



**“Safe and Secure
communities are the bedrock
on which we build success
and well-being for all.”**

**- Roger Hirst
Police and Crime Commissioner**

| | |
|---|----|
| Introduction..... | 3 |
| Priority 1: More local, visible and accessible policing..... | 6 |
| Priority 2: Crack down on antisocial behaviour..... | 10 |
| Priority 3: Breaking the cycle of domestic abuse..... | 12 |
| Priority 4: Reverse the trend in serious violence..... | 14 |
| Priority 5: Tackle gangs and organised crime..... | 16 |
| Priority 6: Protect children and young people from harm..... | 18 |
| Priority 7: Improve safety on our roads..... | 20 |
| Summary of accounts..... | 22 |
| Performance data..... | 23 |
| Priorities for next year..... | 24 |

Essex is a vibrant and diverse county and it was a privilege to be elected as the Police and Crime Commissioner in May 2016. I stood for the position promising to deliver stronger crime prevention, greater public participation and volunteering in policing, getting more local, visible and accessible policing across our county and increasing collaboration across our emergency services teams.

As I visited and spoke to people across the county, these priorities continued to resonate and, as such, they have informed the seven priorities outlined in my Police and Crime Plan.

This plan was developed following significant public and partner engagement and has set the course for policing and crime prevention in Essex over the next four years. This Annual Report covers my first year as Police and Crime Commissioner (2016-2017) and includes the transition from the 2012 -2016 Police and Crime Plan to our current Plan.

Within the Police and Crime Plan 2016-2020 are seven very clear priorities which will be discussed at more length later in this report -

- **More local, visible and accessible policing**
- **Crack down on antisocial behaviour**
- **Breaking the cycle of domestic violence**
- **Reversing the trend in serious violence**
- **Tackling gangs and organised crime**
- **Protecting children and vulnerable people from harm**
- **Improving safety on our roads**

While Essex is a safe place to live and work, it is important to recognise that changes in criminal behaviour, the types of crimes being committed and crime levels generally have a significant impact on what happens here, in our county.

While crime has fallen dramatically since 1995, over the last few years we have started to see an increase in crime levels; over the 12 months covered in this report, overall crime has increased by 8.7 per cent in Essex. This is compared to an increase of 11.0 per cent nationally. This increase has not been across all types of crime. Rather, we have seen significant increases in crimes such as possession of weapons, public order and drug offences.

We also see a continuing shift in the types of crimes being committed, with more serious crimes such as domestic abuse and online crime more apparent. These present new challenges for policing, as does the ongoing national terrorism threat. The Chief Constable and I are continuing to focus resources to ensure that these new and emerging crime trends are effectively tackled, to help keep the communities of Essex safe.

In this context, it is pleasing that in Essex we have effectively tackled antisocial behaviour, which has seen reductions of 1.1%, and also homicide, which has reduced by 55.9%. However, crime is still too high and more must be done. While we continue to face some significant challenges, I am confident that we are well placed to deliver a good service for the people of Essex.



“While crime has fallen dramatically since 1995, over the last few years we have started to see an increase in crime level.”



With the Chief Constable, we have continued to invest and support the modernisation of Essex Police through an ambitious transformation programme. Over the 12 months covered in this report, we have made significant progress - in particular, the investment in more than 2,000 Samsung Galaxy handheld devices has enabled officers to stay out in their communities for longer, releasing them from their desks and saving, on average, about half an hour per officer per shift. This evolution to more mobile working will develop further as we continue to modernise, increasing the functionality available and supporting our officers in doing more with the time they have.

20mins
saved per officer per shift due to **2000** new Samsung hand-held devices.

Underlying the success of our police force is the public's willingness to participate and support our officers. As such, I have committed to growing the involvement of the public in policing and one way of doing this is through doubling the number of Special Constables, supporting members of our community to take an active role as warranted officers within the force. Over the period of this report, Essex Police have reshaped the Special Constabulary, creating

a stronger link between the Special Constabulary and regular officers, providing more opportunities for Specials to police their own communities and giving them a stronger say in where they want to volunteer. As a result, the Special Constabulary has worked 115,610 hours during the year, the equivalent of 64 full-time officers and a contribution of £3,211,389 in work time. It is also pleasing that 42 Specials decided to become Police Officers even though this meant the overall number of Specials reduced slightly.

