 Liberal Democrat

Within the Panel's Constitution (Part 1 – Composition of the Panel 2.6) there is provision for up to three additional nominations to be invited to positions for co-opted members to seek to achieve the balanced appointment objective. The Panel determine how this should be achieved subject to approval by the Secretary of State.

3.4 Have the skills, knowledge and experience necessary for the police and crime panel to discharge its functions effectively.

Seven of the Panel members are returning members who have previously served on the Panel and have the necessary experience, skills and knowledge

to discharge the functions of the panel effectively. Should returning members identify any gaps in their skills or knowledge, training can be made available in order to assist them.

Tailored training is being offered to the eight new members of the Panel to ensure that they develop the knowledge and skills to effectively undertake the functions of the Panel.

Accordingly, this element of the balanced appointment objective has been partially achieved, with steps already in place to ensure it is fully achieved.

3.5 Having the skills, knowledge and experience necessary for the panel to discharge its functions effectively including in relation to fire and rescue

Seven of the Panel members are returning members who have previously served on the Panel and have the necessary experience, skills and knowledge to discharge the fire and rescue functions of the panel effectively. As referenced above, training to further reinforce this position can be made available if necessary.

Tailored training is being offered to the eight new members of the Panel to ensure that they develop the knowledge and skills to effectively undertake the functions of the Panel.

Accordingly, this element of the balanced appointment objective has been partially achieved, with steps already in place to ensure it is fully achieved.

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 The Panel is asked to agree to achieve the balanced panel objective by inviting minority political parties to put forward nominations as follows:
- (a) The Labour Party – two members
 - (b) The Liberal Democrat Party - one member
- 5.2 That the proposal is submitted to the Home Office for confirmation and that subject to the agreement of the Home Office, the nominations received are reported to the next meeting of the panel.

Minutes of the meeting of the Essex Police, Fire and Crime Panel, held virtually on
Thursday, 4 February 2021

Present:

Councillor

Representing

Wendy Schmitt	Braintree District Council (Chairman)
Keith Parker	Brentwood Borough Council
Godfrey Isaacs	Castle Point Borough Council
Jeremy Lager	Chelmsford City Council
Michael Lilley	Colchester Borough Council
Holly Whitbread	Epping Forest District Council
Malcolm Maddocks	Essex County Council
Chris Vince	Harlow District Council
Mark Heard	Maldon District Council
Lesley Butcher	Rochford District Council
Ian Shead	Southend-on-Sea Borough Council
Lynda McWilliams	Tendring District Council
Joycelyn Redsell	Thurrock Council
Colin Day	Uttlesford District Council

Co-opted Independent Members

John Gili-Ross
Sheila Murphy

Also in attendance

Julia Berry	Police, Fire and Crime Commissioner's Head of Finance
Joanna Boaler	Head of Democracy and Transparency, Essex County Council
Pippa Brent-Isherwood	Chief Executive, Office of the Essex Police, Fire and Crime Commissioner
Moira Bruin	Director of Corporate Services, Essex County Fire and Rescue Service
Annette Chan	Chief Accountant, Essex Police
Neil Cross	Chief Finance Officer, Essex County Fire and Rescue Service
Victoria Freeman	Secretary to the Panel
Jane Gardner	Deputy Police, Fire and Crime Commissioner
Ben-Julian Harrington	Chief Constable, Essex Police
Elizabeth Helm	Interim Head of Finance, Office of the Essex Police, Fire and Crime Commissioner
Roger Hirst	Essex Police, Fire and Crime Commissioner
Darren Horsman	Strategic Head of Policy and Public Engagement, Office of the Essex Police, Fire and Crime Commissioner
Debbie Martin	Chief Finance Officer of the Chief Constable (Section 151 Officer)
Janet Perry	Strategic Head of Performance and Resources

Jo Turton

Chief Fire Officer, Essex County Fire and Rescue Service

1 Membership, Apologies, Substitutions and Declarations of Interest

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

1. The following apologies were noted:

- Councillor Chris Hossack, Brentwood Borough Council (substituted by Councillor Keith Parker)
- Councillor Aidan McGurran, Basildon Borough Council
- Councillor Michael Webb, Rochford District Council (substituted by Councillor Lesley Butcher)

2. The following declarations were made by Members:

- Councillor Lynda McWilliams declared a Code Interest in that her son is a police officer. Councillor McWilliams participated fully in the meeting.
- Councillor Mark Heard declared a Code Interest in that his son is a police officer. Councillor Heard participated fully in the meeting.

2 Minutes

The minutes of the Confirmation Hearing held on the 10 December 2020 were approved as a correct record and would be signed by the Chairman.

3 Minutes

The minutes of the meeting held on the 10 December 2020 were approved as a correct record and would be signed by the Chairman.

4 Questions from members of the public

A member of the public had submitted questions to the Chairman, however they had indicated that they were unable to attend the meeting and would therefore be provided with a written response.

5 Essex County Fire and Rescue Performance Measures – Quarter 2 2020-21

The Panel received report EPFCP/01/21 which provided an overview of Essex County Fire and Rescue Service's progress in delivering the priorities set out in the Fire and Rescue Plan 2019 – 2024 and the Integrated Risk Management Plan 2020 – 2024, based on data and other information to September 2020.

Introducing the item, the Police, Fire and Crime Commissioner drew attention to certain areas that had shown improvement and confirmed that efforts were being made to address those that had not done so.

Members asked questions about the report, relating to a number of issues, including the recent media coverage on attacks on service personnel and action taken to ensure the prosecution of these offenders, the gender divide, and the promotion of the service within schools.

Members took the opportunity to thank the Fires and Rescue Service for its work during the recent flooding.

Members unanimously agreed the recommendation contained within the report.

RESOLVED:

That the report was noted.

6 Police Complaints Report

The Panel received report EPFCP/02/21 which provided an overview of the PFCC's activities during 2020 in relation to their responsibilities for complaint handling.

The Commissioner introduced the report, and welcomed Members suggestion of a workshop to discuss the content of future Complaint reports to ensure the effectiveness and transparency of the information sought by the Panel.

Members unanimously agreed the recommendation contained within the report.

RESOLVED:

That the report was noted.

7 PFCC Decisions Report

The Panel received report EPFCP/03/21 that provided information on financial and strategic decisions made by the Police, Fire and Crime Commissioner since the last Essex Police, Fire and Crime Panel meeting submission deadline.

The Panel reviewed the information provided and sought further information on the highway gates at High Beech.

RESOLVED:

That the report was noted.

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

The Commissioner gave a brief verbal update on some ongoing issues.

- Response to COVID-19: Essex Police continued to take the approach of engaging, explaining, encouraging compliance, and exercising

enforceable powers. Although the vast majority of residents were complying with safety measures, some residents were less abiding and fixed penalty notices had been issued. When COVID-19 infringements were removed from data, anti-social behaviour had continued to fall. Sickness levels across the services were higher than usual but remained within manageable levels. In response to questioning, the Panel was reassured that there was significant provision of support available to staff, ranging from mental health support to financial support, and additional support was available from the Firefighters Charity and the Police Benevolent Fund.

- Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (MICFRS) Report – The Inspectorate had praised the Fire and Rescue Service, reporting that the service was well prepared, supported its partners well, maintained its core services and put the welfare of its staff at the heart of decision making and activities. The Commissioner took the opportunity to congratulate the performance of the service.
- Restorative Justice – The Restorative Justice team had successfully undertaken its first COVID-19 mediation; and the PFCC office were ensuring that the third sector voluntary community sector were receiving the resources to support victims of domestic abuse and sexual violence. There was concern regarding the backlog of cases in the criminal justice system and the Criminal Justice Board met regularly to identify solutions. The capacity in the Magistrates Court was good and the Crown Courts in Essex had been exemplary against a challenging backdrop. The Traveller Movement had facilitated a training session with the Police Engagement Team and the travelling community, focused on domestic violence within the travelling community. Concern was raised in regard to the expiration of domestic violence injunctions during the pandemic and noted that Next Chapter had raised their concern via the Criminal Justice Board and discussions on expediting the process were underway.
- Community Safety Development Fund – Applications for the PFCC Community Safety Development Fund were encouraged.
- Force Growth Plan – The Force Growth Plan was on track and the force was commended by the Home Office on the progress made to date. 46 new police officers had been recruited in January 2021 and a cohort of special constables.
- New Year Queens Honours List – A number of Essex servicemen across both services had been honoured in Her Majesty's New Year Honours list.

9 National Association of Police, Fire and Crime Panels (NAPFCP) update

Mr Gili-Ross provided an update on the activities of the NAPFCP, which included an update on the Executive Committee appointments, meetings with the Chair and Chief Officer of the Association of Police and Crime

Commissioners (APCC) and the Local Government Association (LGA), and had looked at the impact of remote working. Mr Gili-Ross reported that he had been invited to attend a meeting of the Public Accounts Committee to discuss the delays in the Emergency Services Network (ESN) and the significant impact on police force budgetary constraints.

10 Forward Look

The Panel considered report EPFCP/04/21 by the Secretary to the Panel, setting out the business proposed to be taken to meetings up to December 2021.

The Panel noted the report.

11 Dates of Future Meetings

The Panel received report EPFCP/05/21, setting out the Panel meeting dates for 2020-21 and 2021-22.

The Panel noted the report.

12 Date of Next Meeting

The Panel noted that the next meeting would take place at 2.00pm on Thursday, 3 June 2021, and that this would be preceded by a private pre-meeting for Panel Members only, commencing at 12.30pm.

The meeting closed at 3.19 pm.

Chairman
17 June 2021

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Mark Heard	Maldon District Council
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Jo Turton

Chief Fire Officer, Essex County Fire and Rescue Service

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2 Questions from members of the public

A member of the public had submitted questions to the Chairman, however they had indicated that they were unable to attend the meeting and would therefore be provided with a written response.

