



Essex County Council

Essex Police, Fire and Crime Panel

14:00	Thursday, 09 December 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

Telephone: 03330 131642

Email: democratic.services@essex.gov.uk

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2	Minutes To approve the minutes of the meeting held on:	
2a	EPFCP Minutes - 29 October 2021 (Ordinary Meeting)	6 - 12
2b	EPFCP Minutes - 29 October 2021 (Confirmation Hearing)	13 - 16
3	Questions to the Chairman from members of the Public The Chairman to respond to any questions relevant to the business of the Panel from members of the public. Please note 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.	
4	Police and Crime Plan Performance Measures Report - Quarter 2 2021/22 Report EPFCP/28/21	17 - 35

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10	National Association of Police, Fire and Crime Panels Update	
11	Forward Work Plan Report EPFCP/33/21	58 - 59
12	Date of Next Meeting To note that the next meeting will be held on Thursday 3 February 2022.	
13	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.

14

Urgent Exempt Business

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

Agenda item 1

Committee: Essex Police, Fire and Crime Panel

Enquiries to: Sophie Campion, Senior Democratic Services Officer

Membership, Apologies, Substitutions and Declarations of Interest

Recommendations:

To note

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

Membership

(Quorum: 5)

Councillor A Baggott
Councillor F Ricci
Councillor K Barber
Councillor G Isaacs
Councillor J Lager
Councillor B Oxford
Councillor P Stalker
Councillor R Playle
Councillor M Garnett
Councillor M Heard
Councillor A Williams
Councillor I Shead
Councillor L McWilliams
Councillor G Collins
Councillor 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

Minutes of the meeting of the Essex Police, Fire and Crime Panel, held in the Chamber of County Hall, Chelmsford on Friday 29 October 2021

Present:

Councillor	Representing
Keith Barber	Brentwood Borough Council
Godfrey Isaacs	Castle Point Borough Council
Jeremy Lager	Chelmsford City Council
Ross Playle	Essex County Council
Paul Stalker	Epping Forest District Council
Michael Garnett	Harlow District Council
Arthur Williams	Rochford District Council
Lynda McWilliams	Tendring District Council

Co-opted Independent Members

John Gili-Ross (Chairman)

Also in attendance

Pippa Brent-Isherwood	Chief Executive, Office of the Essex Police, Fire and Crime Commissioner
Julia Berry	Head of Finance and s151 Officer, Office of the Police, Fire & Crime Commissioner for Essex
Moira Bruin	Assistant Chief Fire Officer Prevention, Protection, Response
Neil Cross	Chief Finance Officer Section 151 Officer, ECFRS
Jane Gardner	Deputy Essex Police, Fire and Crime Commissioner
Roger Hirst	Essex Police, Fire and Crime Commissioner
Darren Horsman	Strategic Head of Policy and Public Engagement
Rick Hylton	Candidate
Janet Perry	Strategic Head of Performance and Resources, Essex PFCC
Andy Prophet	Deputy Chief Constable
Emma Tombs	Democratic Services Manager
Jasmine Carswell	Democratic Services Officer

1 Membership, Apologies, Substitutions and Declarations of Interest

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

1. The membership of the Panel was noted.
2. The panel welcomed three new members:
 - Councillor Barber, Brentwood BC
 - Councillor Oxford, Colchester BC
 - Councillor Stalker, Epping Forest DC
3. The following apologies were noted:
 - Councillor Andrew Baggott, Basildon Borough Council
 - Councillor Frankie Ricci, Braintree District Council
 - Councillor Mark Heard, Maldon District Council
 - Councillor Ian Shead, Southend-on-Sea Borough Council
 - Councillor Gary Collins, Thurrock Council
 - Councillor Day, Uttlesford District Council
 - Councillor Oxford, Colchester Borough Council
 - Sheila Murphy
4. 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.

2. Minutes

The minutes of the meetings (AGM and Confirmation Hearing) held on the 17 June 2021 were approved as a correct record and signed by the Chairman.

3. Questions to the Chairman from members of the Public

There were none.

4. Essex County Fire and Rescue Service End of Year Performance Report 2020-21

The Panel received report EPFCP/18/21 which provided an overview of the Essex County Fire and Rescue Service's progress in delivering the priorities and performance targets set out in the Fire and Rescue Plan during 2020/21.

The Panel suggested, whilst recognising that this was a retrospective, factual report, that it may be helpful for them to provide some feedback on format and readability for consideration when producing the report in future years. The Commissioner agreed that a review session could be arranged accordingly.

Resolved:

That the Panel received and noted the report.

5. Essex County Fire and Rescue Service Annual Report and Statement of Assurance

The Panel received report EPFCP/19/21 which provided the Essex Police, Fire and Crime Panel with the draft Essex County Fire and Rescue Service Annual Report and Statement of Assurance 2020-2021.

The Police, Fire and Crime Panel has a statutory duty to review and provide feedback on the draft document.

The report covered the financial year 2020/21 and included highlights of the year including how ECFRS spent their money, performance against targets and how the service were working to improve. It incorporated the Police, Fire and Crime Commissioner's Fire and Rescue Authority's Statement of Assurance.

Resolved:

That the Panel agreed the draft Essex County Fire and Rescue Service Annual Report and Statement of Assurance 2020-2021, subject to the correction of some minor typographical errors, to be advised.

6. Police, Fire and Crime Commissioner's Annual Report 2020-21

The Panel received report EPFCP/20/21 which provided the Police, Fire and Crime Panel with the Police, Fire and Crime Commissioner's draft Annual Report for 2020 – 2021.

The Police, Fire and Crime Panel has a statutory duty under section 28(4) of the Police Reform and Social Responsibility Act 2011 to review the Annual Report and to make a recommendation or report on it to the Commissioner.

The Commissioner, in response to questions regarding the circulation of the report, confirmed that the intention was to use existing public channels such as social media and the ECFRS website to publish the report. There would also be hard copies available in some libraries for public accessibility.

Resolved:

That in accordance with section 28(4) of the Police Reform and Social Responsibility Act 2011 the Panel's recommendation to the Commissioner was to endorse the report.

7. Police and Crime Plan 2021 - 2024

The Panel received report EPFCP/21/21 which set out the Police, Fire and Crime Commissioner's draft Police and Crime Plan 2021-2024 and shared the results of the associated public survey, engagement activity, Youth Voice project and Equality Impact Assessment.

Resolved:

That in accordance with section 28(4) of the Police Reform and Social Responsibility Act 2011 the Panel's recommendation to the Commissioner was to endorse the Plan.

8. Review of the Police, Fire and Crime Commissioner's Constitution

The Panel received report EPFCP/22/21 which invited comments from the Police, Fire and Crime Panel on the contents of the Commissioner's updated Constitution prior to its adoption.

In response to a question concerning the review of the constitution, the Commissioner advised that it was seen as a 'living document' and was amended when required. The Commissioner suggested that the Constitution was considered by the Panel on a regular basis, and this was welcomed.

Resolved:

That the Panel received and noted the report.

9. Police, Fire and Crime Commissioner Decisions Report

The Panel received report EPFCP/23/21 which provided information about financial and strategic decisions made by the PFCC.

In response to questions, the Commissioner advised that the government had been very engaged in wishing to set direction for community safety issues, therefore there had been many individual funding pots which had previously not been available.

Some funding was related to the Covid-19 pandemic and others were intended to give national direction relating to the strategic shift towards prevention.

The Commissioner advised that the ECFRS have been working in very close collaboration with partners including Chelmsford City Council to ensure the safety of women and girls.

In response to questioning regarding commercially sensitive information within the report, the Commissioner agreed to work with Panel members to ensure that any information Panel members required was provided, where possible.

Resolved:

That the Panel received and noted the report.

10. 2022-23 Budget Scene Setting

The Panel considered report EPFCP/24/21 laying out the background issues and current assumptions in setting the 2022/23 budget.

The Commissioner explained that an enhanced level of savings was assumed with the annual savings of approximately £4m included each year.

It was confirmed that the third tranche of the police programme was expected to happen on schedule, as nationally there was a commitment to recruit an additional 6000 police officers. There was £540 million held to enable the three-year programme to go ahead.

Resolved:

That the Panel received and noted the report.

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

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

The Commissioner paid tribute to the late Sir David Amess and highlighted his contribution to his community, serving residents passionately and kindly. The Commissioner further expressed how Sir David always had the public at the heart of everything he did whilst holding the Commissioner to account.

The terms of reference for the PCC review were completed in July and since then the Commissioner had actively engaged and contributed to the APCC call for evidence and submitted a response to the consultation for the PCC general power of competence.

The Commissioner asked the Panel for their support for giving general power of competence to PCC's.

The Commissioner advised the Panel that there had been inspections of the County Fire and Rescue Services over the past six weeks in which inspectors had observed field work. The inspectors focussed on the areas of improvement suggested from the last inspection. There had already been a debrief, however, the formal feedback was due in January and the Commissioner would share the results with the Panel for discussion after they had been received.

The Commissioner informed the Panel that there had been some successful funding bids over the past few months, one of which was a scientific technical research bid which would work to identify locations perceived as unsafe for women and girls and would help map and define the locations so improvements could be made.

There had also been £550k of safe street funding secured to tackle violence against women and girls.

The money would be used in the Bunny Walks area of Chelmsford, which was identified as a place where people, particularly women and girls, felt unsafe. Projects funded by the money included using football to engage with young people and improved street lighting. £164,753 would be spent on placing CCTV cameras with infrared technology in the Bunny Walks area and elsewhere in the city.

There would also be £40,000 spent on a digital engagement project in the same area, and £15,000 would be used for youth work. Other projects included education on healthy relationships and consent at 17 schools in Chelmsford, and the expansion of the city's street pastor scheme.

There was an additional 600 more officers within the force, compared to the staffing levels five years ago.

The Commissioner was asked whether the public perception of the police, given the tragic murder of Sarah Everard, had affected Essex and whether the Commissioner was concerned with sexism, misogyny and the culture within Essex Police. The Commissioner was also asked if there was any work being done at the moment within this area.