In what has continued to be a tight financial situation, Essex Police have made good progress in using their assets more efficiently. The Estates Programme has started to show significant benefits as old, outdated and operationally less valuable

stations are released and capital is reinvested in modern facilities and enabling technology. This has supported a wider transformation within Essex Police, including the Mobile First programme, which helps officers to become more mobile. These changes can be difficult and, at times, controversial. However, I am yet to meet anybody who would rather see officers hidden away behind a desk than out visible in their communities.

“The Special Constabulary has worked 115,610 hours during the year, the equivalent of 64 officers.”

While efficiencies have continued to be sought, in January 2017, following detailed discussions with the Chief Constable and his team, I proposed an increase of 3.25 per cent in the police element of the council precept. This is an additional £4.95 per household per year for an average band D property. These decisions are never taken lightly, however, the mood of the public as I was

out and about continued to demonstrate a strong desire for increased investment in policing and, in particular, an improvement in the 101 service and more visible policing. It was reassuring that I was able to show this additional investment would be directed to more staff in the 101 control room, more frontline officers and an increased investment in technology.

In the context of these changes, it was pleasing to receive the Her Majesty's Inspection of Constabulary report which provided independent reassurance of the positive progress Essex Police is making and continues to make. In particular, it is worth noting the significant improvement in how the most vulnerable in our society are treated and protected. I would like to recognise the huge effort made by Chief Constable Stephen Kavanagh and his team in supporting the most vulnerable in our society. I was particularly pleased in May this year to be able to extend the Chief Constable's contract by a further four years. This will enable him to continue to build on and develop the transformation programme now under way in Essex Police and provide stability and sustainability moving forward.

Victims remain at the heart of what we do. We have continued to focus on supporting Essex Police in improving the way they support the victims of crime and provide a range of general and specialist support services to help victims to cope and recover. In addition, my office is responsible for commissioning support services for victims of crime across the county and this past year we spent over £2 million supporting victims of all crime types, including some of the most vulnerable victims of serious violent and sexual crimes.

A key theme running through my Police and Crime Plan is partnership. I place great importance and value on our work with partners across Essex, both in the public, business and voluntary sectors. Partnerships such as the Essex Criminal Justice Board, which I chair, which works to improve services right across the criminal justice system, and the Essex Domestic Abuse Board, which seeks to tackle the huge challenge of domestic abuse across our county, are examples of agencies coming together to make a positive difference. Locally, regionally and nationally we are now connected and collaborating in ways which would not have been possible only a few years ago. These partnerships are driven through a shared commitment to improve the lives of the public, to make a difference in our communities and a strong contribution to our county.

A significant project this year has been the work on joint governance of Essex County Fire and Rescue Service (ECFRS) and Essex Police. Since the end of

8.7%
increase in crime rate in Essex compared to **11%** nationally.

this reporting period, my Local Business Case for the governance of ECFRS received Home Office approval, making Essex the first county in the country to combine the governance of both police and fire services under the PCC (now Police, Fire and Crime Commissioner).

The change in governance of fire, enabling greater collaboration with police, is estimated to generate up to £30 million in efficiency savings which can then be reinvested back into improving the service received by the public. The success of this proposal has demonstrated again the ability of partners across Essex to work well together, to focus on what is in the best interests of the public and to be confident in making positive changes.

This has been a busy and productive year which has helped to lay the foundations for delivering on the priorities set out in the Police and Crime Plan and in helping to achieve the step change in service that the people of Essex so clearly want. However, there is much more to do and the year ahead will see me continue to focus on important improvements such as increased investment in local policing, improvements to the 101 public contact service and a fairer funding position for policing in the county.

I would like to thank the Chief Constable, the officers and staff in Essex Police, my office and wider partners who continue to work tirelessly together to deliver on the priorities within the Police and Crime Plan.

I would also like to thank the public whose ongoing commitment and willingness to participate underpins the form of the policing we enjoy in this country.



This is the first priority in the Police and Crime Plan and marks a significant shift back to a renewed focus on local policing, recognising the desire from the people of Essex to have a police service that is both visible and accessible.