Prior to agenda item 3, the Chairman took the opportunity to thank the Chief Constable and Chief Finance Officer for presenting their budgets under the difficult circumstances surrounding the pandemic.

3 2021/22 Proposed Fire and Rescue Precept

The Panel received report EPFCP/06/21 which set out the proposed budget and precept proposal for Essex County Fire and Rescue Service for 2021-22.

In presenting the report, the Commissioner proposed no increase in the precept, therefore the precept on a Band D property was to remain at £73.89. This was in recognition of the impact of the current economic climate resulting from the COVID pandemic and an intention not to place any further financial burden on the residents of Essex. However, Essex County Fire and Rescue Service would continue to work on the priorities within the Fire and Rescue Plan and would do this by continuing to make best use of existing resources.

In order to achieve the balanced budget, it was projected that £1m of general reserves would be used and a substantial level of earmarked reserves. The budget involved substantial investment, particularly in fire protection, learning and development and operational training, continued investment in on-call

firefighters, and the continuation of investment in the ICT infrastructure. The medium term strategy would have benefited from an increase in the precept but on balance it had been concluded not to propose an increase for 2021/22.

In response to questions from the Panel the Commissioner stated:

- Recruitment and retention targets for on-call firefighters were not being met, partly due to the current model requiring individuals to reside within a specified distance of the station. A change in model and approach was being considered to ensure that local circumstances were considered, and recruitment tactics changed.
- In response to capital expenditure, it was explained that the appliances were owned and that it was not financially beneficial to lease the vehicles. Any proceeds from the sale of an appliance would show in capital receipts reserve which was earmarked and invested in capital programmes.
- The Commissioner assured the Panel that the financial situation of the service was robust, with earmarked reserves and an adequate level of general reserves.

The recommendation that there be no increase in the precept was put to the vote by the Panel Chairman. Following consideration of the report and having listened to his justification for no increase, the Panel voted unanimously to accept the Commissioner's proposal for no increase in the precept.

The Panel took the opportunity to thank the Commissioner and his officers for their engagement with the Budget Working Party and their transparency.

4 2021/22 Proposed Police Precept

The Panel received report EPFCP/07/21 which presented the police precept for 2021/22.

In presenting the report, the Commissioner brought to the Panel's attention that the budget for the financial year April 2021 to March 2022 was based on existing assumptions within the Medium Term Financial Strategy (MTFS) around central government funding, savings, inflation and pay awards.

The Government's ambition to recruit an additional 20,000 police officers nationally was well underway with 6,000 officers recruited in 2020/21 and a further 6,000 officers planned in the coming financial year. This would improve police visibility along with the published Police and Crime Plan which clearly set out the need to maintain local, visible, and accessible community policing, respond to the growth in high harm and emerging crimes as well as investment in long term infrastructure, technology and skills base.

The budget was based on a budget settlement for the 6,000 officer growth being equal to a 2.20% share of £415m, equating to 132 officers in Essex, which included 6 officers that were required to be allocated to the Regional Organised Crime Unit (ROCU); the increase in the Home Office Core Grant,

reflecting 100% of the Essex officer growth in 2020/21 and 76% share of the officer growth in 2021/22; an increased council tax precept of 4.98%; the current year forecast underspend of £2.9m; and the change in police officer pension employer contributions.

The following areas were planned for Operational Policing investment: Serious Violence Team, Domestic Abuse Proactive Team, MOSOVO, District Policing Area (DPA) Disruptor Team, surveillance, Operation Bluebird, serious and organised crime, Road Crime Team, and dog handlers. The following areas were planned for organisational safety and enabling support: Organised Crime Groups (OCG) Management Unit, Missing Person Sergeant, Crime Prevention Strategy Inspector, Firearms Training Instructors, professional standards, driver training, Data Protection Team, Federation Officer, and taser training.

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

- It there were no increase in the precept, this would negatively impact on the victims of abuse and gangs, and the prevention of crime.
- Supporting officer welfare was a priority, with an increase in support officers, training, and a focus on supporting physical and mental wellbeing.

In response to questioning, the Commissioner would provide an explanation to the separation of pay and non-pay on the Strategic Change Efficiencies and Savings Plan 2021/22.

The recommendation that there be a precept increase of 2.94%, equivalent to an increase of £9.90 a year from £198.63 to £208.53 for a Band D property, raising £6.014m of additional council tax receipts was put to the vote by the Panel Chairman. Following consideration of the report and having listened to his justification of the need for an increase, the Panel voted unanimously to accept the Commissioner's proposal for a precept increase. It was noted that Councillor Heard was not present for the vote.

The meeting closed at 4.36 pm.

Chairman
17 June 2021

Report title: Police and Crime Plan Performance Measures – Quarter 4 2020/21	
Report to: Essex Police, Fire and Crime Panel	
Report author: The Police, Fire and Crime Commissioner for Essex	
Date: 17 June 2021	For: Noting and comment
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 an overview of Essex Police's progress in delivering the priorities set out in the Police and Crime Plan (as extended for 2020/21), based on data and other information to the end of March 2021.

2. Recommendations

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

3. Context / Summary

- 3.1 The attached quarterly report, produced by Essex Police and scrutinised at the monthly Performance and Resources Board chaired by the Commissioner, provides highlight reporting against the seven priorities set out in the Plan.

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

- Call demand was 10% lower in Quarter 4 than during the previous quarter but 19.2% higher than during the same quarter the previous year. March was the busiest month, with around 3,200 more emergency calls received than in either January or February.
- The force received 2.8% fewer non-emergency calls in Quarter 4 of 2020/21 than in Quarter 3 but 4.7% more than during Quarter 4 of 2019/20. Again, the highest volume of calls was received during March.
- The force received approximately 67 contacts per day via Live Chat that would otherwise have been routed via 101. This is the highest volume recorded since the service was introduced, with March seeing the greatest volume of interactions.
- All crime fell by 11.4% during the whole of 2020/21 compared with 2019/20, with national restrictions on movements and gatherings due to the coronavirus

pandemic having a significant impact on crime volumes. With the relative easing of restrictions with effect from 8 March 2021, crime volumes in March were just 0.1% lower than those experienced in March 2020.

3.3 During Quarter 4, highlights with regard to performance include:

- As at 1 February 2021, the headcount of Essex's Special Constabulary stood at 530, compared with 513 at the same point last year. During Quarter 4, Special Constables recorded 51,866 hours, with 17,211 hours of high visibility policing. This is equivalent to having an additional 106.9 full time officers, who would attract an annual salary cost of £5.6m. Activities undertaken by Special Constables during Quarter 4 include Automatic Number Plate Recognition (ANPR) operations, response policing, crime prevention patrols, community policing of protests and execution of search warrants.
- New Domestic Abuse Problem Solving Teams were launched across the county on 1 March 2021. There is now a dedicated team in each of the three Local Policing Areas to work alongside partner agencies to support victims of domestic abuse (including by breaking down barriers to victim engagement with the criminal justice system) and to work with offender management officers to target perpetrators of abuse. Early successes have already been seen, with support provided to vulnerable victims, perpetrators apprehended, and victims re-engaged with police investigations. This is the latest in a series of improvements which contributed to a 14.4% increase in the number of solved domestic abuse outcomes during the whole of 2020/21 compared with 2019/20.
- An Eastern Region Child Abuse Investigations Group has been created to share information and good practice relating to child deaths, child exploitation (including sexual exploitation), child abuse, legislation, procedures and training.
- During Quarter 4, Essex Police's Serious Organised Crime Unit (SOCU) completed extensive activity to tackle the importation and supply of class A and B drugs. 18 people were arrested and six were charged. Consequently, 21kg of class A drugs with a street value of £2.1m and £165,000 in cash were seized. This concluded a year of significant police proactivity in this area, during which 37.3% more trafficking of drugs offences were recorded than during the previous year, and during which arrests for trafficking of drugs grew by 6.9%. The number of Organised Crime Group (OCG) disruptions undertaken during the whole of 2020/21 was more than twice (130 more than) the number undertaken in 2019/20.
- The Police Online Investigation Team (POLIT) completed accredited grading training with the Management of Sexual Offenders and Violent Offenders (MOSOVO) and Child Sexual Exploitation (CSE) Proactive Teams, thereby becoming nationally accredited to grade indecent images of children in order to improve consistency and provide less experienced staff with the confidence to undertake this difficult area of work.
- Hate Crime Officers (HCOs) grew the county's third-party reporting network to more than 800 Ambassadors working across 50 Hate Incident Reporting Centres. Volunteers across Essex are now also able to take reports of hate crime and provide advice and support to those affected. Four volunteers were recruited during Quarter 4 to work alongside the HCOs.
- The PFCC funded an online hate crime campaign to encourage people to report hate crime anonymously. The social media posts received more than 1.2m impressions.

- Every district policing area now has an Independent Advisory Group (IAG).
- There was a 22.5% reduction in the number of people killed and seriously injured on Essex roads in Quarter 4 of 2020/21 compared with the same period last year. Within this, there was a 50% reduction in the number of fatalities. For the whole of the financial year, there was a 21.9% fall in the number of people killed and seriously injured on Essex roads compared with 2019/20. Though this is welcomed, it is likely to be at least partially attributable to the reduction in traffic volumes due to coronavirus restrictions.