The Commissioner expressed sympathies for the brutal murder of Sarah Everard and explained that it was not just police culture which needed to change, it was the responsibility of all males, especially male leaders within the community, to condemn male violence against women and girls and call out any unacceptable behaviour witnessed.

Resolved:

That the verbal report was noted.

12. Report of the Ethics and Integrity Sub Committee

The Panel received report EPFCP/25/21 which provided the minutes of the meeting of the Ethics and Integrity Sub-Committee which met on 21 September 2021.

Resolved:

That the Panel received and noted the report.

13. National Association of Police, Fire and Crime Panels update

The Panel received a verbal update from the Chairman of the Panel on the current workstreams of the National Association of Police, Fire and Crime Panels.

Resolved:

That the verbal report was noted.

14. Forward Work Plan

The Panel received report EPFCP/26/21 setting out the planned business of the Panel.

Resolved:

That the Panel received the report, agreeing the addition of two further matters: the backlog of Police complaints, and the process of recruitment/vetting for Police Officers in Essex.

15. Dates of Future Meetings

The Panel received report EPFCP/27/21 setting out the dates of future Panel meetings.

Resolved:

That the Panel received and noted the future meeting dates.

16. Date of Next Meeting

The Panel noted that the next meeting would take place on Thursday, 9 December 2021.

There being no urgent business, the meeting closed at 14:22.

Chairman

9 December 2021

Minutes of the meeting of the Essex Police, Fire and Crime Panel Meeting Confirmation Hearing, held in the Chamber of County Hall, Chelmsford on Friday 29 October 2021

Present:

Councillor

Keith Barber
Godfrey Isaacs
Jeremy Lager
Ross Playle
Paul Stalker
Michael Garnett
Arthur Williams
Lynda McWilliams

Representing

Brentwood Borough Council
Castle Point Borough Council
Chelmsford City Council
Essex County Council
Epping Forest District Council
Harlow District Council
Rochford District Council
Tendring District Council

Co-opted Independent Members

John Gili-Ross (Chairman)

Also in attendance

Pippa Brent-Isherwood	Chief Executive, Office of the Essex Police, Fire and Crime Commissioner
Julia Berry	Head of Finance and s151 Officer, Office of the Police, Fire & Crime Commissioner for Essex
Maira Bruin	Assistant Chief Fire Officer Prevention, Protection, Response
Neil Cross	Chief Finance Officer Section 151 Officer, ECFRS
Roger Hirst	Essex Police, Fire and Crime Commissioner
Darren Horsman	Strategic Head of Policy and Public Engagement
Rick Hylton	Candidate
Janet Perry	Strategic Head of Performance and Resources, Essex PFCC
Andy Prophet	Deputy Chief Constable
Emma Tombs	Democratic Services Manager
Jasmine Carswell	Democratic Services Officer

1	Membership, Apologies, Substitutions and Declarations of Interest
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	The report of the Membership, Apologies and Declarations was received.
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| | <ol style="list-style-type: none"> 1. The membership of the Panel was noted. 2. The panel welcomed three new members: <ul style="list-style-type: none"> - Councillor Barber, Brentwood BC - Councillor Oxford, Colchester BC - Councillor Stalker, Epping Forest DC |
|--|--|

	<p>3. The following apologies were noted:</p> <ul style="list-style-type: none"> • Councillor Andrew Baggott, Basildon Borough Council • Councillor Frankie Ricci, Braintree District Council • Councillor Mark Heard, Maldon District Council • Councillor Ian Shead, Southend-on-Sea Borough Council • Councillor Gary Collins, Thurrock Council • Councillor C Day, Uttlesford District Council • Councillor B Oxford, Colchester Borough Council • Sheila Murphy • Jane Gardner, Deputy Police, Fire and Crime Commissioner <p>4. The following declarations were made by Members:</p> <ul style="list-style-type: none"> • Councillor Lynda McWilliams declared a Code Interest in that her son is a police officer. Councillor McWilliams participated fully in the meeting.
2	<p>Urgent Business</p> <p>In the opinion of the Chairman, there were no matters that should be considered in public by reason of special circumstances as a matter of urgency.</p>
3	<p>Proposed Appointment of the Chief Fire Officer / Chief Executive</p> <p>The Committee considered report EPFCP/17/21 which set out the arrangements for the review of the proposed appointment of the Chief Fire Officer / Chief Executive before he could be confirmed in his post.</p> <p>The Commissioner provided a brief outline of how the selection process had been carried out and stated that he was thrilled to be able to propose Mr Hylton for the role of the Chief Fire Officer and Chief Executive of Essex Fire and Rescue Service.</p> <p>The Commissioner then gave a brief outline of Mr Hylton's suitability for the role.</p> <p>The hearing then focused on the capability, expertise, professional competence and personal independence of the candidate for this role.</p> <p>The Commissioner explained the clear strategic plan for ECFRS and referenced the progression made since 2015. The Commissioner spoke about the changed culture within the fire service and how this is evidenced in the response of the service during the Covid-19 pandemic.</p> <p>The Commissioner also discussed the need to focus on prevention work.</p> <p>The Chairman invited Mr Hylton to address the panel and respond to questions.</p>

	<p>Mr Hylton first thanked the Panel and expressed that it was a great honour to be the preferred candidate for this role. Mr Hylton gave a brief overview of his career prior to 2019 and the experience that he would bring to the role and explained his suitability for the role and key highlights of his career.</p> <p>Mr Hylton stated that whilst he understood that there was still work to do to improve the service, he was proud of what had been achieved, together with partners and colleagues, and that he was excited about what could be achieved in years to come.</p> <p>Mr Hylton expressed the importance of continuing to champion a culture of inclusivity, fairness, openness, and honesty, underpinned by accountability and continued improvement. Strong and effective partnerships are key in achieving the vision of the fire and rescue plan and in making safe communities the bedrock on which wellbeing and prosperity for all is built.</p> <p>Mr Hylton set out his main three key areas he intended to work on if successful in gaining the position:</p> <ol style="list-style-type: none"> 1. The focus on internal culture in the first instance he saw as very vital for the service 2. Investment in learning and development for all staff in the service and an increased diversity in the workforce to aid creating an environment for all staff to thrive. 3. The 21st century fire and rescue service should ensure capability, resources and safety are exemplary. Investment in prevention and aiding the aging population was also key. <p>Mr Hylton expressed that he agreed that personal development was extremely important and stated that he had undergone a number of leadership qualifications to ensure he develops as a senior leader, to support his team and understand the wider context of the Essex system.</p> <p>Mr Hylton expressed that he was conscious of being able to let go of his current role and step up into the Chief Executive role, if successful, and that would require drawing on experience of previous promotions in which it was vital to be able to trust the teams you recruit to complete the role you are leaving behind.</p>
4	<p>Deliberation on Confirmation Hearing for the Proposed Appointment of the Chief Fire Officer / Chief Executive</p> <p>It was proposed and RESOLVED that the press and public be excluded from the meeting during the deliberation stage, on the grounds that it involved the likely disclosure of exempt information as specified in paragraphs 1 and 2 of Schedule 12A of the Local Government Act 1972 (information relating to the financial or business affairs of any particular person).</p> <p>The press and public left the meeting at this point.</p>

5	Outcome of the Confirmation Hearing for the Proposed Appointment of the Chief Fire Officer / Chief Executive The Panel considered the proposed appointment and unanimously RESOLVED to recommend to the PFCC that he proceed in appointing Rick Hylton to the position of Chief Fire Officer / Chief Executive. The Chairman would write to the PFCC to confirm this, by way of a letter.
6.	There being no urgent exempt business, the meeting closed at 12:00pm.

Chairman
9 December 2021

Report title: Police and Crime Plan Performance Measures – Quarter 2 2021/22	
Report to: Essex Police, Fire and Crime Panel	
Report author: The Police, Fire and Crime Commissioner for Essex	
Date: 9 December 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 September 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 priorities set out in the Plan.

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

- Emergency call handling demand was nearly 10% higher in Quarter 2 than in Quarter 1, but lower than during the same quarter the previous year. The number of non-emergency calls was 9% lower than in the previous quarter and 16% lower than during the same period last year. However other forms of contact, such as Live Chat and the online reporting facility for anti-social behaviour, increased.
- 5.6% more crime investigations were recorded and processed by the Resolution Centre during Quarter 2 compared with Quarter 1.

- 3.3 During Quarter 2, highlights with regard to performance include:

- The force continued to build on its success in diverting contact away from 101 where appropriate, in order to improve 101 call answering performance. 6,145

interactions were received via Live Chat during Quarter 2. This equates to an average of 66 contacts per day that would otherwise have been dealt with via 101. This is the highest volume since the service was launched. In addition, 754 online reports of anti-social behaviour were generated in Quarter 2, which is 101 more than during the previous quarter and also the highest volume since this alternative to calling 101 was introduced. Consequently, 101 calls were answered in an average of 4 minutes 3 seconds, which is a 22 second improvement compared with the same time last year. In addition, the abandonment rate of 101 calls to the Force Control Room fell slightly, from 26% in September 2020 to 21.8% in September 2021.