Essex is one of the most efficient police forces in the country, according to HMIC Value for Money profiles. However, it is also one of the most poorly funded as a result of the national funding formula and, in the past, low levels of investment.

“Essex is one of the most efficient police forces in the country according to HMIC Value for Money profiles.”

Over the last few years, there has been a significant reduction in the number of officers, particularly PCSOs, and I have now committed to maintaining our current level of officers at 2,850 and have been able to fund a further 41 officers from the increase in the policing precept. While we may see changes to how our officers are deployed as we look at opportunities to combine with other forces and share resources, I am committed to ensuring that the overall number of officers will not be reduced any further.

41 extra officers following a 3.25% rise in police precept.



“I have set out an ambitious goal to double the number of Special Constables from 350 to 700 by 2019”

However, we also know we need to do more if we want to make a real and positive impact on local communities. To achieve this, I have set out an ambitious goal to double the number of Special Constables from 350 to 700 by 2019. During the first year of this programme, we have strengthened the current Special Constabulary, changing the relationship between these volunteers and the regular force. We have appointed a Superintendent as Head of the Special Constabulary to oversee the programme, ensured all of the people involved in the programme are committed and launched a significant recruitment campaign. During the year, we have seen a 10% increase in the number of hours worked. This has created a strong base from which we can continue to grow in the next few years.

As well as a clear and ambitious commitment around the number of Specials, we have also increased the variety of ways members of the public can contribute to policing in their communities. The Active Citizen programme offers a range of roles from being out

on patrol to supporting officers’ engagement with the wider community. We have seen many people in these roles go on to become Specials and full-time officers. Since March 2016, we have seen this programme grow from 38 to reach 105 at the time of writing this report. Our Police Cadet programme has also shown significant development, with more than 200 young people now involved in the programme.



over **200** young people now involved in our Police Cadet Programme.

We have also made changes to support our officers to be more visible in their communities and have invested in better technology to help them to do more with their time. As part of the Mobile First programme, we have been able to issue 2,000 Samsung handheld devices which are allowing officers to complete administrative tasks while remaining visible in their communities. This will save about 20 minutes per shift for each officer which can be released back to frontline policing.



Public engagement

Over the reporting period, Essex Police have made significant strides in their use of social media to connect their officers directly with their communities. More officers are using this approach to complement existing channels, such as Essex Community Messaging and the traditional media, to provide ongoing regular updates and to hear back from their communities.

My deputy, Jane Gardner, and I have an extensive public engagement programme and aim to hold well over 100 visits per year across the county. These regular face-to-face visits are invaluable in getting direct feedback from different communities about how they feel about policing and community safety, but also what is working for them and where we can do more. Over the course of my first year in office, we delivered more than 70 public engagement events, meeting with about 2,000 people.



Rural crime

Over this reporting period, we have continued to work hard with our rural community through the Rural Crime Forum to build understanding and effective prevent programmes together. Operation Buzzard, which has formed a significant part of Essex Police's approach to rural crime, has proven to be a successful and collaborative programme which has successfully involved communities in crime prevention.

Working with landowners, this operation utilises new drone technology, but is mainly based around greater co-ordination and involvement of the community themselves. Through the growth of programmes such as Farm Watch and Neighbourhood Watch, sharing information through Essex Community Messaging and bringing in other operational units such as the dog team, the Active Citizen scheme is able to target activity and support communities in preventing crime in the first place.



15 police staff have been added to the Force Control Room to improve accessibility and the 101 contact service.



Precept

In January, I recommended increasing the police precept for 2017-2018 by 3.25 per cent or £4.95 for an average Band D property. This additional £3.1 million funded a number of programmes all specifically focused on this priority, including:

- The first phase of a programme to double the number of Special Constables to 700 by 2019.
- Increasing the number of police officers to 2,850, an increase of 41 officers for regular frontline policing, for the Serious Crime Directorate and for additional firearm officers.
- Improving accessibility by adding 15 police staff to the Force Control Room to manage additional demand and improve the 101 service.
- Investment in dealing with digital and cybercrime and online fraud, to help tackle gangs and organised crime.
- Investment in the technology that supports the Mobile First programme, increasing what officers can do via their smartphones on patrol, freeing up time to offer additional support to communities and improving performance management.