3.4 In terms of areas for continued focus:

- Referrals to Victim Support for hate incidents fell by 29.7% in Quarter 4 of 2020/21 compared with the same period the previous year. This is believed to be at least partially linked to coronavirus restrictions. During this time, the Strategic Hate Crime Prevention Partnership worked with the Essex Resilience Forum to issue guidance and reassurance to victims and to send letters to communities across Essex, including members of faith groups, encouraging them to report any hate crime they experienced during periods of lockdown. Residents with public-facing job roles also received hate crime awareness resources to encourage them to report incidents and access support.
- During the whole of 2020/21, proactive roads policing led to a 5.1% increase in drink / drug driving offences being recorded compared with 2019/20. However, there was a 17.8% reduction in the number of drivers arrested for drug driving in Quarter 4 of 2020/21 compared with the same quarter the previous year. Again, this is likely to be at least partially attributable to a reduction in traffic volumes in consequence of coronavirus restrictions. Backlogs in the processing of road traffic toxicology samples through the National Forensic Science service may pose a future threat to completing cases within the statutory time limit. This is currently being risk assessed by the force. In the meantime, new working processes have recently been agreed by forces with the provider to help clear the backlog.

4. Appendices

Appendix 1 – Police and Crime Plan 2016 - 2021 Quarterly Update – Quarter 4 2020/21

Police and Crime Plan 2016-2021

Quarterly Update

Quarter 4 2020/21

Data to March 2021



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Police and Crime Plan 2016-2021 – Quarterly Update 2020/21 Q4

Priority 1 - More Local, Visible and Accessible Policing

We will:

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

- The Special Constabulary headcount stood at 530 as at 1 February 2021, compared with 513 at the same point last year. There have been five intake courses with a total of 72 new Special Constables.
- In the last quarter, Special Constables have recorded 51,866 total hours with 17,211 hours of high visibility policing. This is equivalent to having an additional 106.9 full time officers, who would attract an annual salary cost of £5.6m. Activities included Automatic Number Plate Recognition (ANPR), operations, response policing, crime prevention patrols, community policing of protests and execution of search warrants
- Essex Police currently retains 205 Active Citizens/Police Support Volunteers, with 10 applications waiting to be processed; the Force continues to work with all Community Volunteer Services (CVS) around recruitment campaigns to boost existing volunteer numbers. Six Active Citizens are now volunteering at their local vaccine centre offering marshal support. Active Citizens will continue to support local Community Policing Teams with “Coffee with Cops” and Crime Prevention Campaigns such as Operation METEOR (burglary) once COVID-19 restrictions are eased. Some Active Citizens have become involved in training the local Community Groups on Fraud and Scams supported by the Fraud Co-ordinators within the Business Crime Team.
- Due to COVID-19, no recruitment events have been attended but potential volunteers have been kept up to date via e-mail and telephone. A recovery plan is in progress to slowly return volunteers back into the workplace over the coming months.
- Essex Police currently retains 410 Volunteer Police Cadets across the 13 Cadet Units. Cadet Units operated in accordance with Government guidelines, with Cadets in contact with their Cadet Leaders through social media and video conferencing. A recovery plan is being developed to return Cadets to their Cadet Units, working in partnership with the local schools and community centres to allow the use of their facilities for any meetings over the coming months. They will also be attending the Community Policing Teams meetings.
- The Employer Supported Policing (ESP) scheme (whereby staff are given paid time off to volunteer as a Special Constable) currently has 35 companies registered. 83 Special Constables contributed 822 hours over this quarter.
- Meetings have begun with Parish Councils to discuss how to best engage and be more accessible with their residents, working with the Parish Councils to arrange street meets and “Coffee with Cops” activities.

Police and Crime Plan 2016-2021 – Quarterly Update 2020/21 Q4

Priority 1 - More Local, Visible and Accessible Policing

We will:

Support increased participation in Community Safety by supporting schemes such as Neighbourhood Watch, Street Pastors, Community Speed Watch, Volunteer Police Cadets and others.

- Neighbourhood Watch (NHW) continue to work in partnership with the Citizens in Policing Team around Crime Prevention, Fraud and Scams and have encouraged their members to join Essex Police Facebook and Twitter groups as well as reporting incidents and obtaining information via the on line reporting system. NHW co-ordinators have been out with Community Policing Team (CPT) officers, Essex Fire and Rescue Service (EFRS) and local parish councillors conducting targeted street beats to support local residents, the most recent of which has occurred in Great Yeldham. NHW groups are re-starting as COVID-19 restrictions are eased, supported by engagement from Community Support Engagement Officers.
- The Essex Watch Liaison Officers continue to work with the Business Crime Team around introducing Businesses to Industrial and Business Watch which has proved really useful.
- Volunteer Police Cadet Scheme continue to work in collaboration with Essex County Fire Cadets with plans to include Fire Safety Training for Police Cadets and Crime Prevention Training for Fire Cadets. This is planned to commence early 2021/22.
- Street Pastors continue to work closely with all Local Policing Teams across the districts offering support particularly around Night Time Economy and are included in planning for the easing of COVID-19 restrictions.
- There are plans in place to reintroduce the Community Speed Watch groups as COVID-19 restrictions are eased.
- North LPA are focussed on developing NHW in the Maldon area with support from the well established Chelmsford group; a group leader is currently being sought. Community Police in Tendring are also continuing to work in partnership with the newly formed Jaywick Neighbourhood Watch (JNW).

Police and Crime Plan 2016-2021 – Quarterly Update 2020/21 Q4

Priority 1 - More Local, Visible and Accessible Policing

We will:

Make it easier to contact the police. Improve the 101-response time, encourage online reporting and realise the benefits of the national Single Online Home solution.

The Force Control Room (FCR):

- Emergency call handling demand was lower this quarter than last quarter, with 66,497 emergency (999) calls received (738 a day). This represents a decrease of 10.0% on last quarter (7,390 less calls). By comparison, 82,344 calls were received during the same quarter last year (15,847 less calls, down 19.2%). March was the busiest month, with approximately 3,200 more emergency calls than either January or February.
- 68,796 non-emergency (101) calls were taken this quarter compared to 70,753 the previous quarter, a decrease of 1,957 calls (2.8%). This was higher than the same quarter last year when 67,590 non-emergency (101) calls were received (1,206 more). March recorded the highest number of calls received (25,090).
- Live Chat has seen 6,065 interactions this quarter, averaging 67 contacts per day that would otherwise have been taken via 101. This is the highest total since the service began, with March seeing the most interactions this quarter (2,346 interactions).
- The online reporting facility for Anti-Social Behaviour (ASB), which launched on 24th May 2020, provides an alternative to calling 101 to report various categories of ASB. It has been live for 10 months and this quarter there were 731 reports generated.

The Resolution Centre (RC):

- The Resolution Centre (Case Investigations) continues to embed as a county-wide resource, managing investigations for crimes reported by the public that would previously have been dealt with by front-line officers. 2,443 investigations were received by the team in the three months to the end of March, a decrease of 472 from the last quarter, of which 82.4% (2,014) have been retained by the RC Case team.
- 32,203 Crime Investigations have been recorded and processed by the demand element of the RC (previously known as Crime Bureau).
- During the quarter 17,815 public 101 calls were received and dealt with by the RC, a decrease of 2,204 on the previous quarter.

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Priority 2 – Crack Down on Anti-social Behaviour

Working with partners we will:

Target repeat and high harm anti-social behaviour through the continued development of Community safety Hubs to include police, Essex County Fire and Rescue Service, Community Safety Officers, licensing, housing and environmental health in every police district.

- North LPA
 - Operation LUSCOMBE, a multi agency approach combining Police, NHS, Open Road, Colchester Borough Homes and Community 360, continues in Colchester and Tendring, with scoping for wider roll-out. This operation provides a drop-in centre once a week where members of the homeless community can access a range of services to provide safeguarding and support. Combining this support with prosecution of offenders has resulted in a reduction in instances of crime and Anti-social Behaviour (ASB).
 - As a result of working together the Multi Agency Coordination (MAC) Panel partners, one Organised Crime Group has been archived. Emerging groups are under review on a bi-monthly basis.
 - Officers have created QR codes for local residents to help them report their concerns or issues to the correct agencies. These QR codes are distributed to the local community through leafleting and large posters being placed in communal areas of residential premises. This QR codes will take the user directly to the Housing Association, Local Authority, CrimeStoppers or Essex Police depending on the issue.
 - Braintree Community Policing Team continue to work in partnership with external agencies and helped secure a full closure order at a residential address in Woodlands, Braintree after multiple reports of ASB over an 18-month period.
- South LPA
 - A Southend multi-agency Community Action Group is well-established and tackles high harm ASB. A new Community Operations Group (COG) was established in January to help tackle lower-level ASB and will ensure effective sharing of good practice to help provide a better response and problem-solving through the months ahead as restrictions are eased.
 - Persistent nuisance behaviour, involving children shooting birds with catapults, around Wickford High Street, Basildon, was identified as a community concern. PCSOs worked with the Council to identify and educate those responsible and their parents.
 - Joint patrolling with district ASB officers and enforcement team officers is a key part of the local response to the roadmap out of lockdown, and is supported by police and partners.
- West LPA
 - Operation SMILE was established by Thurrock Town Centre Team and partners to tackle ASB in Purfleet on Thames, specifically in the area of Garrison Parade and the outskirts. This activity resulted in a significant reduction in reported ASB incidents as well as arrests and community resolutions. A longer term preventative focus has been put in place alongside the Youth Offending Team.

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

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

Support victims and their families affected by domestic abuse to feel safe, cope and recover through targeted help and jointly commissioned services.