- Volunteer activity continues to be strong in the county. The headcount of the Special Constabulary was slightly higher at the end of Quarter 2 than at the same point last year (at 515 compared with 506), despite 13 Special Constables leaving during the quarter to join the regulars. In addition, 21 new Community Speed Watch groups were established during Quarter 2. The scheme now comprises 121 groups and 1,150 volunteers.
- Targeted work to tackle gangs and organised crime has continued, and there was a 50% increase in the number of organised crime group disruptions for the 12 months to September 2021 compared with the previous year. Operation Quaver, for example, targeted a drug line supplying cocaine in Southend, Hadleigh and Basildon. Eight warrants were executed across three properties and five vehicles, resulting in four suspects being arrested and 1.4 kilos of cocaine, 19 kilos of cannabis, a semi-automatic handgun and bullets, as well as £9,000 in cash being recovered. Further investigations also resulted in more criminal activity being uncovered.
- Additional funding has been secured to provide more support to repeat and vulnerable victims of rape and other sexual offences. Four additional Independent Sexual Violence Advisors (ISVAs) have been recruited as part of a targeted engagement pilot to provide bespoke support to these cohorts and improve their engagement with the criminal justice process. The pilot is due to commence in March 2022 and will be subject to an academic evaluation with a view to applying for permanent funding through the Big Lottery if successful.
- Whilst the number of anti-social behaviour (ASB) incidents for the 12 months to September 2021 was 18.2% higher than for the year to September 2019 (pre-Covid), September 2021 saw the lowest number of ASB incidents recorded in a month since April 2017. An Anti-Social Behaviour Board has been introduced to provide strategic oversight of activity to improve the recording of and response to ASB across the force, including implementation of the ASB Improvement Plan.

3.4 In terms of areas for continued focus:

- Although 101 calls into the Force Control Room were answered quicker, the average answering time for public calls into the Resolution Centre was 3 minutes 57 seconds, which is 9 seconds longer than during Quarter 1.
- 16% more people were killed or seriously injured following a road traffic accident in Quarter 2 of this year compared with the same period last year. 17 of the 228 were fatalities, compared with 15 during Quarter 2 of 2020/21. A total of 26 people were killed by road traffic accidents during the first half of this financial year compared with 17 in the first six months of the previous year. On

13 September, the Safer Essex Roads Partnership (SERP) launched the Vision Zero project, which adopts a Safe System approach to the ambition of delivering zero road deaths and serious injuries by 2040. The SERP's "Extra Eyes" campaign also continues to review an average of 320 incidents supported with footage each month, resulting in an average of 140 road users being prosecuted.

- There has been a 36% increase in Modern Slavery and Human Trafficking (MSHT) referrals in the 12 months to September 2021 compared with the year prior, partly due to officers being more knowledgeable about the potential signs of MSHT. Essex Police has worked hard to increase the number of referrals by engaging with hard-to-reach groups, thereby creating more opportunities to help vulnerable people. Each Local Policing Team has a designated MSHT point of contact to co-ordinate the sharing of information and learning from the centralised and dedicated Serious Crime Directorate with the local team. A large-scale conference is also being planned for the summer which will focus on modern day slavery and organised immigration crime. The one-day event will showcase the work undertaken in Essex and use this to exert influence both in Essex and nationally, as well as to raise awareness of MSHT, especially amongst businesses.

4. Appendices

Appendix 1 – Police and Crime Plan 2016 - 2021 Quarterly Update – Quarter 2 2021/22

Police and Crime Plan 2016-2021

Quarterly Update

Quarter 2 2021/22

Data to September 2021



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Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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 is currently 515 as at 9 September 2021, compared with 506 at the same point last year. There have been two intake courses in the past quarter with a total of 13 new Special Constables, and a further 21 students who have started their training in September. In the month of July alone, specials have recorded 15,603 total hours with 11,699 hours of operational policing. During the quarter, 13 Special Constables left to join the regulars.
- There are 14 Community Special Constables supporting nine Parishes. The Employer Supported Policing scheme has 38 companies registered with 92 Specials, including Essex Police, where staff are provided with paid time off to volunteer as a Special in Essex. For the month of August alone they achieved 30 duties and 229 hours.
- Essex Police retains 207 Active Citizens/Police Support Volunteers. There are five new Volunteer Roles that are to be recruited into over the coming months. These Volunteer Roles are working with our Diversity Equality and Inclusion Team, Learning and Development Team, Trauma Risk Management (TRiM) and LGBTQ Support Network. The Community Volunteer Services (CVS) continue to work with us around recruitment campaigns to boost our existing volunteer numbers. Our Active Citizens continue to support their Community Policing Teams and are now starting to support local Coffee with Cops and Street Meets again as Government Guidelines now allow us to promote the volunteering opportunities that Essex Police has to offer.
- The Volunteer Police Cadets (VPCs) have 180 VPCs with 70 Volunteer Cadet Leaders across 13 cadet units and approximately 100 new cadets are on the waiting list to join. The VPCs are preparing to support their local Remembrance Parades in November. Cadet Units will be holding recruitment events from September 2021.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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.

- The Essex Watch Liaison Officers continue to work with Neighbourhood Watch (NHW) and as Government Guidelines allow, are supporting local community events promoting the various Watch Groups. They have worked with the Marine Unit through the summer and have planned meetings with Farm Watch members to provide support with rural crime.
- The Neighbourhood Watch continue to work in partnership with the Citizens in Policing Team around Crime Prevention, Fraud and Scams and have encouraged their members to join the Essex Police Facebook and Twitter. They are also encouraging reporting of incidents and information using the online reporting system.
- The Volunteer Police Cadet Scheme is working in collaboration with Essex County Fire Cadets which will involve Fire Safety Training for the Police Cadets and Crime Prevention Training for the Fire Cadets. This is planned to commence from Autumn 2021. Volunteer Police Cadets recently assisted with Operation Aidant in Brentwood and a further operation in Southend, which was aimed at tackling Child Sexual Exploitation.
- Street Pastors continue to work closely with all Local Policing Teams across the districts offering support particularly around the Night Time Economy.
- Community Speed Watch across the county continues to ensure our police volunteers feel supported and empowered. The scheme has continued to work efficiently during Q2. A total of 8,190 first time and 402 second time warning letters have been sent to registered keepers. Further Police action has been enacted on 42 occasions for multiple offenders. A total of 21 new groups have also been established during Q2. The scheme currently supports 121 groups and 1,150 volunteers.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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 nearly 10% higher this quarter than last quarter with 93,759 emergency (999) calls received (1,019 a day). This is 8,508 more calls than the previous quarter. However, during the same quarter last year, we received 91,425 calls (2,334 more calls, 2.6% increase). July was the busiest month with 32,185 emergency (999) calls (1,037 per day). This is to be expected as the anticipated Summer Demand period coincided with the relaxation of COVID-19 restrictions.
- There were 66,254 non-emergency (101) calls received in the FCR this quarter, averaging 720 calls per day. This is a 9% decrease when compared to the previous quarter: 72,709 non-emergency (101) calls (799 per day) which equals to -6,455 fewer calls. There is also a decrease between this quarter and the same quarter the previous year with -12,499 fewer calls (a decrease of 16%). July was the busiest month of the quarter with 22,744 calls and was -2,735 fewer calls than July 2020. August saw the biggest difference with 21,502 calls this year, compared to 27,312 last year (5,810 fewer calls, 21% decrease). This may reflect a reduced number of non-emergency COVID-19 related referrals as restrictions eased, combined with an increased use of other forms of contact such as Live Chat.
- Live Chat has seen 6,145 interactions this quarter averaging 66 contacts per day that would otherwise have been dealt with via 101. This is the highest total since the service began, but only 48 more than the previous quarter. August saw the most interactions this quarter (2,016) compared to an average 1,970 for July and September.
- The online reporting facility for Anti-Social Behaviour (ASB), provides another alternative to calling 101 in order to report various categories of ASB. There were 754 reports generated this quarter which is 101 more reports than last quarter and the highest since the service began.
- Despite the increases in call for service performance has remained positive – 999 average answer time is 9 seconds; 101 average answer time is 4 mins 3 seconds (22 second improvement from Sept 2020). The FCR 101 abandoned rate for September 2021 was 21.8% (September 2020 was 26.0%).

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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 Resolution Centre (RC):

- The Resolution Centre (Case Investigations) is the county-wide resource to manage investigations for crimes reported by the public. 2,417 investigations were received by the team this quarter, 323 fewer than the previous quarter, of which 1,296 (53.6%) were retained by the RC Case team that would otherwise have been dealt with by front-line officers.
- 43,185 Crime Investigations have been recorded and processed by the RC in the last quarter, representing a 5.6% increase (2,289 more investigations) than the previous quarter.
- The average answer time for public calls received at the end of this quarter was 3 mins 57 secs, which is 9 seconds longer than last quarter.
- During the quarter, 22,606 non-emergency (101) calls were received and dealt with by the RC, averaging 245.7 per day. This is only 74 more calls than the previous quarter (no significant increase) and a 4% decrease compared to the same quarter the previous year (950 fewer calls).

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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.

ASB Oversight Board

- An Anti-Social Behaviour (ASB) Board has been implemented to provide strategic oversight in improving the performance of recording and responding to ASB across the force. This is supported by the development of the ASB Improvement Plan.
- Anti-Social Behaviour week was promoted internally to officers and staff, and externally to local communities. The week provided good examples of officers working with partner agencies to tackle ASB. It included holding an ASB surgery with partner agencies to discuss a long term ASB matter.

NORTH LPA

- Ongoing work to tackle local ASB issues in Braintree continues. The joint engagement approach to littering youths saw a positive impact whereby the youths volunteered to clean the local area and dispose of the rubbish.
- Operation Luscombe is an initiative designed to encourage rough sleepers and begging in the town centres of Braintree and Colchester to break the cycle of homelessness and begging by providing multi-agency support.
- Children and Young Person Officers in Clacton have worked with 'Inclusion Ventures' which delivers support and diversionary intervention to youths including cycling events and a summer BBQ. This has broken barriers with youths in Jaywick and allowed officers to address issues affecting them directly.
- Tending officers have worked with Council Enforcement Officers to tackle the growing issue of e-scooters including the poor riding of the legal e-scooters and the illegal use of unlicensed e-scooters. Riders of the legal e-scooters riding in contravention of the Highway Code have had their accounts blocked and illegal e-scooters have been seized.
- Colchester district has conducted ASB community trigger meetings to support victims of ASB and create partnership solutions for victims.

SOUTH LPA

- The Southend Community Operations Group is a joint problem-solving group aimed at tackling high harm ASB across the district and is now fully operational, meeting every six weeks. There have been significant results from this including a day of action following a number of fires being set in blocks of flats. Since the intervention, there have been no further offences reported.

