

## Essex Business Crime Strategic Board

### MINUTES Friday 2<sup>nd</sup> September 2022, 10.00am – 12.00pm Teams Meeting

#### **Attendees**

Jane Gardner – Dep. Police, Fire & Crime Commissioner for Essex  
Dr Christian Kemp - Lecturer in Cybercrime, Criminology and Policing, Anglia Ruskin University  
Shaun Kane – Superintendent, Essex Police  
Stephen Cook – Head of Human Resources, Wilkin & Sons  
Iain Palmer – Head of Revenue Protection & Security, Trenitalia c2c  
Lee Hammond – Head of Security, East of England Co-op  
Samantha Johnson – Head of Security Compliance, London Stansted Airport  
Sonia Peirson – Estates Manager, DP World London Gateway

#### In attendance:

Lucy Childs – Events Coordinator, Essex Chambers of Commerce  
Terry Jacobs – Business Crime Sergeant, Essex Police  
Christian Denning – Business Crime  
Nikki East - PFCC  
Mike Russell – FSB Essex Area Lead  
Paula Fisher – Director, Practical HR

#### **1. Welcome & Apologies**

B-J Harrington – Chief Constable, Essex Police  
Roger Hirst - Police, Fire & Crime Commissioner for Essex  
Denise Rossiter – CEO, Essex Chambers of Commerce  
Darren Horsman – Strategic Head of Policy and Public Engagement, Essex PFCC  
Robin Punt – Head of Communications, Essex Police  
James Coomber – Regional Risk & Compliance Manager – McColl's Retail Group  
Jade Uko – Development Manager, FSB  
CI Terry Balding – Essex Police  
Darren Hyde, Managing Director, VIP Security  
John Moran – Minerva Fire & Security

- 2. Minutes of Last Meeting:** Minutes of the meeting held on 10<sup>th</sup> June 2022 were circulated in advance, reviewed and approved. These will also be available to view on the Essex Chambers' website.

**Matters arising** – none

#### **3. Business Crime Team Update**

- TJ updated the Board on the Business Crime Key Findings of the last 12 months until June 2022.
- Levels of crime are rising from pandemic levels but lower than expected. There are some increases but this is reflective of better reporting and means to identify individual victims of crime.
- 21,145 business crime offences recorded, 50% of which is shoplifting.
- LH has seen a dramatic decrease in the number of business burglaries committed by organised gangs in his sector. LH asked the BCT whether these criminals are targeting residential properties now and is it likely he'll see them return. The BCT will look into this further and discuss with LH outside of the meeting.

- SK updated the Board on the BCTs objectives and current projects including;
  - Continued effort to strengthen lines of communication (newsletter, social media)
  - Working with 10 Essex district local police forces to establish a single point of contact for businesses.
  - Training for businesses for example Cyber Crime Clinics
  - Street Week – BCT have been visiting communities to raise awareness of their support. There is a visit scheduled every week in 2022.
  - Business Crime Reduction Partnerships – established in Braintree & Tending but there is appetite to implement across Essex.
- SK discussed the success of Community Behaviour Orders. JG asked if there are any issues getting the CBO's processed through the courts, SK confirmed that there are no issues at present. LH praised the scheme and advised anyone who wasn't using it to do so.
- BCT have experienced a lack of engagement with the Cyber Crime Clinics from businesses. MR recommended to use the BEST Growth Hub to sign post and CK suggested working with the Strategic Cyber Crime Board.
- CD introduced the Board to the Business-as-Usual Campaign. The campaign aims to challenge a business's notion of what their usual is, promote self-education, supply chain consideration, prevent and protect. The campaign will;
  - Engage with businesses on a range of issues and sign post them to a gateway with links to support organisations.
- CD asked the Board for suggestions for the campaign;
  - LH suggested for the BCT to contact insurance companies to include advice on Cyber Crime insurance.
  - JG encouraged the inclusion of the Domestic Abuse pilot DR & PF have developed.
  - IP suggested involving the Essex Children's Board on issues around safe guarding and the British Transport Police.
  - CK invited CD to attend a Strategic Cyber Crime Board meeting to discuss the campaign.
- The campaign will cover many issues and will need the support of the Board.

#### **4. Update from Paula Fisher, Practical HR on pilot project, Domestic Violence and how this can help SME's**

- DR & PF have developed a pilot project designed to raise awareness of Domestic Abuse in the workplace.
- All though over 100 people attended the Virtual Domestic Abuse Conference the business community was underrepresented. With the current climate businesses are busy and facing many challenges.
- Utilising Practical HR's existing HR portal, the pilot will engage 20 SME's and will include a Domestic Abuse policy in their wellbeing section on their personalised company HR portals.
- 3 videos will be commissioned and will be accessible on the portal to different employment levels;
  - Business Owner – how Domestic Abuse effects businesses
  - Employees – explains Domestic Abuse to employees to help them identify signs
  - Managers – basic training and understanding to uphold company policy
- There will be a communication strategy developed for each business with reminders scheduled for staff to view the policy and videos.
- The content will be included in the company's induction process.
- The pilot will hopefully encourage open conversations around Domestic Abuse in an environment that is often safest for victims.
- The pilot will be monitored and case studies developed. If successful it can be rolled out on a larger scale.
- SETAB are very supportive of the pilot and JG is excited to see the results and where the pilot could go.
- CK suggested the framework of the pilot could be utilised for other issues that affect business.

**5. AOB**

- IP offered his thanks to Essex Police and their work tackling the large groups that were travelling to Southend seafront in the summer. The groups were showing anti-social and aggressive behaviour on the trains and in the local area. Measures implemented to deal with the issue will be carried forward.

**6. Date and location of next meeting: Friday 25<sup>th</sup> November 2022, Location DP World.**

A handwritten signature in black ink, appearing to read 'James ...', written in a cursive style.

Signed ...

Date 16.02.23