- ASK FOR ANI is a national initiative whereby pharmacies can sign up to a scheme where a victim of Domestic Abuse (DA) can attend and "ASK FOR ANI". This will then trigger a response from pharmacy staff to safeguard the victim and contact the police. Rollout to other businesses is being explored.
- The new Domestic Abuse Problem Solving teams were launched across the County on 1 March 2021. There is now a dedicated problem solving team in each of the three Local Policing Areas consisting of problem solving officers to support victims of DA and offender management officers to target perpetrators of abuse. The teams will be working closely alongside partner agencies to provide additional support to victims, helping to break the cycle of abuse and to address barriers to victim engagement with the Criminal Justice system. The teams will also be targeting the most prolific offenders to reduce repeat and serial victimisation and to enforce criminal orders to help reduce offending. Early successes have already been seen, with support provided to vulnerable victims, perpetrators apprehended and victims re-engaged with police investigations.
- North LPA:
 - Braintree and Uttlesford have provided further training to Local Policing Team Officers which includes ensuring that standard risk DA victims are aware how to self-refer to the Independent Domestic Violence Advisor (IDVA) service. Empowering Sergeants to take investigations to the Crown Prosecution Service (CPS) for a charging decision and training on the Domestic Violence Protection Notice (DVPN) process has already seen an increase in the number of Domestic Violence Protection Orders being secured across both districts.
- West LPA:
 - Operation ENCOMPASS is the notification to schools where one of their pupils (under 16) has been involved, present or is part of a household where there's been a domestic incident. The initiative is designed to understand the impact domestic abuse can have on children, with a view to preventing them from growing up to become perpetrators in the future. It shares information with schools so that they can understand the impact in an educational setting and provide pastoral care.
 - Launched an initiative called "deal with DA today" with a goal of ensuring face-to-face contact with all DA victims within 24 hours.

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Priority 4 – Reverse the Trend in Serious Violence

Working with partners we will:

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

- Following the implementation of Section 28 of the Youth Justice and Criminal Evidence Act 1999 (YJCEA) in November 2020, an enhanced data product has been developed; this enables supervisors to ensure an appropriate level of oversight is in place to support an enhanced service to vulnerable and intimidated witnesses.
- Crime and Public Protection (C&PP) has developed a Victim Survey, which is being piloted in the North Public Protection Investigation Unit (PPIU). The survey is designed to assess reasons for victim disengagement and focusses around the 12 rights under new Victim Code of Practice (VCOP) which is being launched 1 April 2021.
- Crime and Public Protection continues to identify options to deliver sustainable improvements to the quality of Achieving Best Evidence (ABE) interviews to improve outcomes for victims.
- An Eastern Region Child Abuse Investigations Group has been created to share information and good practice around Child Death, Child Sexual Exploitation, Child Exploitation, Child Abuse, Legislation, Procedure, Training Events.
- Operation GENOA is an operation focused on an attack on a 16-year-old girl on a cycle path in Harlow in January 2020. Two possible suspects have been arrested and the victim is being supported by colleagues in Crime and Public Protection Command.

Police and Crime Plan 2016-2021 – Quarterly Update 2020/21 Q4

Priority 4 – Reverse the Trend in Serious Violence

Working with partners we will:

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

- North LPA:
 - Tendring Police has produced Operation SUNSHADE, a joint partnership operation to support the roadmap for when COVID restrictions are relaxed and provide specific targeted resourcing on key dates and times to tackle and reverse the trend in serious violence posed by Drug County Lines and Organised Criminal Gangs. It also intends to make the Town a safe place to shop and eat out during the Euro Football Games.
 - Operation RAPTOR teams regularly work in partnership with the Metropolitan Police. An example of this included executing a joint warrant at an address in Highwoods, Colchester, which was being used to distribute Class A drugs and also where a male wanted for firearms offences in London was found.
- South LPA:
 - Operation FLORET has been established following the death of a man in Old Leigh, Southend after he was stabbed. This joint-service operation seeks to provide a strong community response, with an increased partnership presence in the area, together with an effective investigation and safeguarding of key involved parties and wider associates.
 - Basildon: Undertaking a trial of Risk Terrain Modelling, a high visibility and targeted problem-solving solution to help to reduce community violence. Over the last six months, the Community Policing Team has worked with community safety partners to reduce levels of violence in Basildon town.
- West LPA:
 - Children and Young People (CYP) officers support Operation GLOSS to engage and influence young people who may be at risk of making wrong decisions about purchasing imitation weapons online.
 - Operation LANDLORD was designed with a two-phase method plan to reduce overall outstanding suspects, improve investigations within Local Policing Teams (LPT's) and to improve recognition at supervisory level of managing an investigation effectively.

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Priority 5 – Tackle Gangs and Organised Crime

Working with partners we will:

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

- The Modern Slavery Human Trafficking (MSHT) team work closely with the National Crime Agency (NCA) through Operation AIDANT. This is a National intensification phase, with the dates and target exploitation type set by the NCA, occurring four to six times a year. To date it has focused on: labour exploitation and raising awareness of COVID-19 throughout the agricultural sector; raising awareness of child sexual exploitation throughout the hospitality industry, and; raising awareness of adult sexual exploitation through targeting high risk premises suspected of being involved in prostitution and trafficking. Operation AIDANT is supported by the MSHT team, Force Intelligence Analysts and partner agencies such as the Gangmasters and Labour Abuse Authority, Immigration Enforcement and Border Force. The most recent phase focused on sexual exploitation, under the local operation name of Operation YELL; as result of this operation, a number of victims were safeguarded and five suspects were arrested.
- The MSHT team provide training both internally to Essex Police officers and also to partners such a Local Authorities, charitable organisations and those within the criminal justice system. The aim is to enhance understanding, improve the level of service they provide to victims and to support bringing offenders to justice.
- Through an ongoing partnership with Justice and Care, Essex police now have 24/7 access to a local safehouse facility for victims of trafficking. This allows for better support for victims and the ability for early evidential capture.

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Priority 5 – Tackle Gangs and Organised Crime

Working with partners we will:

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

- Since January 2021, Essex Police Serious Organised Crime Unit (SOCU) have completed significant activity in tackling importation and supply of Class A and B Drugs (currently working on 33 Organised Crime Group (OCG) operations). A total of 18 people have been arrested; six have been charged and are awaiting court dates. As a result, at least 21 kilograms of class A drugs, with a street value £2.1 million, and £165,000 cash, were seized. A significant number of these results have come from Intelligence gained through partnership work with the National Crime Agency (NCA) under Operation VENETIC.
- Serious Crime Directorate (SCD) Prevent and Protect (P&P) have been working with the Violence and Vulnerability Unit (VUU), strategic partners and industry to deliver a series of workshops (Operation TRESPASS) delivering training and raising awareness of cuckooing in Essex (“cuckooing” is the term used when criminal gangs target the home of a 'vulnerable' person(s) in order for the property to be used as a hub and/or base for drug dealing). There have been 20 workshops, with another 20 planned, delivering training to over 400 delegates from all areas of the community, with the aim of making them better prepared to identify and recognise the signs of cuckooing and what they can do assist in mitigating the effects and safeguarding any individuals involved.
- SCD P&P have been instrumental in setting up the new Epping based Gangs Advisory Group, which involves bringing together partners to deal with the threat posed by Gangs and to deal with safeguarding opportunities. Building on the success of this, two further areas (Chelmsford and Colchester) have expressed an interest in forming such groups.
- Operation FLACK was a pre-planned operation targeting a known OCG. Intelligence resulted in a subject being stopped and searched after being caught speeding; a drug swipe then proved positive for cocaine. A warrant was then obtained to search his home address which resulted in the seizure of 40 cannabis plants, half a kilogram of cocaine, three kilograms of cannabis, £1,800 in cash as well as his vehicle. A second proactive operation under Operation FLACK, which targeted a principal subject, resulted in an arrest and found the subject in possession of £10,000 cash, 63 wraps of cocaine and a taser.
- Operation CONFINE was a pro-active operation targeting known OCGs' insurance policies (vehicles were placed on Automatic Number Plate Recognition (ANPR), and stopped by officers). This resulted in 12 policies being cancelled due to non-disclosure of current and historic driving offences. This may lead to further OCG disruptions, if they are found driving without valid insurance. This innovative approach by the Prevent and Protect team is being shared as best practice.

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Priority 5 – Tackle Gangs and Organised Crime

Working with partners we will:

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

- North LPA
 - Proactivity by Community Policing Teams, along with other dedicated teams, has already seen multiple warrants being served, and firearms and cars being used to transport drugs seized. This targeted response has seen violence reduce and the use of vulnerable individuals including children as runners decrease. A notable warrant was the discovery of a cannabis grow in a disused hotel complex in Walton that saw the seizure and removal of a £1 million worth of cannabis.
 - Operation ENLIGHTENMENT works with schools to identify and support vulnerable students who may be at risk of exploitation. This can come in the form of one-to-ones with the Children and Young Person officers or sessions with a non-government organisations (NGOs) who provide expert youth workers.
- South LPA
 - Operation GLOUCESTER saw local officers join with the Road Crime Team and Special Constabulary to target Organised Crime Groups (OCGs). This Automatic Number Plate Recognition (ANPR) based operation led to five arrests, 18 stop and searches, four car seizures and generated 15 intelligence reports.
 - Castle Point: Operation FALCON targets a number of OCGs in the district, responsible for supply of class A and B drugs. In the last quarter the team have carried out a number of proactive warrants, including one against the identified head of a local OCG. Officers identified a number of fraud offences involving vehicles being used to transport drugs, and worked with the Operation Support Group (OSG) to execute a warrant and secure evidence. Further warrants have recovered significant quantities of drugs, drug paraphernalia, offensive weapons and proceeds of crime.
- West LPA
 - Operation WILDCAT (part of Operation SCEPTRE) and Operation GAMBLER (a cross border operation with the Metropolitan Police Service (MPS) tackling violent crime and vehicle crime) focuses on the borders with MPS to target prolific offenders and those wanted for weapons, drugs and theft of motor vehicle offences. To date, over 200 offenders have been arrested across 19 operations.
 - A key area of focus has been cannabis grows which are often linked to aggravated burglaries. One such operation is Operation LIMA, which enabled a warrant to be executed and 50 plants recovered, alongside two Rolex watches with a value of £50,000. Two people were arrested. Another operation, Operation COT, resulted in 120 plants and a handgun being recovered, as well as a link to other drug dealing in the area being identified.

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Priority 6 – Protecting Children and Vulnerable People

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

Bring more perpetrators of rape and sexual abuse to justice.