WEST LPA

- Pop-up events have been facilitated in Brentwood and Shenfield made up of the Community Safety Partnership, Essex Police Watch Liaison officer and a Community Policing Team officer.
- Social media has proven an effective method of reaching out to local communities regarding the topic of anti-social behaviour. A Q&A session was conducted on the Brentwood Police Facebook page to help better understand the issues affecting the district.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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.

NORTH LPA

- Community Policing Team officers have been working with ‘Next Chapter’, a referral process for young persons involved in domestic abuse, to attend the women’s refuge and engage with victims / families.
- A domestic abuse victim was presented with an award for courage and bravery by the High Sherriff after being nominated by an officer from the Domestic Abuse Problem Solving Team. This individual is working towards becoming involved in officer training around victim support, the cycle of abuse and psychology.
- A trial drop-in facility has been set up for the Domestic Abuse Investigations Team (DAIT) to review standard risk investigations with the Local Policing Team (LPT) to improve outcomes for victims.

SOUTH LPA

- The South Domestic Abuse Problem Solving Team has completed training on drug and alcohol referrals, allowing them to better identify when suspects and victims require drug and alcohol intervention with a clear pathway of referral into “STARS”, the Southend Drug and Alcohol Service.
- The South Domestic Abuse Problem Solving Team (DAPST) has just joined part of the alliance plan, headed up by the NHS, which is a multi-agency approach to improve the pathway for referrals.
- The South DAPST has also set up a monthly meeting alongside St Vincent’s charity, a homeless centre in Southend, called ‘Women’s Wellbeing Wednesday’ where police, health services, immigration agencies and other groups meet with women who are homeless, domestic abuse victims, or who may otherwise have little contact with the police to offer support.

WEST LPA

- The West LPA has introduced ‘Break the Cycle’ where officers will ask two questions at every domestic abuse incident; “Have we been here before?” and “How can we prevent coming back?”. This is adopting a problem orientated policing culture in the hope of breaking the cycle of repeat offending and victimisation.
- Operation Encompass is in operation in Thurrock to notify schools where their pupils (aged under 16) have been involved in or are part of a household where there has been a domestic incident. Information is shared with schools so that they can understand the impact in an educational setting, better understand behaviours and provide the necessary pastoral care.
- The West LPA is seeking to achieve face-to-face contact with all DA victims within 24 hours. During the review period, the West achieved attendance at more than 90% of incidents and aims to improve that further.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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.

- Our staff are receiving specialist training on the neurological impact of trauma to promote decision making and better victim care. We are sharing learning with other forces and partners through the Sexual Violence Scrutiny Panel, highlighting the importance and worth of wrap-around support from multiple agencies.
- Training sessions have been held across the Command, highlighting to officers and staff the role of the Independent Sexual Violence Advisors (ISVAs) and the valuable support they can offer. A monthly report is also shared with the ISVAs, detailing which officers are based in which hubs. This enables clear and accurate communication.
- Frontliner is a new programme being tested which uses a piece of software called Cellbrite. This allows Police to connect with a device and share files without the need to physically seize or remove the device (leaving the victim vulnerable). The application includes a consent form and allows Police to provide a report showing the data received in an evidential format.
- The victim closure document trial gives the victim the opportunity to talk about the investigation, regardless of the outcome, and how it affected them. By collating, reviewing and sharing this information we can better shape our response to victims.
- By enabling staff to more easily access the early advice facility by removing blockers such as the gatekeeper and triage role, we ensure that investigations are directed and expeditious, engaging the CPS sooner and working together to bring perpetrators to justice.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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.

Operation Sunshade is a joint operation to assist with the easing of national restrictions. This involves targeted resourcing on key dates and times to tackle and reverse the trend of serious violence posed by county drug lines and organised criminal gangs and alcohol-fuelled violence. There was also an increase of police engagement with the community throughout the summer months due to this operation.

NORTH LPA

- In Colchester, Military Aid to Civil Power (MACP) has been working with partners to tackle persistent offenders, safeguarding matters, organised crime nominals and anti-social behaviour matters.

SOUTH LPA

- Operation Union was in place during over the quarter to combat violent offences occurring along the seafront. Essex Police were assisted by the British Transport Police (BTP), which provided officers to help patrol the train stations within the area. This joint approach saw a number of violent offenders arrested for possession of offensive weapons, assaults, and public order offences. The partnership between Essex Police, BTP and other partner agencies led to a significant decrease in anti-social behaviour and violent offences in the area patrolled.

WEST LPA

- Operation Sunshade saw officers working a total of over 3,500 hours of patrol time in and around hot spot locations identified in the West LPA. This resulted in the attendance at 815 incidents, engagement activity with 4,135 individuals including 1,027 juveniles and visits undertaken to licenced premises on 657 occasions.
- Operation Slice ran for the month of August. This saw officers patrolling for 460 hours around pre-defined hotspot locations. There was attendance at 99 incidents which were of a violent nature, visits to local licenced premises resulting in engagement with 443 individuals and a total of 22 stop and searches was undertaken.
- Operation Barrow is ongoing with officers deployed during their flex duties to actively reduce the number of outstanding wanted individuals. This list has been prioritised with offenders of violent offences at the top of the list. Engagement has been undertaken with the local authority to help identify addresses for our outstanding suspects.
- Operation Marshal is targeted at named individuals who are responsible for the highest levels of harm in the LPA. It sees each LPT shift given responsibility for a single target. Officers are then tasked with developing intelligence, ownership of investigations and working with partner agencies to either ensure the offending is stopped or the individual is brought to justice.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q1

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 force has retained focus on identifying possible victims of modern slavery over the last 12 months. Despite some forces seeing a decrease in Modern Slavery and Human Trafficking (MSHT) referrals during the pandemic, Essex data continued with an increasing overall trend. Officers are now more knowledgeable of the MSHT signs and this has contributed to increased referrals. Each Local Policing Area has a designated MSHT point of contact to drive the information and sharing of learning out to the staff from the centralised Serious Crime Directorate dedicated team.
- Essex Police has several examples to demonstrate the shift in treating victims as such, as opposed to initially treating them as suspects. This is more evident in cases of cannabis production. Work is ongoing to ensure that the raising of section 45 defences continues to improve, and the Violence and Vulnerability Unit ensures knowledge of current case law in this area remains up to date. Reviews completed by MSHT detectives, and the crime recording standards monitoring completed centrally, continue to ensure that victims are identified and the correct crimes recorded.
- Essex Police has excellent working relationships with Justice and Care. This partnership has seen two Victim Navigators provided by the charity to work within the force (one within MSHT and one within the Violence and Vulnerability Unit). The Victim Navigator programme was embedded within the Serious Crime Directorate in the summer of 2018, but went live in Essex in early 2019 and continues to act as a bridge between identified victims of Modern Slavery and Human Trafficking and police, to bring exploiters to justice and support the victims. This has greatly enhanced the victim experience within the county, with 83 victims being supported and strategic advice being provided on 280 occasions (in the last 12 months). The force also has a local safe facility through partnership with CAST and Justice and Care. The details of how to access this facility have been passed to all supervising officers and within the control room. These details are also available within the MSHT advice pages on the force intranet.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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.

- In the months up to August 2021, the SCD Prevent and Protect team have completed 74 partner engagements to support joint working to tackle organised crime, raising awareness and enhancing information sharing.
- Serious Crime Directorate Intelligence has developed Operation Revoke. This is where the police work closely with the Driving and Vehicle Licensing Agency (DVLA) and insurance companies. The police will now scan organised crime group members and share their criminal convictions with the DVLA and insurance companies where we suspect the nominal has not disclosed these. This leads to driving licences and insurance policies being revoked, allowing opportunities for the police to target and tackle the OCGs over the roads network, disrupting them and gathering vital intelligence.
- The Essex Organised Crime Management Unit, which was funded as part of the Police Uplift Programme (PUP), is now fully staffed. Benefits are being seen with more Organised Crime Group disruptions occurring across the prevent, protect and prepare strands whilst working with key partners.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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

- A site visit was conducted in company with representatives from Essex County Council and Maldon District Council of an area being utilised by Organised Crime Group nominals suspected of being involved in illegal waste management and fly tipping. Disruptor officers engaged with the primary nominal and others on the site enabling safe working of partners and the acquisition of information for inclusion within multiple intelligence reports. Further joint visits are planned to other sites over the forthcoming months.

SOUTH LPA

- Operation Quaver was led by the Southend Disruptor Unit and Southend Intelligence to target a drug line that was supplying cocaine in Southend, Hadleigh and Basildon. As a result of the operation, 8 warrants were executed across 3 properties and 5 vehicles, alongside Operation Falcon officers and the West Disruptor team. 4 males were arrested, and 1.4 kilos of cocaine, 19 kilos of cannabis, a semi-automatic handgun with 28 bullets, and £9,000 in cash were all recovered. From further investigation, more cannabis cultivations have been uncovered, as well as a “chop shop” where stolen cars are taken to be stripped of saleable parts. The results of the warrants were circulated on social media to let the community know about the good result.

WEST LPA

- Local partnership activity to raise awareness of the impact of gangs is being delivered by a YOT gang and exploitation worker in secondary schools. As well as this, education is delivered by the Children and Young Person Officers, supported by the Fire and Rescue Service and Community Safety team, at both year 6 and secondary school engagement levels and is delivered through a weekly engagement event. ‘Crucial Crew’ is also held each year.
- Harlow Operation Raptor officers are engaging in monthly meetings with the Epping Forest District Community Safety Team where details of suspects, problem houses or problem areas are shared. Intelligence is also being shared with the Probation Service via IOM to their Probation SPOCs.
- The Epping Forest District Community Safety Team and Community Policing Team have worked closely with Operation Raptor to complete a number of warrants for known drug suppliers in the Waltham Abbey area. The teams have also assisted Epping Forest District Council with the enforcement of closure orders on addresses used for such crime.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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.

