

**PFCC Decision Report**

**Please ensure all sections below are completed**

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| **Report reference number:**  142/24  **Classification** (e.g. Not protectively marked/restricted)**:** Not protectively marked |
| **Title of report:** National Black Policing Conference |
| **Area of county / stakeholders affected:** Countywide |
| **Report by:** Liane Edwards, Communications and Engagement Officer  **Chief Officer:** Darren Horsman, Strategic Head of Policy and Public Engagement  **Date of report:** 24.07.2024  **Enquiries to:** Darren.Horsman@essex.police.uk |

1. **Executive Summary**

This decision report seeks agreement from the PFCC to allocate funds to help support Essex Police in hosting the National Black Policing Association Annual Conference 2024.

1. **Recommendations**

Approve the allocation of up to £4.5k to support the conference.

1. **Background to the Proposal**

The National Black Policing Association (NBPA) is a key agent of change in supporting the UK Police Service. It has a high profile within the Home Office and Government Strategic Committees, as well as members of a range of decision-making steering groups, and hold regular meetings with all policing stakeholders. The group of diverse and under-represented members of police staff and officers represents 48 associations including all 43 UK police forces in England and Wales, Police Scotland, Police Service of Northern Ireland, National Crime Agency, British Transport Police and Ministry of Defence Police.

Essex Police & MESA are proud to be hosting this year’s National Black Police Association Conference for the first time in Essex. The theme of this year’s event is ‘Police reform: The need for a service we can all be proud of.’

1. **Proposal and Associated Benefits**

The event provides an excellent opportunity for key organisations and members to come together and focus on issues of race, with a view to developing a collective way forward.

The three-day event will be attended by local dignitaries, conference delegates from across the UK and senior dignitaries from the NBPA, Home Office, National Police Chief’s Council (NPCC) as well as Essex Police and PFCC.

The conference provides a host of strategic benefits for those organisations committed to inclusiveness and dealing effectively with issues of: Race, Gender, Diversity, Policing, Justice, Equalities, Community Cohesion and Community Engagement.

The NBPA conference also provides an ideal opportunity for partners to increase awareness of their organisation to decision-makers and opinion formers, including senior representatives from 48 associations including all 43 UK police forces in England and Wales, Police Scotland, Police Service of Northern Ireland, National Crime Agency, British Transport Police and Ministry of Defence Police the Home Office, senior government officials, local dignitaries and partners.

1. **Options Analysis**

The Commissioner could decide not to support the conference, however other PCCs have traditionally supported the conference when it has been held in their area and it is a good opportunity to undertake activity that helps improve the work Essex Police is doing on its Equality, Diversity and Inclusion Strategy. Supporting the conference would also support the PFCCs commitment to increase the number of officers from diverse communities.

The event will enable us to raise our profile as our logo will be included on the merchandise. Additionally the PFCC will be a main speaker and also present at the gala dinner, which will give opportunity to network with senior level representatives across policing, justice, equality and government.

1. **Consultation and Engagement**

Engagement with the Chief Constable and through the force, wider community representation has been undertaken with strong support expressed for the Commissioner to make this decision.

1. **Strategic Links**
   1. The strategic priorities in the plans are as follows:

**Supporting our officers and staff**. By supporting this event the PFCC will be demonstrating commitment to Diversity and Inclusion locally and nationally.

1. **Police operational implications**

None.

1. **Financial implications**

The funding would be taken from the Community Safety Development Fund which will leave £301,643 after the allocation of £4.5k.

A summary of the CSDF 2024/25 budget, the previous years’ CSDF reserves and allocations is shown in the table below.

|  |  |  |
| --- | --- | --- |
|  | **£** | **Decision Report** |
| CSDF reserve from previous years’ carry forwards | 309,716 |  |
| CSDF projects approved from carry forward | (261,573) | DR 043-24 |
| ASP and MAAF approved from carry forward | (36,000) | DR 086-24 |
| **Balance of CSDF carry forward reserve as at this date** | **12,143** |  |
| 2024/25 CSDF budget | 300,000 |  |
| Previous allocation of 2024/25 CSDF budget | (6,000) |  |
| Allocation of 2024/25 CSDF budget from DR 142-24 | (4,500) | DR 142-24 |
| **Balance of 2024/25 CSDF budget as at this date** | **289,500** |  |
| **Total balance of 2024/25 CSDF budget and CSDF carry forward reserve as at this date** | **301,643** |  |