- Police Online Investigation Team (POLIT) completed accredited grading training with the Management of Sexual Offenders and Violent Offenders (MOSOVO) and Child Sexual Exploitation (CSE) Proactive Teams, thereby enabling them to become nationally accredited to grade indecent images of children to improve consistency and provide inexperienced staff with confidence to undertake this difficult area of work.
- POLIT are supporting the development of a new Digital Forensics Unit (DFU) platform that aims to provide a cloud-based storage solution for data. This will greatly improve efficiencies in terms of being able to access and share data more quickly.
- A CSE Toolkit is being prepared. This incorporates criminal, civil and partnership powers to tackle CSE and repeat offending.
- Work commenced in the last quarter focusses on civil orders for Violent Offenders through the Police Multi-Agency Public Protection Arrangements (MAPPA) team, thereby identifying a way to capture those who may be applicable for Violent Offender Orders (VOOs).
- Crime and Public Protection (C&PP) has been working with the Media Department to create public communications to encourage reporting during the COVID-19 restrictions and give victims the confidence that breaches of COVID-19 restrictions will be appropriately managed.

Police and Crime Plan 2016-2021 – Quarterly Update 2020/21 Q4

Priority 6 – Protecting Children and Vulnerable People

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

Improve reporting of hate incidents through improved community engagement, improved reporting through Victim Support and greater use of Hate Crime Reporting Centres.

- The Hate Crime Prevention Strategy supports the Police and Crime Plan with specific focus on improving reporting and community engagement, thereby bringing organisations across Essex together to develop a consistent, multi-agency response to tackle hate crime.
- The Hate Crime Strategic Force Lead presented at the Safer Essex partnership board, providing an overview of the work that Essex Police and the Essex Strategic Hate Crime Partnership are delivering. It has been agreed that this will happen every six months moving forward.
- The Hate Crime Strategic Force Lead attended a Regional PREVENT Independent Advisory Group (IAG) to present on hate crime and the potential links to terrorism and extremism. This generated good discussion around how early identification of potential terrorists and extremists could be improved.
- Essex Police and Victim Support hosted focus groups with members of the public, including young people, to gain feedback on the 'Stop the Hate' leaflet. Their views directly influenced the revamp of the leaflet. 15,000 leaflets were printed in English, Urdu, Bengali, Romanian, Lithuanian and Polish and were shared with Hate Incident Reporting Centres (HIRCs), Local Authority offices and Housing Agencies.
- Hate Crime Officers (HCOs) grew the county's third party reporting network to over 800 Ambassadors, and 50 HIRCs and are working to recruit and train more Hate Crime Ambassadors and HIRCs. The ongoing pandemic has forced this to become a virtual project but as the restrictions are eased, the HCOs will be working with existing HIRCS to relaunch the scheme.
- Every district policing area now has an Independent Advisory Group.
- Volunteers across Essex are now able to take reports of hate crime and provide advice and support to those affected. The Volunteering Team recruited four volunteers to help support and work alongside the HCOs
- To promote alternative ways of reporting hate crime using funding awarded by the Police, Fire and Crime Commissioner, Crimestoppers delivered an online hate crime campaign. Using the established brand of Crimestoppers, the aim of the campaign was to encourage people to report hate crime anonymously. Crimestoppers received over 1.2 million impressions on their social media post.

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Priority 6 – Protecting Children and Vulnerable People

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

Improve reporting of hate incidents through improved community engagement, improved reporting through Victim Support and greater use of Hate Crime Reporting Centres.

- To date in Q4 2021 there have been 123 referrals to Victim Support compared to 175 in the same period 2020. This reduction is thought to be attributed to the COVID-19 restrictions. Victim Support do not take direct reports of hate incidents: these largely come directly from the police.
- The Strategic Hate Crime Prevention Partnership worked with the Essex Resilience Forum to issue guidance and reassurance to victims. Communities in Essex received letters encouraging them to report if they experienced hate crime during the lockdown. Recipients included faith groups who were at risk of experiencing hate crime when travelling to or from their places of worship. Residents with public-facing jobs – including taxi drivers and security guards – also received hate crime awareness resources to encourage them to report or access support.
- South LPA: The last quarter saw the launch of a new community-led initiative “Basildon Side-by-Side” which aims to improve community cohesion and reduce hate crime. The initiative included a policing and hate crime sub-group which considers appropriate use of police powers, but also seeks to improve minority communities’ understanding of hate crime and how it can be reported.
- West LPA: Improvements in engagement focused on disproportionality including a media campaign with Thurrock Chanel Panel (Channel is a national programme which focuses on providing support at an early stage to individuals identified as being vulnerable to being drawn into terrorism) and Epping Forest Independent Advisory Group.
- The Southend, Thurrock and Essex Youth multi agency out of court panels ensure that victims and suspects of Hate Crime are referred to relevant support agencies which includes the Restorative Justice Hubs. This approach provides support, safeguarding and a preventive approach to Hate Crime offending for the future whilst recognising the seriousness of the nature of the offence.

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Priority 7 – Improve Safety on our Roads

Working with Safer Essex Roads Partnership we will:

Build on the success of reducing those killed or seriously injured on our roads by working with our partners on the Safer Essex Road Partnership (SERP) to set an ambitious long-term target for significant further reductions.

- There were 138 Killed and seriously injured (KSI) casualties in the last quarter, down from 178 KSI casualties in the same time last year. Five of these were fatalities, down from 10 in the same time in last year. Due to COVID-19 restrictions, traffic volumes have reduced.
- **Extra Eyes:** Across the quarter, a total of 83 cases have been presented to court after receiving footage of poor or dangerous road user behaviour. The footage has provided evidence to secure guilty pleas in all cases, resulting in average fines of £440 and attracting between three and seven penalty points. The Egress system has improved the quality of service and interactions between the public and Essex Police with recent upgrades allowing those who submitted footage the ability to track their specific cases. During the quarter, and with the support of the SERP Communications Team, a range of Extra Eyes publicity will be developed to further improve public confidence with this road safety scheme. Offences have included careless driving, close pass (cyclists), contravening traffic signs and red traffic lights.
- **Drug Drive:** Across the quarter a total of 369 drivers have been arrested for drug driving. This compares to 449 drivers during the same time last year. This high number of arrests reflects the wider use of cocaine and cannabis across road users and the presence of these two illegal drugs continues to be a factor within a number of road traffic collisions. Challenges remain with Road Traffic Toxicology samples submitted to the National Forensic Science service.
- **Community Speed Watch:** COVID-19 restrictions have placed significant limitations upon Voluntary Community Speed Watch Groups, impacting upon their ability to provide speed monitoring within their local communities. From 29 March, and in line with Government guidelines, Community Speed Watch Groups will be able to recommence. A supportive structure has been put in place involving Essex Police and the wider Safer Essex Roads Partnership which will look to provide an increased level of support around enforcement opportunities, warning letters to offenders, training and wider support to local road safety initiatives.
- **Operation TRAMLINE:** During the week commencing 22 March, Essex Police utilised the Highways England HGV Tractor Unit. This Operation looks to identify road traffic offences on the strategic road network, in particular offences of “distraction”. Distraction plays a significant part in road traffic collisions involving Heavy Goods Vehicles which can result in high-end harm to road users. A total of 160 vehicles were identified as having committed a moving traffic offence during the Operation.

Report title: 2022/23 BUDGET SETTING PROCESS	
Report to: Essex Police, Fire and Crime Panel	
Report author: Police Fire and Crime Commissioner for Essex	
Date: 17 June 2021	For: Noting and comment
Enquiries to: Julia Berry (Head of Finance & S151 Officer to the PFCC for Essex) E-mail: julia.berry@essex.police.uk	
County Divisions affected: All Essex	

1. Purpose of Report

To provide the panel with an outline of the 2022/23 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.

2. Recommendations

That the Panel notes the report and considers the PFCC's invitation to participate in this process through the creation of a 2022/23 Budget Working Group.

Should the Panel accept the PFCC's invitation as set out above, appropriate dates for working group meetings will be considered by the PFCC and the Panel Chair.

3. Context / Summary

Outline of the Budget Setting Process

In June 2021, Draft Budget Setting Timetables will be presented to the PFCC's Essex Police and Essex Fire and Rescue Services Strategic Boards.

Between July and October 2021, capital bids will be completed and submitted by budget holders for consideration by the Chief Officer Group (for Essex Police) and the Senior Leadership Team (for the PFCCFRA).

For revenue spend, Finance Business Partners and Management Accountants will work with budget holders to identify where there are confirmed contractual, legal or service demand pressures.

A summary of both the capital and revenue positions will be shared with the PFCC in early November for discussion.

Various external factors may affect the budget setting process around November / December 2021, including:

- The Home Office funding announcement. The date can vary depending on central government priorities but is expected at the end of November / beginning of December and is expected to be a three-year comprehensive spending review.
- The local government finance settlement. This is expected to be multi-year and may impact on the budget outcomes.
- Preliminary council tax and business rate information will be obtained from the districts in November and is not likely to be finalised until January 2022.

The timetable will therefore need to be kept under review and historically there has been a need to take a flexible approach in the stages of budget setting from this point onwards.

At its meeting on 9 December 2021, the Panel will be presented with reports from the PFCC setting out the key factors and challenges informing the development of budget and precept proposals in respect of Essex Police and the Essex County Fire and Rescue Service.

Draft 2022/23 budget proposals will be produced by the Chief Officer Group and the Strategic Leadership Team for the PFCC's consideration at the PFCC's Strategic Board meetings in early December 2021. At these Boards, the PFCC will scrutinise the proposed draft budgets alongside the Chief Constable and the Chief Fire Officer / Chief Executive respectively.

Following the grant announcements, consideration will be given to any appropriate adjustments required to present balanced budgets for 2022/23.