NORTH LPA

- Hate Crime Officer has engaged with 84 victims of hate crime, referring 23 Colchester victims of hate crime to Victim Support.
- The Community Policing Team has developed strong links with local mental health establishments and our hospital to ensure that staff and patients are supported and encouraged to report hate-related incidents.
- Two new Hate Incident Reporting Centres (HIRCs) are being created in Witham and Braintree.
- Ambassador training is being given to CSP Partners and to Parish Councils where hate crime reporting is extremely low.

SOUTH LPA

- Work has been completed with partners to increase reporting of hate crimes including various council bodies, institutions and community groups like Basildon “Side-by-Side” and the University of Essex.
- As COVID 19 restrictions are eased in England, contact is being made with existing Hate Incident Reporting Centres (HIRCs) to ensure they are still able and willing to be part of the scheme.

WEST LPA

- Thurrock Fairness & Equality Challenge Panel was held on Thursday 30th September, during National Inclusion Week.
- Education on what constitutes a hate incident has been delivered in targeted areas, such as The Bell Hotel in Epping Forest (which temporarily housed asylum seekers) and New North House (which is a residential building in Brentwood used by a London council).
- Hate Crime Ambassador training is offered to all local IAG members, who can share the benefits with the community and encourage others to take up Hate Crime Awareness training.

Police and Crime Plan 2016-2020 – Quarterly Update 2021/22 Q2

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.

- The solved rate for both Rape and Other Sexual Offences in the three months to the end of September 2021 was 2.5% and 8.6% respectively.
- The Early Advice process, where lawyers are involved in early stages of an investigation, has seen a significant increase in submissions by Essex over the past two quarters. This process helps to build strong cases from outset, agree joint action plans and improve timeliness. Essex currently submits 40% of early advice files in the region. Force and regional meetings with CPS colleagues are in place and a real 'prosecution team ethos' has developed.
- Essex Police has been developing a strong and positive relationship with the rape crisis teams. The First Responder project, which ensures a victim of sexual abuse is contacted within 24 hours by an Independent Sexual Violence Advisor (ISVA), has been reviewed by the Ministry of Justice and shared as good practice. These referrals into ISVAs have increased significantly since 2016.
- Additional funding has been received for repeat and vulnerable victim groups. Four additional Independent Sexual Violence Advisors (ISVAs) have been recruited and are part of a targeted engagement pilot to provide bespoke support to vulnerable repeat victims and improve engagement with the CJ process. Research through the Prime Minister's Implementation Group identified four victim type profiles who are more likely to disengage with the criminal justice process. This pilot will commence until March 2022 where it will be subject of academic evaluation with a view to applying for permanent funding through the Big Lottery, if successful.
- Safeguarding partners share training with Essex Police on topics such as inter-agency child protection, awareness of the impact of trauma and communication alongside safeguarding practitioners.
- The regional governance board is in the process of setting up an engagement group to jointly deliver inputs on a quarterly basis with ethnic minority groups, women and girls and vulnerable persons.
- Engaging with schools to jointly deliver events with partners to teach professionals to tackle culture and understand the signs of sexual abuse and harassment and reporting methods.

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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 Roads Partnership to set an ambitious long-term target for significant further reductions.

- During this quarter, a total of 228 people were killed or seriously injured following a road traffic collision. This compares to 196 who were killed or seriously injured during the same period last year. 17 of those were fatalities, which is up from 15 in the same time last year (increase of 2). A total of 26 people have been killed during Q1 & Q2 2021/22 compared to 17 over the same period during 2020/21.
- Community Speed Watch – The scheme has continued to work efficiently during Q2. A total of 8,190 first time and 402 second time warning letters have been sent to registered keepers. Further Police action has been enacted on 42 occasions for multiple offenders. A total of 21 new groups have also been established during Q2. The scheme currently supports 121 groups and 1,150 volunteers.
- Extra Eyes – During Q2 Extra Eyes received 802 incidents to view which resulted in the following outcomes for some key offences: Close Pass (cyclists v vehicle) 215 (positive outcome 48%), Careless Driving 208 (positive outcome 59%), Red Traffic light 53 (positive outcome 89%), and Traffic Sign Contravention 165 (positive outcome 79%).
- Vision Zero Launch – On Monday, September 13th the Safer Essex Roads Partnership launched the Vision Zero Project. This multi agency event received exceptional coverage throughout the day, engaging with members of the public and local media. Vision Zero embraces a Safe System approach to delivering zero road deaths and zero serious injuries by 2040.
- Surround A Town Days – On July 2nd Surround a Town events restarted in partnership with the Safer Essex Roads Partnership which focus upon significant uplift in road safety education, enforcement and engagement on selected days. Southend, Colchester, Epping, Chelmsford and Brentwood have all hosted these specific days of action to date resulting in a wide range of road traffic offences including the seizure of 18 e-scooters. These days include the support of Community Speed Watch groups.
- Operation Solstice – During Q2 Roads Policing has led a force wide operation engaging, educating and enforcing the use of illegal e-scooters. There is a particular emphasis placed upon engagement with young people ensuring that, in conjunction with their parents or guardians, they are fully aware of legal and safety implications. A total of 99 e-scooters have been seized during Q2 by Essex Police.

2022/23 Draft Budget Update

Agenda Item 5

Reference number: EPFCP/29/21

Report title: 2022/23 Draft Budget Update	
Report to: Essex Police, Fire and Crime Panel	
Report author: Police, Fire and Crime Commissioner for Essex	
Date: 09 December 2021	For: Noting and comment
Enquiries to: Janet Perry Strategic Head of Performance and Resources, Essex PFCC E-mail: janet.perry@essex.police.uk	
County Divisions affected: All Essex	

1. Purpose of Report

This report provides an update on the 2022/23 draft budgets for Essex Police and Essex County Fire and Rescue Service, including the background issues and latest assumptions being used in drafting the 2022/23 budgets.

2. Recommendation

To note the current assumptions in the latest drafts of the 2022/23 budgets for Essex Police and Essex County Fire and Rescue Service.

3. Context

- 3.1. Whilst the 2022/23 budgets are being drafted against the backdrop of the economic uncertainty following periods of lockdown and furlough, the three-year Comprehensive Spending Review (CSR), announced on 27 October 2021, has provided a greater level of certainty in respect of overall funding levels.
- 3.2. The detailed funding settlements and levels of government grant are expected to be published during the first two weeks of December.

4. Essex Police – Draft Budget 2022/23

- 4.1. The latest position for the Essex Police Draft Budget for 2022/23 is as laid out in figure 1 below:

2022/23 Draft Budget Update

Figure 1 Essex Police Draft Budget 2022/23

Actual / Forecast			Draft Budget for 2022/23	
2019/20 £m	2020/21 £m	2021/22 £m		2022/23 £m
300.3	312.8	333.8	Opening Budget Requirement	328.4
		(1.0)	Adjustment from prior year	1.9
			Contractual Inflation	0.9
			Contractual & legal cost pressures	1.4
			2.5% pay rise in September 2022 and annualy thereafter	2.7
			In year Pay activity: increments, turnover, allowances, NI, Pensions	5.1
			1.25% Increase in employers' NI	2.6
			Capital programme: revenue consequences, financing (MRP)	0.8
			2022/23 Revenue and capital bids pending approval	7.9
			South East Pay Allowance £500 increase	2.0
			Additional Police Officers	1.5
			Removal of non recurrent expenditure from short term budget	(3.3)
300.3	312.8	332.8	Net Budget Requirement - before savings applied	351.9
(4.7)	(4.8)	(4.4)	Savings & Efficiencies Plan (Cashable)	(3.7)
295.6	308.0	328.4	Net Budget Requirement - after savings applied	348.2
(297.6)	(314.7)	(330.3)	Opening Funding	(330.3)
			HO Funding Police Uplift 2022/23 (52 Officers) *	(2.6)
			Council Tax - Taxbase change	(1.0)
			Council Tax - (Surplus)/Deficit on Collection Fund	
			Employers National Insurance contrbutions 80%	(2.0)
			Funded by Council Tax @5% in 2022/23	(6.8)
(297.6)	(314.7)	(330.3)	Total Funding with adjusted collecton rate increase and NI fully funded	(342.7)
2.0	6.7	1.9	Annual (Shortfall)/Surplus	(5.5)
2.0	6.7	1.9	Net Appropriations to/(from) Reserves	(2.9)
	(0.0)	(0.0)	Annual (Shortfall)/Surplus	(2.6)

* The 52 officers are already being recruited in 2021/22. Further PUP funding is expected for approximately 100 additional Officers

4.2. The assumptions in the Essex Police Draft Budget 2022/23 at figure 1 include:

- A Pay Award of 2.5% in 2022/23
- £3.7m of savings identified for 2022/23
- A precept increase of 5%
- Development bids of £11.4m which are targeted on:
 - Preventing crime and enhancing visibility
Building on previous investments in Community Policing and Town Centre Teams, providing highly visible preventative policing in key locations.
 - Tackling violence
The primary drivers of violence across the county are domestic abuse, the night-time economy and drug-driven violence. A key area for consideration is building the capacity and capability of Local Policing Teams, the first responders to all types of violence.
 - Enhancing capability and professionalism
Investing in the immediate supervision of front-line policing across Local Policing Teams and the Force Control Room, developing a proactive capability to ensure the highest standards of professionalism including in areas such as attitudes and behaviour towards women and girls.

2022/23 Draft Budget Update

iv. Targeted investments in the training arena

To not only supplement the development of new officers, but to develop the crime and investigative training for more experienced officers.

- 4.3. The assumptions in the latest draft budget for 2022/23 result in Essex Police showing a deficit of £2.6m at the end of 2022/23. This deficit will be closed as assumptions are updated, through the use of reserves and following the prioritisation of the development bids. The final budget for 2022/23 is expected to be break even.