|  |  |  |
| --- | --- | --- |
|  | **£** | **Decision Report** |
| **Allocated from previous years' carry forward reserve** |  |  |
| Active Essex Foundation | 10,000 | DR 043-24 |
| Beacon House | 16,852 | DR 043-24 |
| Changing Lives | 20,000 | DR 043-24 |
| Chelmsford Muslim Society | 19,660 | DR 043-24 |
| Chess Homelessness | 20,000 | DR 043-24 |
| Divine Assembly Ministries | 20,000 | DR 043-24 |
| ECC Family Solutions | 4,500 | DR 043-24 |
| For Baby’s Sake | 15,000 | DR 043-24 |
| KAOS Youth Group | 5,000 | DR 043-24 |
| Lads Need Dads | 14,321 | DR 043-24 |
| London Bus Theatre | 6,870 | DR 043-24 |
| North Avenue Youth Centre | 20,000 | DR 043-24 |
| Rainbow Services | 20,000 | DR 043-24 |
| Refugee, Asylum Seeker, and Migrant Action (RAMA) | 19,330 | DR 043-24 |
| Rice & Spice Festival | 4,000 | DR 043-24 |
| Trust links | 10,000 | DR 043-24 |
| Wilderness Foundation | 19,740 | DR 043-24 |
| Youth Unity | 16,300 | DR 043-24 |
| MAAF | 6,000 | DR 086-24 |
| Chelmsford ASP | 10,000 | DR 086-24 |
| Colchester ASP | 10,000 | DR 086-24 |
| SAMS | 10,000 | DR 086-24 |
| **Total CSDF carry forward reserve allocated to date** | **297,573** |  |
| **Balance of CSDF carry forward reserve as at this date** | **12,143** |  |
|  |  |  |
| **Allocated from 2024/25 CSDF Budget** |  |  |
| EP Fraud Prevention | 2,000 | n/a |
| EP DA Comms | 2,000 | n/a |
| International Men's Day | 2,000 | n/a |
| Black Police Association conference | 4,500 | DR 142-24 |
| **Total 2024/25 budget allocated to date** | **10,500** |  |
| **Balance of 2024/25 CSDF budget as at this date** | **289,500** |  |
| **Total balance of 2024/25 CSDF budget and CSDF carry forward reserve as at this date** | **301,643** |  |

1. **Legal implications**

There are no legal implications.

1. **Staffing implications**

None.

**12. Equality, Diversity and Inclusion implications**

By supporting this event the PFCC will be demonstrating commitment to Diversity and Inclusion locally and nationally.

1. **Risks and Mitigations**

By not supporting this conference it could be perceived as the PFCC not supporting equality and diversity within the police service.

1. **Governance Boards**

The funding decision has not been subject to any formal governance boards.

1. **Links to Future Plans**
   1. The support for equality and inclusion is integral to the ethos of the PFCC and the PFCC’s Public Sector Equality Act duties.

**16. Background Papers and Appendices**

**Report Approval**

The report will be signed off by the PFCC’s Chief Executive and Chief Finance Officer prior to review and sign off by the PFCC / DPFCC.

Chief Executive / M.O. Sign: ………………………………………

Print: ………………………………………

Date: ………………………………………



Chief Finance Officer Sign

Print: Janet Perry

Date: 06 August 2024

**Publication**

x

**Is the report for publication? YES**

**NO**

**If ‘NO’, please give reasons for non-publication** *(Where relevant, cite the security classification of the document(s). State ‘None’ if applicable)*

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If the report is not for publication, the Chief Executive will decide if and how the public can be informed of the decision.

**Redaction**

**If the report is for publication, is redaction required:**

1. **Of Decision Sheet?** **YES 2. Of Appendix?** **YES**

**NO NO**

**If ‘YES’, please provide details of required redaction:**

**Date redaction carried out:** ………………..

**Chief Finance Officer / Chief Executive Sign Off – for Redactions only**

If redaction is required, the Chief Finance Officer or Chief Executive is to sign off that redaction has been completed.

**Sign:** ………………………………………............

**Print:** ……………………………………………….

**Chief Executive / Chief Finance Officer**

**Date signed:** ......................................................

***Please continue to next page for Final PCC Decision and Final Sign Of***

**Decision and Final Sign Off**

I agree the recommendations to this report:

**Sign:**

**Print:**

**PFCC/Deputy PFCC**

**Date signed:**

I do not agree the recommendations to this report because:

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**Sign:**

**Print:**

**PFCC/Deputy PFCC**

**Date signed:**