Following this, the Chief Constable and Chief Fire Officer / Chief Executive will provide the PFCC with their formal budget proposals in early January 2021. The PFCC will then consider the proposed budget for each service and will present the proposed 2022/23 budgets and precepts to the Police, Fire and Crime Panel in February 2022 for consideration and agreement.

Police, Fire and Crime Panel Involvement

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).

As referred to under Recommendations above, the Panel is asked to consider the creation of a 2022/23 Budget Working Group as it did last year. This was a

successful and useful approach to budget setting with much valued discussion and helpful questions. Taking this approach again this year would allow Working Group members to participate in similarly detailed discussions regarding the 2022/23 budget setting process. These discussions would provide these members with greater detail regarding the budget setting process and issues facing both services, and the opportunity to contribute to the development of the PFCC's wider budget proposals.

If the Panel is minded to establish a Budget Working Group, its deliberations will be given due consideration by the PFCC and will inform the 2022/23 budget setting process.

4. Appendices

None

Report title: Police, Fire and Crime Commissioner (PFCC) Decisions	
Report to: Essex Police, Fire and Crime Panel	
Report author: The Police, Fire and Crime Commissioner for Essex	
Date: 17 June 2021	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 content of the report, identifying any areas that require further clarification or comment.

3. Context / Summary

- 3.1 This report contains information about decisions made from 20 January 2021 up to and including 4 June 2021.

4. Appendices

Appendix A: PFCP Meeting 17 June 2021: PFCC Decisions Detailed
Appendix B: PFCP Meeting 17 June 2021: PFCCFRA Decisions Detailed

Ref	Decision On	Value	Outline	Date approved
133/20	Short term Resource for Police Complaint reviews	£50,000	To approve the allocation of one-off funding for 2 FTEs for a period of four months to deal with backlog of complaint reviews	18 March 2021
135/20	Capitalised Maintenance Programme	£*	To seek approval for investment into a capitalised maintenance programme, the details of which are commercially sensitive	12 March 2021
146/20	Replacement Forensic Drying Cabinets	£*	To seek approval to fund the capital expenditure of the purchase of new CSI Drying Cabinets to comply with ISO 17020 mandated standard	18 March 2021
001/21	Public Perception Survey	£83,600	To approve the allocation of up to £83,600 over 2 years from the Community Safety Fund to SMSR to deliver an ongoing independent public perception survey	18 March 2021
002/21	Domestic Abuse Perpetrator Programme	£180,000	To seek approval to extend the contract for domestic abuse perpetrator behaviour change services provided by The Change Project for a further year. £80,000 is funded from the PFCC's Community Safety Fund and £100,000 is passed through from Essex County Council.	22 February 2021
003/21	Stalking Advocate	£32,117	To seek approval for the allocation of £32,117 as a grant to Changing Pathways to provide a Stalking Advocate	18 March 2021
004/21	Rural Crime - Hare Coursing	£1,500	To approve the allocation of £1,500 from the 2020/21 Community Safety Fund to Essex Police as a contribution to a Crimestoppers awareness campaign on hare coursing	29 January 2021
005/21	Grant Agreement – Advanced Tools for Offender Managers (ATOM) – Variation 1	£122,537	To accept a formal offer of grant funding from the Home Office to assist with the NPCC ATOM programme	12 February 2021
006/21	Stop Hate UK support line	£22,500	To approve the allocation of £22,500 to Stop Hate UK to deliver the Essex hate crime support service until December 2021	18 March 2021
007/21	Community Safety Fund Core Funding 2021/22	£1,290,420	To approve the allocation of £1,290,420 to support partner organisations to deliver their core activities	20 April 2021
008/21	Community Safety Partnership Funding 2021/22	£332,725	To approve the allocation of £332,725 to Essex CSPs to support local priorities against the deliverables within the Police and Crime Plan	12 February 2021

Ref	Decision On	Value	Outline	Date approved
010/21	Restorative Justice Service Manager training	£2,740	To approve the allocation of £2,740 from the 2020/21 RJ budget to fund training and development opportunities for the RJ Service Manager	12 February 2021
011/21	MoJ additional victims funding	N/A	To approve the overall approach including the assessment process and criteria for the additional Ministry of Justice grant	26 February 2021
012/21	Grant Agreement – Advanced Tools for Offender Managers (ATOM) – Variation 2	£47,650.90	To approve the grant agreement and variation for funding from the Home Office for the NPCC ATOM programme	5 March 2021
013/21	Sunflower Rooms	£45,000	To approve the capital investment of £45,000 in the design, upgrade and implementation of Sunflower Rooms across four police station locations	18 March 2021
014/21	Harwich and Dovercourt Collaboration	£1,846,300	To seek approval of capital investment into building a new police station on the existing grounds of Dovercourt Fire Station	18 March 2021
015/21	Colchester Local Digital Media Hub	£36,500	To seek approval of capital investment into upgrading the Local Digital Media forensic analysis accommodation at Colchester Police Station to achieve ISO accreditation	18 March 2021
016/21	Sale of Former Hoffmanns Way Offices	£1.15m	To seek approval for the sale of the former offices at Hoffmanns Way	4 May 2021
017/21	Sale of former Pitsea Police Station	£1.51m	To seek approval for the sale of the former Pitsea Police Station and adjoining buildings	4 May 2021
018/21	Acquisition of freehold of the site known as Boreham Complex	£3.5m capital + £219.5k revenue	To seek approval to proceed with acquiring the freehold of the site known as the Boreham Complex including additional land	18 March 2021
019/21	Home Office Winter Contingency Fund	£68,370	To seek approve to receive the allocation of £68,370 to distribute to local charities that support vulnerable children	26 February 2021
020/21	Home Office Violence Reduction Unit (VRU) Fund 2021-22	£1.16m	To seek approval to receive the allocation of £1.16m from the Home Office Violence Reduction Unit Fund to deliver the work programme for the Essex Violence and Vulnerability Partnership	26 February 2021
021/21	Community Safety Development Fund process	N/A	To seek approval for the Community Safety Development process	10 March 2021
023/21	Youth Voice Project	£2,000	To approve the allocation of £2,000 from the Community Safety Fund to support a youth voice project across Essex	10 March 2021

Ref	Decision On	Value	Outline	Date approved
024/21	Precept Leaflet 2021-22	£20,000	To approve the allocation of £20,000 from the PFCC's communications budget for the production and distribution of the precept leaflet	5 March 2021
025/21	Browsealoud accessibility service	£2,844	To approve the allocation of £2,844 from the PFCC's communications budget to fund a two-year contract with Browsealoud to provide a text help service for the PFCC's website	10 March 2021
026/21	Granicus Electronic Newsletter Service	£*	To approve the allocation of funds from the PFCC's communications budget for the annual subscription for Granicus Electronic Newsletter Service – the details of which are commercially sensitive	10 March 2021
027/21	Boreham Complex Investment	£1,048,200	To seek approval for capital investment into undertaking implementation of full agile working, facilities upgrade and new locker room provision at the Boreham Complex	18 March 2021
029/21	Disposal of Former Police House	£*	Relates to the sale of police estate	20 May 2021
031/21	Planned maintenance	£*	To re-open an earmarked reserve for the planned maintenance of police estate – the details of which are sensitive	18 March 2021
032/21	BlueLight Commercial Limited Customer Agreement	N/A	To seek the PFCC's approval to enter into the Customer Agreement with BlueLight Commercial Limited	8 March 2021
033/21	Sale of Former Waltham Abbey Police Station	£*	Relates to the sale of police estate	9 March 2021
034/21	CSPs 2020-21 grant carry forward	£82,042	To seek approval to allow Community Safety Partnerships to carry forward underspends from their 2020-21 PFCC grants into their budgets for 2021-22	16 March 2021
035/21	Essex Violence and Vulnerability Joint Budget funding – Phase 5	£337,156	To approve the allocation of £337,156 to partner organisations to deliver against the priorities set out within the Essex Violence and Vulnerability Work Programme	11 March 2021
036/21	SARC Contract variation for STI referral	£12,536	To seek approval for the allocation of £12,536 over three years to Mountain Healthcare to deliver STI screening services within in the Sexual Assault Referral Centre	18 March 2021

Ref	Decision On	Value	Outline	Date approved
037/21	Tendring Mental Health Hub 2021-22	£25,000	To approve the allocation of a grant to the Tendring Mental Health Hub from the Community Safety Fund	18 March 2021
039/21	Athena Contract Extension	£*	Relates to extension of a contract, the details of which are commercially sensitive	12 March 2021
040/21	Truvelo Laser Cam 4 Speed Enforcement Devices	£67,024	To seek approval for the purchase of 3 Truvelo Lasercam3 devices	18 March 2021
042/21	IT Infrastructure Technical Refresh	£1,344,800	To seek approval of funding for the IT Technical Refresh 2021-22	18 March 2021
043/21	National Collaboration Agreement in relation to the Modern Slavery and Organised Immigration Crime Programme 2020/21	£49,600 (receipt)	To seek endorsement of the National Collaboration Agreement in relation to the Modern Slavery and Organised Immigration Crime Programme 2020-21	23 March 2021
044/21	Op Talla Special Constables One-Off Payment	£26,605	To seek approval of the Chief Constable's proposal relating to a one-off payment to Special Constables	18 March 2021
045/21	ANPR System Remediation	£*	To seek approval to replace database services – the details of which are commercially sensitive	18 March 2021
046/21	Essex Violence and Vulnerability Joint Budget funding 2021-22 Phase 1	£390,500	To approve the allocation of £390,500 from the Essex Violence and Vulnerability Joint Budget to support partner organisations to deliver against the priorities within the Essex Violence and Vulnerability Work Programme	18 March 2021
047/21	Marked Motorcycles for Training	£80,188	To seek funding for two additional marked police motorcycles to meet the internal training requirements for the organisation	18 March 2021
048/21	Legacy Digital Data Store	£*	To request additional one-off funding to complete the Legacy Digital Data Store project – the details of which are commercially sensitive	23 March 2021
049/21	Medium Term Financial Strategy	N/A	To endorse and approve the current 2021-22 MTFS position and movements since 4 February, and to endorse and approve the creation of a new earmarked Covid Roadmap Violence Reduction Reserve to support the operational plan in 2021-22 and to approve an appropriation of this reserve in 2020-21 of £1.303m	19 March 2021