5. Essex County Fire and Rescue Service – Draft Budget for 2022/23

- 5.1. The latest position for the Essex County Fire and Rescue Service Draft Budget for 2022/23 is as laid out in the Medium-Term Financial Strategy (MTFS) at figure 2 below:

Figure 2 Essex Fire and Rescue Service Draft MTFS and Draft Budget for 2022/23

Medium Term Financial Strategy 2021/22-2024/25						
	2020/21 £m	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	Total £m
Net Budget Requirement - Baseline	73.1	73.2	74.2	75.6	77.1	300.1
Specific Costs funded by Earmarked Reserves	0.1	2.4	1.5	0.4	0.0	4.3
Total Funding	(73.9)	(73.0)	(74.1)	(75.5)	(76.9)	(299.5)
Annual (Shortfall)/Surplus - Funded From Earmarked Reserves	(0.1)	(2.4)	(1.5)	(0.4)	0.0	(4.3)
Annual (Shortfall)/Surplus - Funded From General Fund	0.8	(0.2)	(0.1)	(0.1)	(0.2)	(0.6)

- 5.2. The assumptions in the Essex County Fire and Rescue Service Draft Budget 2022/23, as shown in the MTFS at figure 2, include:
- An unplanned Pay Award in 2021/22 (1.5% to Grey Book staff confirmed and 1.75% offered to Green Book staff)
 - A Pay Award in 2022/23 of 2%
 - £2m savings identified for 2022/23
 - A precept increase of 1.99% (Band D - £73.89 to £75.46).
 - The Local Government Finance Settlement will be flat cash.
- 5.3. The assumptions in the current draft budget for 2022/23 result in the Essex County Fire and Rescue Service showing a small deficit of £0.1m. This deficit will be closed as assumptions are updated and through the use of reserves. The final budget for 2022/23 is expected to be break even.
- 5.4. A precept increase of up to £5 is still under consideration at a national level. This flexibility in Council Tax Precept of £5 would generate a further £2.2m of additional funding per annum and would allow further investment in Fire Protection / Prevention, Training, and On Call Support as presented in figure 3 below.

2022/23 Draft Budget Update

Figure 3 Essex Fire and Rescue Service Precept flexibility

Medium Term Financial Strategy 2021/22-2024/25					
	2021/22 £m	2022/23 £m	2023/24 £m	2024/25 £m	Total £m
Annual (Shortfall)/Surplus - Funded From General Fund	(0.2)	(0.1)	(0.0)	(0.1)	(0.4)
Additional Council Tax Funding		2.2	2.2	2.2	6.6
Additional Baseline Budget Investments:					
Fire Protection Officers & Fire Protection Capability		(1.3)	(1.3)	(1.3)	(3.9)
On Call Liaison Officers		(0.3)	(0.3)	(0.3)	(0.9)
Group Trainers		(0.3)	(0.3)	(0.3)	(0.9)
On Call Trainers		(0.3)	(0.3)	(0.3)	(0.9)
Total Additional Investment		(2.2)	(2.2)	(2.2)	(6.6)
Revised Annual (Shortfall)/Surplus - Funded From General Fund	(0.2)	(0.1)	(0.0)	(0.1)	(0.4)

6. Next steps

- 6.1. The budget for 2022/23 and the MTFS for both Essex Police and Essex County Fire and Rescue Service will be presented to the PFCC's respective December Strategic Boards. The MTFS and budget are being developed as further information on the assumptions become clearer, including the provisional announcement of the detailed funding settlements and levels of government grant, due in mid-December. The PFCC will also continue to work with the Panel Budget Setting Working Group. We have already had two very helpful meetings and a further one is planned before the next formal Panel meeting.
- 6.2. The 2022/23 budget, the MTFS and the proposed 2022/23 precept for Essex Police and Essex County Fire and Rescue Service will then be presented to the Panel on 03 February 2022.

Report title: Police, Fire and Crime Commissioner (PFCC) Decisions	
Report to: Essex Police, Fire and Crime Panel	
Report author: Police, Fire and Crime Commissioner for Essex	
Date: 9 December 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 contents of the report, identifying any areas that require further clarification or comment.

3. Context / Summary

- 3.1 This report contains information about decisions made from 12 October 2021 up to and including 26 November 2021.

4. Appendices

Appendix A: PFCP Meeting 9 December 2021: PFCC Decisions Detailed
Appendix B: PFCP Meeting 9 December 2021: PFCCFRA Decisions Detailed

Ref	Decision On	Value	Outline	Date approved
089/21	Cyber Cover for Essex Police	N/A	To approve the preferred way forward in respect of cyber cover for Essex Police.	17 November 2021
091/21	Provision of in-vehicle video (Dash Cam)	£617.5k capital £653.5k revenue over 5 years	To approve the purchase of forward and rear facing video recording equipment for the Operational Policing Command.	21 October 2021
107/21	7Force Contract Extension – Forensic Analysis Services	£*	Approves the extension of existing regional forensics contracts, the details of which are commercially sensitive and legally privileged.	17 November 2021
112/21	Brentwood Community Safety Hub funding	£14,010	To seek approval of the provision of £14,010 of funding to Brentwood Borough Council for investment in the Brentwood Community Safety Hub.	8 November 2021
114/21	Digital Asset Management System (DAMS) Full Business Case	£*	To seek approval to procure a Digital Asset Management System (DAMS) as a data management solution which stores digital evidence (videos, audio, images, documents) within one secure platform. The details are commercially sensitive.	17 November 2021
129/21	PFCC Volunteer Policy Update	N/A	To seek approval for the publication of the updated Volunteer Policy.	8 November 2021
148/21	Appropriation of earmarked reserves	£0.086m	To seek approval of the appropriation and virement to earmarked reserves of the Pension Remedy Implementation and Administration (PRIA) grant.	8 November 2021
151/21	Phase 6 of the Essex Violence and Vulnerability Joint Budget funding 2021-22	£162,198	To seek approval of the allocation of £162,198 to support partner organisations to deliver against priorities within the Essex Violence and Vulnerability Work Programme 2021-22.	8 November 2021
152/21	Integrated Communications Control System (ICCS) Supplier Replacement Business Case	£*	To seek approval to procure and implement ICCS services, the details of which are sensitive.	17 November 2021
154/21	Funding from the Home Office Safer Streets 3 Fund	£550,000	To seek approval to distribute the funding awarded from the Home Officer Safer Streets 3 Fund of £550,000 for Chelmsford.	17 November 2021
155/21	Policing and Fire and Rescue Services Precept Survey	£2,759	To seek approval of the allocation of £2,759 for the precept survey and associated activity.	17 November 2021

Ref	Decision On	Value	Outline	Date approved
158/21	Home Office Grip Funding Grant Agreement 2021/22 Updated	£786,000	To seek approval and signature of the Acceptance of Grant and Grant Variation Notice for funding.	17 November 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 11 October 2021, up to and including 26 November 2021 (ahead of submission for the PFCC meeting of 9 December 2021).

Ref	Decision On	Value	Outline	Date approved
060/21	Use of Reserves - Funding of an On-Call Group Manager	£81,588	To seek approval for the use of the on-call support reserve to fund the role of a dedicated Group Manager for a period of 12 months.	21 October 2021
068/21	Sale of surplus assets	£*	Relates to the sale of PFCCFRA estate	26 October 2021
071/21	Appointment of Acting Chief Fire Officer/ Chief Executive	£1,500 pcm gross	To appoint the Deputy Chief Fire Officer as the Acting Chief Fire Officer/ Chief Executive during the period of the Chief Fire Officer's absence.	21 October 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 11 October, up to and including 26 November 2021 (ahead of submission for the PFCP meeting of 9 December 2021).

Annual Complaints Report 2020-21

Agenda Item 8

Reference number: EPFCP/31/21

Report title: Annual Complaints Report 2020-21	
Report to: Essex Police, Fire and Crime Panel	
Report author: Paul Turner, Director, Legal and Assurance, Essex CC	
Date: 9 December 2021	For: Noting
Enquiries to: Paul Turner, Director, Legal and Assurance, Essex County Council paul.turner@essex.gov.uk	
County Divisions affected: All Essex	

1. Purpose of Report

The purpose of this report is to provide the Essex Police, Fire and Crime Panel (PFCP) with an update on the handling of complaints made against the Essex Police, Fire and Crime Commissioner (PFCC) since 1 October 2020.

2. Recommendations

That the information contained in the report be noted.

3. Context/Summary

- 3.1 The Panel has a statutory responsibility under the Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012 for handling complaints regarding the non-criminal behaviour of the PFCC and for resolving such complaints. The PFCP is also required to forward any 'serious' complaint it receives against the PFCC to the Independent Office for Police Conduct. The definition of a 'serious' complaint is 'a qualifying complaint about conduct which constitutes or involves, or appears to constitute or involved, the commission of a criminal offence'.¹
- 3.2 It is important to note that complaints can only be considered if they relate to an act or omission of the Commissioner or Deputy personally. However, such acts or omissions can include acts or omissions relating to how the Commissioner or Deputy has (or has not) dealt with a complaint about the Chief Constable or about the fire service. They can also be about alleged criminal misconduct of the Commissioner or Deputy in their personal life.
- 3.3 The Panel's complaint procedure, which was adopted in October 2019 can be found attached as Appendix A.

¹ Paragraph 2(6) of Schedule 7 of the Police Reform and Social Responsibility Act 2011

Annual Complaints Report 2020-21

4. Summary of Complaints Received during period 1 October 2020 – 30 September 2021

- 4.1 Four complaints against the PCC have been recorded during this period.
- 4.2 One complaint was taken through the Panel's complaints process for resolution by the Sub-Committee. The Sub-Committee did not uphold the complaint.
- 4.3 A second complaint related to delays in the handling of a review by the Commissioner of the outcome of professional complaint against the police. This complaint was discontinued following a period for local settlement. The Commissioner has acknowledged that the change in the law has led to an unanticipated and very large increase in the number of complaints and unfortunately this complaint was caught up in the backlog. The Commissioner apologised for the delay in the review process.
- 4.4 The complainant was not satisfied with the outcome but did not wish to continue with the complaint. The complainant wished for the Panel to be made aware of his dissatisfaction with the process. The complainant considers that the Panel should be concerned about the increase in the number of complaints. The Commissioner's view is that this has been caused by a change in the legal definition of a complaint which has meant that more correspondence has to be treated as a complaint. Clearly this can only account for an increase in the number of complaints at the point of legislative change.
- 4.5 The other two complaints are currently being processed but are expected to be considered by the Sub-Committee in the near future.