Community safety hubs

The introduction of these shared spaces to co-locate community safety and policing services together has further strengthened the link between agencies and brought policing and communities closer together. Building on the work of local Community Safety Partnerships, the public now have a way to identify the priorities in their communities and, once identified, these are fed directly to the Community Safety Hubs and local policing teams for action.

However, while we have made significant progress over the last year, we still have some way to go. We continue to work hard to improve our engagement with the public, our 101 service through the Contact Management Review Project Board and supporting our officers to take up opportunities offered by technology to connect with their communities more regularly and more visibly. Over the next year, the Chief Constable and I will focus hard on delivering improvements to the 101 service to ensure the public get the speed and quality of response they need.



Antisocial behaviour can have a corrosive impact on communities with repeat offenders impacting on the quality of life for large sections of their communities. While we continue to focus on cracking down on antisocial behaviour, it is positive that across Essex antisocial behaviour incidents reduced by 562 or 1.1 per cent over the 12 months covered by this report. While this is a small reduction and there is significant variation between communities, it is still a reduction and shows a positive start in the first year of the new Police and Crime Plan.

At a county level, Safer Essex Partnership Board brings together local authorities, Community Safety Partnerships, Essex Police, Essex Fire and Rescue Service, National Probation Service, Essex Community Rehabilitation Company, Clinical Commissioning Groups (CCGs), Public Health and a wide range of third sector organisations represented through the Essex CVS. The Partnership has the aim of making Essex a safer place to live, work and learn. As an active member of this partnership, we work hard to share best practice between partners in different communities across the county.

Community Safety Hubs, where agencies are located together to tackle local crime and ASB, are being rolled out across the county. While this implementation is still in the early stages, it is showing positive signs of being a powerful approach to tackling crime and preventing it from happening in the first place. In particular, these hubs are effective at promoting information sharing and joint working between community safety organisations. This, in turn, is starting to make a positive difference to the impact these agencies can have in their communities. The model is flexible to reflect local needs so hubs look different in each area in Essex, but generally involve Community Policing Teams co-locating with other partners including Community Safety Partnerships, district councils, Neighbourhood Watch groups, Youth Offending Teams and Citizens Advice etc.

Where these hubs are now operational, we can see the positive impact of our investment with greater collaboration and information sharing leading to a much stronger multi-agency response to a wide range of local issues, ranging from parking and antisocial behaviour to organised crime and gangs.

We have also continued to invest in and support Community Safety Partnerships with £321,827 invested across Essex in 2016-17.



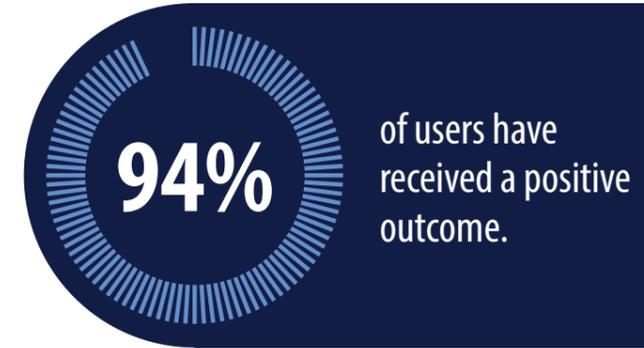
These Partnerships offer local communities the opportunity to identify and prioritise the issues that matter to them. The Community Safety Development Fund has provided £300,000 to fund local programmes of up to £20,000 each. This funding has been used successfully by CSP throughout the county.

These partnerships offer local communities the opportunity to identify and prioritise the issues which matter to them. The PCC Community Safety Development Fund has provided £300,000 to fund local programmes of up to £20,000 each. This funding has been used successfully by CSPs and local community groups throughout the county.

In Southend, the PCC funded Achievement Through Football (ATF), a football coaching programme. The project engaged young people who may otherwise have been involved in antisocial behaviour or low-level criminal activity. One client was referred from the Probation Service after receiving a custodial sentence for ABH. The individual struggled with anger issues and benefited from counselling through the ATF programme to address this. He now volunteers with ATF, supporting a younger cohort by providing coaching to them.