Ref	Decision On	Value	Outline	Date approved
050/21	BlueLight Commercial Limited – Customer Agreement and Fleet Sub-Agreement	N/A	To seek approval to enter into the Fleet Sub-Agreement with BlueLight Commercial Limited	30 March 2021
051/21	Forensic Case Management System	£*	To award a contract for a new forensic case management system – the details of which are commercially sensitive	13 April 2021
052/21	Amendment to a Police Services Agreement	£*	To approve amendments to a Police Services Agreement, the details of which are sensitive.	4 May 2021
053/21	Microsoft Licence Renewal 2021 - 2024	£6,123,763.39 over 3 years	To seek approval to enter into the Microsoft Enterprise Agreement for 2021-2024	31 March 2021
054/21	Memorandum of Understanding for provision of a Road Safety Service in Essex, Southend and Thurrock	N/A	To seek the PFCC's approval to enter into a Memorandum of Understanding for the provision of a Road Safety Service in Essex, Southend and Thurrock both in their own right and on behalf of Essex Police and the Essex County Fire and Rescue Service	31 March 2021
055/21	Provision of Forensic Analysis Services	£*	To seek approval to a contract change variation notice – the details of which are commercially and operationally sensitive	12 April 2021
056/21	Zoom Licence for the Essex Restorative and Mediation Service	£360	To seek approval of funding from the Restorative Justice budget to fund a Zoom licence for use by the Essex Restorative and Mediation Service's staff and volunteers for 12 months	4 May 2021
057/21	Sale of Former Brentwood Police Station	£*	Relates to the sale of police estate. Commercially sensitive and legally privileged.	21 April 2021
058/21	Electronic Filing System policy	N/A	To seek approval of the adoption of the PFCC's Electronic Filing System Policy	20 April 2021
062/21	Allocation of funds from the Community Safety Development Fund to deliver the Commissioner's priorities in the Police and Crime Plan Extension 2020-21	£154,341	To seek approval to allocate £154,341 in the form of crime and disorder reduction grants from the CSDF to local organisations	3 June 2021

Ref	Decision On	Value	Outline	Date approved
064/21	Memorandum of Understanding - Animal Welfare Independent Visitors Scheme for Dogs	N/A	To endorse the signing of the Animal Welfare Independent Visitors Scheme for Dogs Memorandum of Understanding supporting the partnership arrangements between the Dogs Trust, PFCC and Essex Police Dog Section	4 May 2021
067/21	BLS Stay Compliant Data Protection Support	£2,250	To seek agreement to contract BLS Stay Compliant to provide up to 12 hours of specialist support to the PFCC's Data Protection Officer during 2021-2022	4 May 2021
071/21	South East and Eastern Region Police Insurance Consortium (SEERPIC) Section 22 Agreement	N/A	To seek approval of the revised SEERPIC Section 22a to formalise the SEERPIC model	4 May 2021

*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 <http://www.essex.pfcc.police.uk/decision-making/> Decisions can be sorted by reference number and date on the PFCC website.

Please note: This report contains PFCC decisions made after 20 January 2021, up to and including 4 June 2021 (ahead of submission for the PFCC meeting of 17 June 2021).

Ref	Decision On	Value	Outline	Date approved
001/21	Extension to the Remsdaq System Services Contract	£*	To seek approval for the extension of the Remsdaq System Services contract, the details of which are commercially sensitive	1 March 2021
003/21	Sale of surplus assets	£*	Relates to the sale of PFCCFRA estate	12 February 2021
004/21	Annual Insurance Renewal	£*	To seek approval of the payment of the annual insurance premium	11 February 2021
005/21	Use of Service Reserves	£589,444	To seek approval of the service's reserves to support the On-Call Conversion Project	16 March 2021
007/21	Emergency Services Mobile Communications Programme funding	£967,118	To seek approval of the payment of £967,118 to the Cambridgeshire and Peterborough Fire Authority to administer the ESMCP	16 March 2021
009/21	Digital and Data Strategy	N/A	To seek approval of the ECFRS Digital and Data Strategy	18 March 2021
010/21	PFCC Environmental Strategy 2021-2031	N/A	To seek approval of the Environmental Strategy developed in collaboration with Essex Police	18 March 2021
011/21	Reserves Strategy	N/A	To seek approval of the Reserves Strategy before publication on the website as part of statutory requirements	16 March 2021
012/21	Vehicle and Equipment Asset Management Strategy 2021-2026	N/A	To seek approval of the Vehicle and Equipment Asset Management Strategy	16 March 2021
014/21	Sale of surplus assets	£*	Relates to the sale of PFCCFRA estate	18 March 2021
016/21	Community Speed Watch Recruitment	£12,000	To seek agreement to recruit a Community Speed Watch Co-ordinator	3 March 2021
017/21	Virement for MTFP Savings	£294,000	To seek approval of the virement of budgeted costs within the 2020-24 Medium Term Financial Plan	4 May 2021
019/21	Sale of surplus assets	£*	Relates to the sale of PFCCFRA estate	16 March 2021
020/21	Sale of surplus assets	£*	Relates to the sale of PFCCFRA estate	04 May 2021
021/21	Sale of surplus assets	£*	Relates to the sale of PFCCFRA estate	18 March 2021
022/21	Sale of surplus assets	£*	Relates to the sale of PFCCFRA estate	16 March 2021
023/21	Recognition Payment	£167,964	To seek approval from the PFCCFRA to provide a one-off financial recognition payment to officers and staff for their work during the Covid-19 pandemic	8 March 2021

026/21	Annual Plan 2021-22	N/A	To seek approval of the Annual Plan 2022-22	18 March 2021
027/21	Enforcement Policy	N/A	To seek approval of the Enforcement and Prosecution Policy	18 March 2021
028/21	Pay Policy Statement 2021/22	N/A	To seek approval of the Pay Policy Statement in accordance with the requirements of the Localism Act 2011 section 38	18 March 2021
029/21	Purchase of firefighting PPE	£*	To seek approval of the annual purchase order for firefighting PPE, the details of which are commercially sensitive	29 March 2021
030/21	Scheduled replacement of pumping appliances	£2.2m	To seek approval for the scheduled replacement of 10 fire appliances	29 March 2021
031/21	Sale of surplus assets	£*	Relates to the sale of PFCCFRA estate	20 May 2021
032/21	Sale of surplus assets	£*	Relates to the sale of PFCCFRA estate	24 May 2021
041/21	Sale of surplus assets	£*	Relates to the sale of PFCCFRA estate	20 May 2021

*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 <http://www.essex.pfcc.police.uk/finance-reporting/decision-making-fire-rescue/>
Decisions can be sorted by reference number and date on the PFCC website.

Please note: This report contains PFCCFRA decisions made after 20 January, up to and including 4 June 2021 (ahead of submission for the PFCCP meeting of 17 June 2021).

Report title: Essex Police, Fire and Crime Panel Annual Report 2020/21	
Report to: Essex Police, Fire and Crime Panel	
Report author: Sophie Campion, Secretary to the Panel	
Date: 17 June 2021	For: Noting
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 2020/21 municipal year.

2. Recommendation

That the Panel receive and note the Essex Police, Fire and Crime Panel Annual Report for 2020/21.

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, 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 working alongside 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

The membership of the Panel for 2020/21 was as below from 1 August 2020:

Councillor A McGurran	Basildon Borough Council
Councillor W Schmitt	Braintree District Council (Chairman)
Councillor C Hossack	Brentwood Borough Council
Councillor G Isaacs	Castle Point Borough Council
Councillor J Lager	Chelmsford City Council
Councillor M Lilley	Colchester Borough Council
Councillor H Whitbread	Epping Forest District Council
Councillor M Maddocks	Essex County Council (Vice-Chairman)
Councillor F Mason	Harlow District Council
Councillor M Helm	Maldon District Council
Councillor M Webb	Rochford District Council
Councillor I Shead	Southend Borough Council
Councillor L McWilliams	Tendring District Council
Councillor J Redsell	Thurrock Council
Councillor C Day	Uttlesford District Council
John Gili-Ross	Independent Member
Sheila Murphy	Independent Member

A change in membership took place in November 2020 with the appointment of Councillor M Heard to represent Maldon District Council to replace Councillor M Helm. A further change to the membership took place in January 2021 with the appointment of Councillor C Vince on behalf of Harlow District Council to replace Councillor F Mason.