5. Appendices

Appendix A – Essex Police, Fire and Crime Panel Complaints Procedure

Police, Fire and Crime Panel for Essex

Procedure to be Followed when Considering Complaints About the Police, Fire and Crime Commissioner or Deputy Police, Fire and Crime Commissioner

1. Introduction

- 1.1 The Police, Fire and Crime Panel for Essex ('the Panel') has responsibility for the initial handling of complaints made about the conduct of the Police, Fire and Crime Commissioner for Essex ('the PFCC') or the Deputy Police, Fire and Crime Commissioner ('the Deputy PFCC'). Complaints are governed by a statutory complaints procedure¹. The panel is required to refer criminal complaints to the Independent Office of Police Conduct (IOPC).
- 1.2 The Panel has authorised the Monitoring Officer of Essex County Council (or another authorised officer of ECC) to make some decisions about complaints under the complaints procedure. Unless the context otherwise requires, any reference to the Monitoring Officer in this policy includes a reference to an officer of ECC authorised by the Monitoring Officer.
- 1.3 The Panel has also created a Complaints Sub-Committee which is authorised to take any action under the Complaints Procedure.
- 1.4 Any decision or action which may be taken by the Monitoring Officer may also be taken by the Panel or by a Complaints Sub-Committee in an appropriate case.
- 1.5 A complaint is about the 'conduct' of the PFCC if it includes an allegation which relates to any act, omission, statement or decision of the PFCC or his Deputy (whether actual, alleged or inferred).
- 1.6 When following this procedure the Panel and those working on its behalf will ensure that they make such adjustments as it is reasonable to have to take in order to accommodate needs arising from the disability of a person involved.

2. Stage 1: Recording the Complaint

- 2.1 When a complaint is received the Monitoring Officer will consider the following questions:
 - (a) Does the complaint relate to the conduct of an office holder (either a PFCC or a Deputy PFCC)?
 - (b) Is the Police, Fire and Crime Panel for Essex the correct panel for the complaint (ie does the complaint relate to the Essex PFCC or Deputy PFCC)? If the Panel is not the correct Panel then the Monitoring Officer will refer the complaint to the correct panel.
 - (c) Has the complaint been withdrawn?

¹ The Elected Local Policing Bodies (Complaints and Misconduct) Regulations 2012.

- (d) Does the complaint relate to a new matter which is a matter which has not been or is not already the subject of criminal proceedings against the office holder?
- 2.2 If the answer to all four questions is 'yes' then the Monitoring Officer will record the complaint.
- 3. Stage 2: Determining whether the complaint should be referred to the IOPC**
 - 3.1 The Monitoring Officer will consider whether the complaint includes any allegation which, if proved, would indicate that either the PFCC or the Deputy PFCC is likely to have committed any criminal offence. If the Monitoring Officer, after consulting the Chairman of the PFCP, considers that it does include such an allegation then the matter must be referred to the Independent Office of Police Conduct (IOPC) and the Monitoring Officer will make the referral.
 - 3.2 The IOPC may investigate - in which case the Panel has no further involvement - or it may decline to investigate and refer the complaint back to the Panel, in which case the complaint will move to stage 3.
 - 3.3 In the remainder of this document a reference to the PFCC is to be read as a reference to the Deputy PFCC if the complaint is about that officer.
- 4. Stage 3: Determining the Statutory route to be followed**
 - 4.1 If the complaint is not required to be referred to the IOPC - or if the IOPC refers the complaint back to the PFCP - then the next step is for the Monitoring Officer to consider whether or not to disapply the statutory process.
 - 4.2 If the statutory process is disapplied then the Panel can respond to the complaint in whatever way it feels fit. This would include deciding not to respond to it.
 - 4.3 The Monitoring Officer is not required to disapply the statutory process, but may do so - after consulting the Chairman of the PFCP- if and to the extent that one or more of the following criteria apply:
 - (a) The complaint is concerned with the conduct of a relevant office holder in relation to a person who was working in his capacity as a member of the office holder's staff at the time when the conduct is supposed to have taken place.

Complaints relating to the PFCC's alleged behaviour towards his staff will not normally be considered. Complaints about the activities of the PFCC's staff cannot be considered directly. The Panel can consider complaints that the PFCC has failed to respond adequately to complaints he has received about his staff may be considered if the PFCC's response is so inadequate as to amount to misconduct.

- (b) More than 12 months have elapsed between the incident, or the latest incident giving rise to the complaint and the making of the complaint **and** either—
 - (i) no good reason for the delay has been shown, or
 - (ii) injustice would be likely to be caused by the delay;
- (c) The matter is already the subject of a complaint. Note that the complaint does not have to be from the same complainant.
- (d) The complaint discloses neither the name and address of the complainant nor that of any other interested person and it is not reasonably practicable to ascertain such a name or address.
- (e) The complaint is vexatious, oppressive or otherwise an abuse of the procedures for dealing with complaints;
- (f) The complaint is repetitious. A complaint can only be regarded as repetitious if all of (a)-(d) below apply:
 - (a) it is substantially the same as a previous complaint (whether made by or on behalf of the same or a different complainant), or it concerns substantially the same conduct as a previous conduct matter;
 - (b) it contains no fresh allegations which significantly affect the account of the conduct complained of;
 - (c) no fresh evidence, being evidence which was not reasonably available at the time the previous complaint was made, is tendered in support of it; and
 - (d) as regards the previous complaint, either-
 - (i) the IOPC dealt with the complaint;
 - (ii) the Panel resolved the complaint in accordance with this process;
 - (iii) the complainant withdrew the complaint; or
 - (iv) the statutory complaint process was disapplied.

4.4 If the Monitoring Officer considers that the statutory process should be disapplied, the Monitoring Officer should, before finally deciding to do so, write to the complainant to explain

- (a) why the Monitoring Officer is considers that the statutory process should be disapplied;
- (b) how it is proposed to deal with the complaint if the procedure is disapplied; and

- (c) that before making a decision the Monitoring Officer will consider any representations made by the complainant within 14 days from the date of the letter.
- 4.5 If, having considered any representations received in response to the letter, the Monitoring Officer then disappplies the process then the Monitoring Officer must write to the complainant and explain why the procedure has been disappplied and how the complaint is to be dealt with (which may include taking no further action). Any such action is beyond the scope of this policy.
- 4.6 There is no right of appeal against any decision to disapply the complaints process although the complainant may ask the Local Government and Social Care Ombudsman to look at whether an appropriate process has been followed.
- 5. **Stage 4: Informal Resolution**
 - 5.1 At this stage the Panel is required to arrange for the complaint to be subjected to informal resolution. The Monitoring Officer will write to the Complainant and the PFCC (and the Deputy PFCC if the complaint is about the Deputy PFCC) with proposals for informal resolution.
 - 5.2 There are four possible approaches as set out below. Two of them encourage the parties to reach agreement and two of them involve an opinion being reached by the Panel; Unless agreed otherwise by the parties, informal resolution will follow one or more of the following:
 - (a) **Period for local settlement:** The PFCC (or Deputy PFCC) is invited to consider the complaint and respond to it (for example by apologising or providing the complainant with a detailed explanation of the issues). This is likely to be suitable where the parties have a constructive relationship or where the complaint is minor. This process is unlikely to be suitable where positions have become entrenched or where the PFCC (or Deputy PFCC) does not believe that such a process is likely to resolve the complaint.

If this route is followed then the PFCC (or Deputy PFCC) will be given a fixed period of time (usually a month) to resolve the complaint. At the end of the fixed period the Monitoring Officer will contact both parties and ask if the matter has been resolved. If both parties agree that the complaint has been resolved then the complaint will be closed and the matter recorded as resolved.
 - (b) **Mediation:** The Monitoring Officer (either in person or via another person appointed for this purpose) attempts to facilitate a mediation. This is also likely to be appropriate for less serious complaints. It is not suitable unless both parties agree. Any information disclosed by either party to the mediator may be used in any subsequent resolution. At the end of the mediation the Monitoring Officer will contact both parties and ask if the matter has been resolved. If both parties agree that the complaint has been resolved then the complaint will be closed and the matter recorded as resolved.

- (c) **Resolution by Monitoring Officer, after Consulting the Chairman of the PFCP.** The Monitoring Officer may come to a conclusion about the complaint. As part of this conclusion the Monitoring Officer may, after consulting the Chairman of the PFCP, make recommendations about action the Monitoring Officer considers should be taken by the PFCC (or Deputy PFCC). This is only suitable for less serious complaints where the Monitoring Officer believes that it may be helpful for a person independent of OPFCC and complainant to express a view without convening a meeting of the Complaints Sub-Committee. It may also be suitable for less serious complaints where either of the previous processes have failed to resolve the complaint.
 - (d) **Resolution by the Complaints Sub Committee** The Monitoring Officer may, after consulting the Chairman of the PFCP, decide that a complaint should be referred to the Complaints Sub-Committee. The Complaints Sub-Committee will receive a report of the Monitoring Officer and will hold a meeting. This is suitable for more serious complaints, regardless of whether or not any other process has been followed. The basic process for this is set out at appendix 1 (although this may be varied in any particular case by the Monitoring Officer or by a Complaints Sub-Committee).
- 5.3 The resolution of the complaint must be informal. The parties may agree to follow an approach which is different to those set out in 5.2. The Monitoring Officer will write to the Complainant and the PFCC (or Deputy PFCC) and explain a preliminary view as to how the complaint ought to be subjected to informal resolution. Each party will be given a period of time to respond.
- 5.4 If a period for local settlement or mediation is allowed but does not resolve the complaint to the satisfaction of all parties then the Monitoring Officer will, after consulting the Chairman of the PFCP, adopt one of the processes in 5.2(c) or 5.2(d) instead.

6. Recording and Publishing the Outcome

- 6.1 When a complaint has been subject to informal resolution (whether or not to the satisfaction of both parties) then the Monitoring Officer must make a record of the outcome of the resolution and send a copy to both parties and to the monitoring officer of the Office of the Police, Fire and Crime Commissioner.
- 6.2 The Panel or a Complaints Sub-Committee may, after consulting the complainant and the subject of the complaint, publish part or all of the record referred to in 6.1 (subject to any alterations or redactions which they consider appropriate). Publication will be considered if:
- (a) Either party asks for the record to be published; or
 - (b) The Sub-Committee considers that the response of the PFCC (or Deputy PFCC) to any recommendations made has not, in their opinion,

been adequate and that it is in the public interest for the record to be published.

- 6.3 Publication may take the form of publishing the record or a written summary and may include a press release.
- 6.4 Publication of the outcome is entirely at the discretion of the Sub Committee.

Process for the Sub-Committee to Review Complaints

- 1.1 The Monitoring Officer may appoint a Reviewing Officer whose role will be:
 - to gather information about the complaint; and
 - to write a report on the Complaint and make recommendations about whether there is any merit in the complaint and, if so, what action the PFCC should take.
- 2. Process to be followed by the Reviewing Officer**
- 2.1 The Reviewing Officer is not permitted to investigate the Complaint, although they may ask for information. The Reviewing Officer will:
 - (a) Send a copy of the complaint to the person complained about and allow them a reasonable opportunity to provide a response and any supporting documents.
 - (b) Send a copy of the response to the complainant to give the complainant a reasonable opportunity to provide any information or documents in response to the evidence.
- 2.2 Further steps may be necessary depending on how the review progresses.
- 2.3 The Reviewing Officer may ask for any further information they consider helpful in order to provide the Sub-Committee with full details about the matters complained of. No party can be required to provide any information if it would be unlawful for them to provide that information.
- 2.4 Any material sent to the Reviewing Officer will normally be shared with all other parties and the Sub-Committee.
- 2.5 Notwithstanding 2.4 a party may apply to the reviewing officer with an application not to share a document or documents, if there are exceptional reasons not to do so.
- 2.6 An application under paragraph 2.5 should clearly set out the nature of the material and why the party does not want it to be shared.
- 2.7 A decision on the application will then be taken by the Reviewing Officer or the Monitoring Officer.
- 2.8 If a party is dissatisfied with the decision under paragraph 2.7 they may appeal to the Sub-Committee.
- 2.9 Other than as agreed in paragraph 2.7 or 2.8 above, material submitted to the Reviewing Officer should not be redacted or altered in any way.
- 2.10 Once the Reviewing Officer is satisfied that all parties have had a fair opportunity to comment on the material submitted by the other party they will produce a report. The report will normally include all material submitted by parties to the complaint.

3. Before the Meeting

- 3.1 The Monitoring Officer will send the parties the final report. The version of the report sent to the parties will not include material where it has been agreed that it will not be shared. The parties may comment on the final report and any comments received by the Reviewing Officer or the Monitoring Officer will be circulated by him or her to the Sub-Committee and to the other party.
- 3.2 The Monitoring Officer, in consultation with the Chairman of the Sub-Committee, will decide whether or not the parties should be invited to attend the meeting. As a general rule the parties will not be invited to attend.
- 3.3 The Reviewing Officer's report will be considered by a Committee of the Panel, comprising the Chairman and Vice-Chairman of the Panel and one other member. The Monitoring Officer may wish to submit a separate covering report clarifying or highlighting certain aspects of the Reviewing Officer's report.

4. Procedure at the meeting

- 4.1 The Chairman will welcome those attending the meeting and introduce everyone. The Chairman will remind everyone that the purpose of the meeting is for the complaint to be informally resolved.
- 4.2 The Committee will consider excluding the press and public.
- 4.3 The Monitoring Officer will present the findings and recommendations of the Reviewing Officer's report and may ask the Reviewing Officer to present all or highlight certain aspects of his or her report.
- 4.4 Members of the Sub-Committee may ask questions of the Monitoring Officer or the Reviewing Officer.
- 4.5 If present, the complainant (or their representative) will be invited to address the Sub-Committee for up to 10 minutes. No new matters may be raised and no new material may be introduced without the permission of the Chairman.
- 4.6 The Sub-Committee may ask questions of the Complainant (if present) to clarify any part of the complaint.
- 4.7 The PFCC or Deputy PFCC (or their representative) will, if present, be invited to address the Sub-Committee for up to 10 minutes. No new material may be introduced without the permission of the Chairman.
- 4.8 The Sub-Committee may ask questions to clarify any information provided by the PFCC (if present).
- 4.9 No witnesses may be called by any person without the prior permission of the Chairman. If permission is given then the other party and the Sub-Committee will each be given the opportunity to ask questions of the witness. Any

witness will be heard as part of the address and an extension of time will be given.

- 4.10 The Monitoring Officer will summarise the issues.
- 4.11 If the parties are present they will be asked to leave while the members deliberate.
- 4.12 The Committee may adjourn a meeting at any time for as long as they think appropriate.
- 4.13 The Sub-Committee will make a decision on the complaint and on how they think that the Complaint should be resolved. This may or may not include expressing a view as to whether there has been misconduct by the PFCC (or Deputy PFCC) and making a recommendation as to whether or not the PFCC should take any action to provide redress. If the Sub-Committee expresses the view that there has been misconduct then it will give reasons for this.
- 4.14 The Sub-Committee may:
 - (a) Make recommendations about any action which the Sub Committee should be taken by the PFCC.
 - (b) Ask the Monitoring Officer to provide an explanation to the complainant if it considers that this may assist to clear up or settle the matter directly with the complainant.
- 4.15 There is no right of appeal or review of the Sub-Committee's decision although the complainant may ask the Local Government and Social Care Ombudsman to look at whether an appropriate process has been followed.

5. After the Meeting

- 5.1 The Monitoring Officer will inform the parties of the outcome of the meeting.
- 5.2 Where the Sub-Committee has made recommendations to the PFCC the Monitoring Officer will ask the PFCC to consider the recommendations and to respond (usually within fourteen days) to say whether or not the PFCC accepts the recommendations and
 - (a) what action the PFCC has taken (or proposes to take); and
 - (b) if the PFCC does not propose to accept any recommendation then to provide detailed reasons as to why this is the case.
- 5.3 The Monitoring Officer may seek clarification of the PFCC's response and may make suggestions as to further actions which may assist with informal resolution of the complaint.
- 5.4 The Monitoring Officer will inform the Sub-Committee of the response to the recommendations received from the PFCC.

- 5.5 Having considered the PFCC's response, the Sub-Committee may make further recommendations to the PFCC on how it feels the complaint may be resolved informally or ask the PFCC to consider his response.

Record of Outcome

The Monitoring Officer will prepare a record of the outcome of the procedure and will ask the parties whether they would want the record to be published.

The Monitoring Officer will submit the record of the outcome to the members of the Sub-Committee for approval.

The Sub-Committee will consider whether to publish the record of the outcome of the procedure, taking account of the views of the parties if any views were received.

If so determined by the Sub-Committee, the Monitoring Officer will arrange for the record of the outcome so approved by the Sub-Committee to be published on the Council's website and anywhere else which the Sub-Committee directs

Report title: Essex PFCP Budget Half Year Outturn Report 2021/22	
Report to: Essex Police, Fire and Crime Panel	
Report author: Sophie Campion, Secretary to the Panel	
Date: 9 December 2021	For: Noting
Enquiries to: Emma Tombs, Democratic Services Manager emma.tombs@essex.gov.uk / 03330 322709	
County Divisions affected: All Essex	

1. Introduction

- 1.1 This report updates the Panel on the Essex Police, Fire and Crime Panel's outturn position for the period 1 April 2021 to 30 September 2021 as filed with the Home Office prior to the deadline of 31 October 2021. As Essex County Council is the lead authority for the Panel the return is required to be signed off by ECC's finance team once checked for accuracy. This is with respect to a grant claim to the Home Office who will only pay for reimbursement of actual expenditure incurred in year.

1.2

Expenditure Category:	Actual Resource Expenditure (£)
Administration Costs	
- Staff Salary re-charges	20,017.22
- Eastern Region PCP network (annual subscription)	400.00
- Training costs	1,145.00
- Meeting room usage	430.00
- Commission of external review reports re. complaints against the Commissioner	7,049.80
Member Expenses	
- Allowances	4,941.11
- Travel Costs	8.75
TOTAL EXPENDITURE:	33,991.88

2. Recommendations

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

Report title: Forward Work Plan	
Report to: Essex Police, Fire and Crime Panel	
Report author: Sophie Campion, Senior Democratic Services Officer	
Date: 9 December 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 and background

1.1 To plan the business of the Panel.

1.2 The next Meeting of the Panel is scheduled for **Thursday 3 February 2022.**

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

Provisional Date	Topic Title	Lead Contact	Purpose and Target Outcomes
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 Fire and Rescue Plan Quarterly Performance Report Police Complaints 	OPFCC OPFCC OPFCC OPFCC	<p>Statutory duty to review and make a report to the Commissioner on the proposed precepts</p> <p>Statutory Duty to review the Fire and Rescue Plan and monitor performance</p> <p>To receive a report on the backlog of Police Complaints as part of the Panel's role to scrutinise and support the Commissioner in the discharge of the Commissioner's functions and responsibilities</p>
17 February 2022	Reserve date if needed		

23 June 2022	<ul style="list-style-type: none"> Election of Chairman and Vice-Chairman 	Senior Democratic Services Officer	Annual meeting
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2. Recommendation

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