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 2020/21

4.1 During 2020/21, the Essex Police, Fire and Crime Panel held five 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 2020/21 clearly reflected the Panel's statutory functions and responsibilities, and the Commissioners' priorities (as defined in his Police and Crime Plan).
- 4.3 The Panel received a regular report from the Commissioner on the financial and strategic decisions he had taken and updates on any ongoing issues at each meeting. The Panel also received an update from the Chair 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.
- 4.4 At its meeting in June 2020, the Panel reviewed the additional commitments and performance measures added to the Police and Crime Plan 2016-2020 as a result of the postponement of the Police, Fire and Crime Commissioner election due to the Coronavirus pandemic. The Panel also received a report providing an overview of the response to the CoVID-19 pandemic by the PFCC, Essex Police and the Essex County Fire and Rescue Service.
- 4.5 In July 2020 the Panel considered the Essex County Fire and Rescue Service's progress in delivering the priorities set out in the Fire and Rescue Plan 2019 – 2024 and the Integrated Risk Management Plan 2016-2020, based on data and other information for the year April 2019 to March 2020. The Panel sought clarification on a number of issues including the impact of COVID-19 on some of the activities. The Panel noted the report.
- 4.6 The Panel received its first annual report on Complaints at its meeting in October 2020, reporting that five complaints against the PFCC had been received during the period 1 October 2019 to 30 September 2020. Three of the complaints had been taken through the Panel's complaints process to informal resolution and two were still being processed. Since the report was made, one of these two complaints has been concluded by informal resolution after being considered by the Complaints Sub-Committee. The Panel is due to receive its second Annual Complaints Report at its meeting in October 2021.
- 4.7 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 December meeting the Panel considered and approved the Annual Report of the Police, Fire and Crime Commissioner. In October 2020 the Panel considered and noted the Fire and Rescue Statement of Assurance.
- 4.8 In December 2020, the Panel considered the Commissioner's proposed appointment for the Police, Fire and Crime Commissioner's Head of Finance. The Panel questioned the candidate regarding their professional competence and subsequently confirmed the appointment.
- 4.9 In line with its statutory responsibility, the Panel formally considered the Commissioner's precept proposal at its meeting on 4 February 2021 and the Panel endorsed the Commissioner's proposals to set the Band D Police element of the Council Tax for 2021-22 at an increase of £9.90 a year (2.94%); and no increase in the precept for the Fire and Rescue element. In carrying out this responsibility, the Panel attended a budget workshop on 9 October 2020 and 25 November 2020, and a further workshop on 19 January 2021 where Members reviewed the Essex Police

2021/22 budget update and medium Term Financial Strategy and the Essex Fire and Rescue 2021/22 budget update and Medium Term Financial Strategy.

- 4.10 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.
- 4.11 The Ethics and Integrity Sub-Committee met once in 2020/21, to consider a confidential matter falling within its remit.
- 4.12 In addition to the formal Panel meetings, the Panel held a briefing in December 2020 at which they received a presentation on Data Analytics.
- 4.13 Informal Panel briefings were instigated during the year which focus primarily on scoping the key focus areas 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.
- 4.14 The final version of the Essex County Fire and Rescue Service's Integrated Risk Management Plan 2020-24 (IRMP) was noted by the Panel in July 2020, along with the contribution of the Police, Fire and Crime Panel Sub-Group formed to work with the Commissioner's office in developing the IRMP.
- 4.15 Panel members and the support officer 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.
- 4.16 The Chairman, a number of other Panel members and the support officers attended the National Conference for Police (Fire) and Crime Panels. The conference included key-note addresses from Yvette Cooper MP, Chair of the Home Affairs Select Committee and Andy Burnham, Greater Manchester Combined Authority Mayor and PCC, amongst others.
- 4.17 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 10 December 2020 and will receive the Essex Police, Fire and Crime Panel Budget Outturn Report 2020/21 at its meeting in June 2021.

5.0 Essex Police, Fire and Crime Panel 2021/2

5.1 The schedule of Panel meetings for 2021/22 are set out below:-

- 17 June 2021
- 21 October 2021
- 9 December 2021
- 3 February 2022

5.2 The work programme for 2021/22 is set out below:

Date	Business
17 June 2021 (AGM)	<ul style="list-style-type: none">• Balanced Appointment Objective Report• Police and Crime Plan Performance Measures (Quarter 4 2020/21)• 2022/23 Budget Setting Process• Essex PFCP Grant Claim and Outturn Report – 2020/21• Essex Police, Fire and Crime Panel Annual Report• PFCC Decisions Report
21 October 2021	<ul style="list-style-type: none">• Essex Country Fire and Rescue Service End of Year Performance Report 2020-21• PFCC Annual Report• Fire and Rescue Statement and Annual Report• PFCC Decisions Report• 2022/23 Budget Scene Setting• Report on Annual Complaints 2020-21
9 December 2021	<ul style="list-style-type: none">• Essex PFCP Budget Half Year Outturn Report• Police and Crime Plan Performance Measures (Quarter 2 2021/22)• PFCC Decisions Report
3 February 2022	<ul style="list-style-type: none">• Proposed Police Precept for 2022-23• Proposed Essex Fire and Rescue Service Precept for 2022-23

The Panel may wish to review its activities in 2020/21 and make recommendations on the work programme for 2021/22. In practical terms, the programme should incorporate all of those responsibilities which the Panel is obliged to fulfil (e.g. consideration of the Commissioner's Annual Report, precept proposal, scrutiny of decision making/action etc.).

Essex PFCP Grant Claim and Outturn Forecast Report - 2020/21

Agenda Item 13

Reference number: EPFCP/14/21

Report title: Essex PFCP Grant Claim and Outturn Forecast Report - 2020/21	
Report to: Essex Police, Fire and Crime Panel	
Report author: Emma Tombs, Democratic Services Manager	
Date: 17 June 2021	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 position against the grant to be filed with the Home Office prior to the deadline of 31 July 2021. 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 2020/21 is £68,940. 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 2021	Total spend in FY 2020/21
Administration costs	15983.37	19398.57	35381.94
Members expenses	5366.90	4573.53	9940.43
Translation costs (if applicable)	N/A	N/A	N/A
Total	21350.27	23972.10	45322.37

TOTAL EXPENDITURE:	£45,322.37
TOTAL GRANT PROVIDED:	£68,940.00
VARIANCE: total Grant provided minus total resource expenditure	£23,617.63

3. Recommendation

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

Agenda Item 14**Reference number: EPFCP/15/21**

Report title: National Association of Police, Fire and Crime Panels Essex Panel Meeting Report June 2021	
Report to: Essex Police, Fire and Crime Panel	
Report author: John Gili-Ross, Chairman National Association of Police, Fire and Crime Panels (NAPFCP)	
Date: 17 June 2021	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 report on the background and current workstreams of the National Association of Police, Fire and Crime Panels.



NAPFCP Essex Panel Meeting Report June 2021.

As there are a number of new panel members to the Essex Police, Fire & Crime Panels this meeting report provides a brief summary on the background and current workstreams of the National Association of Police, Fire and Crime Panels.

The NAPFCP was formed in April 2018 by panel members across England and Wales to provide a common voice and perspective on the work of panels, promotion of best practice and a forum to provide advice and feedback for panels as required. Most feedback and interaction between the NAPFCP and the individual panels is with the respective Chair, Vice Chair and Support Officers.

The first NAPFCP AGM took place in November 2018, to elect a Chairman, Vice Chairman (2), Treasurer and 6 other members from different panels. The NAPFCP agreed primary workstream topics for development in addition to any responses resulting from surveys, call for evidence documents or work with the Home Office, LGA and other panel related organisations.

In 2018 the NAPFCP was accepted as a LGA Special Interest Group. The LGA normally holds a PFPCP meeting twice yearly and these meetings are also used to host a NAPFCP Exec Committee meeting. LGA meetings are open to attendance from all Essex panel members and support officers.

As of April 2021, there were 37 panels in NAPFCP membership out of a total of 41 in England and Wales. All four Welsh panels are members.

Training of panel members and support officers is largely undertaken by Frontline Consulting who are an independent private organisation. The trainers have many years' experience within the public sector and prior to the formation of the PCP's and PFPCP's they provided training for the various Police and Fire Authorities. The NAPFCP works closely with both Frontline Consulting and the LGA in the creation of panel best practice. Frontline have provided tailored training courses for Essex PFPCP in the past when there have been significant panel member changes as is the case following the May elections. It is recommended that all new panel members undertake training on panel roles and responsibilities.

In the interim I recommend all panel members familiarise themselves with the excellent Guidance Document for Police and Crime Panels entitled Policing and Fire Governance which was produced in 2019 by the Centre for Public Scrutiny with input from Frontline Consulting and the NAPFCP.

The Executive Committee meets each month by remote means, to update progress on work streams and discuss and agree any written response to events affecting the sector.

The agreed work stream topics currently include:

- ❖ Promotion of Best Practice for Panels & Scrutiny of Commissioners
- ❖ Technology Changes & Impact on Budgets
- ❖ Promotion of the Panels Role within Police and FRS to the public
- ❖ Commissioner & Chief Constable Senior Appointments
- ❖ Complaints Handling - PCC and Policing

Other Activities Undertaken

In addition to the above workstreams the Executive Committee has responded to numerous information and call for evidence documents providing a collective view from panel members. Many of these responses are shared with panel support officers and chairman as appropriate.

Other activities undertaken by the NAPFCP include:

- ❖ The Emergency Services Network project. - “Over Budget and Under Delivery”.
- ❖ Impact of ESN delays and the Airwave network on budgets
- ❖ Addressing the Public Accounts Committee on ESN delay
- ❖ Police Foundation - Call for Evidence Part 1 & 2
- ❖ Home Office PCC Review - Call for Evidence Part 1
- ❖ College of Policing Review
- ❖ Panels Remote Working Survey
- ❖ Government Remote Meetings - Call for Evidence
- ❖ Quarterly meetings with the LGA
- ❖ Quarterly meetings with the APCC - Chairman & CEO
- ❖ Advising Chairs and Support Officers - On average 3 sessions per month.

NAPFCP Executive Committee

The executive members, are subject to election annually at the AGM. The members of the executive committee as of June 2021 are:

Chairman John Gili-Ross - Essex PFCP

Vice Chairman - Evan Morris MBE Cheshire PCP Chairman and Co-opted Member

Pat Astbury - North Wales PCP Chair and Co-opted Member

Suma Harding - Nottinghamshire PCP Co-opted Member

Mohammed Iqbal - Chair West Yorkshire PCP
Gill Mercer - Chair Northants PFCP
Siobhan Monahan - Chair Herts PCP
Ged Potter - Vice Chair Derby PCP
Professor Ian Roffe - Vice Chair Dyfed Powys PCP
Joyce Welsh - Northumbria PCP
Observer - Godfrey Isaacs Essex PFCP
Support - Emma Tombs Essex Democratic Services Manager