We recognise that persistent antisocial behaviour, which often leads on to low level crime, can have a significant impact on communities and victims. That is why we have commissioned the charity Victim Support to deliver services to support victims of ASB as well as an enhanced service for victims of persistent forms of crime or those most vulnerable. This ensures partners provide a faster and stronger response.

However, ultimately, we believe that prevention of crime and ASB is the most effective approach in the long term. That is why one of the services we have invested in is the **Essex Restorative and Mediation Service**. This is a well-used and successful programme which seeks to support victims as well as reduce the level of reoffending by offenders through the use of restorative approaches, such as mediation, reparation and restorative conferences. 100 per cent of agencies who have referred to the service say they would refer again and 94 per cent of those who have used the service say they received a positive outcome. About 62 per cent of referrals to the service involve antisocial behaviour. The Essex Restorative and Mediation Service successfully achieved the Restorative Service Quality Mark (RSQM) in 2016-17 –the industry accreditation which demonstrates the good quality of the services provided.



Case Study

Southchurch Park

The work of my Restorative Justice Team has a direct impact on the community.

The team were called in to help with a situation which had developed at Southchurch Hall Gardens in Southend. These picturesque gardens are a designated Scheduled Ancient Monument and house a medieval moated manor house.

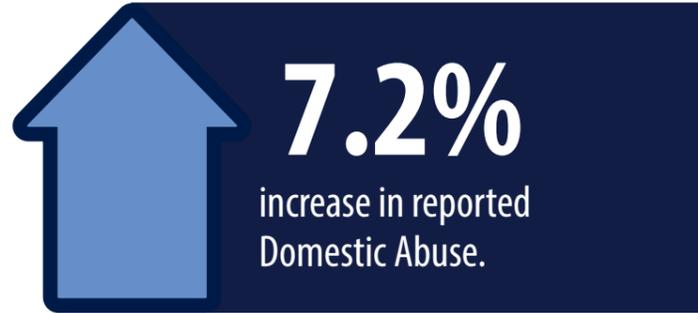
Unfortunately, the park was being used by street drinkers, drug users and prostitutes. This was causing problems for residents whose gardens backed on to the grounds. Also, staff reported having to pick up needles and condoms before starting their work in the morning.

A mediation programme began involving police and council professionals, local businesses, residents and people who regularly drank in the area. It was agreed that everyone wanted the drugs and prostitution to stop and those who wished to drink during the day wanted somewhere safe to go that did not cause a problem for local residents.

A successful community meeting was held between residents, a local off-licence owner, Southend-on-Sea Borough Council staff, police officers and representatives from all of the park's users. A number of outcomes were agreed with ideas taken forward to improve the gardens and encourage more residents to use it more.

Domestic abuse is a persistent blight in our communities with devastating consequences to victims and their families. It is an area where a substantial amount of partnership work has been undertaken in the last few years with a significant and sustained effort being made to increase awareness and reporting, provide specialist support and champion the rights of victims.

As a result of this awareness raising work, there is now a greater willingness from victims to come forward and report crime. While this is a positive consequence of the action undertaken, it does mean we have seen an increase in reporting and an increase in crimes recorded. **Over the 12 months covered in this report, the number of reported domestic abuse offences has continued to increase and went up by 7.2 per cent (918 offences). However, at the same time, we have also seen a reduction in the number of high risk and medium risk domestic abuse offences of 30.1 per cent (11231 offences) and 15.8 per cent (1102 offences) respectively, which is an encouraging trend showing the support offered to victims is having an impact.**



I remain committed to ensuring a strong focus on this important issue, working closely with the Chief Constable and wider partners through the DA Strategic Board to make sure victims are kept safe and perpetrators are brought to justice. The Joint Commissioning Strategy for Domestic Abuse was developed in 2015 and provides joined-up and tailored approaches in Southend, Essex and Thurrock. Progress against this strategy is monitored by the Joint Domestic Abuse Board.

A good example of how this can work in practice is the Multi-Agency Risk Assessment Team (MARAT) which operates in Essex and a similar arrangement that operates in Southend. This is a multi-disciplinary team consisting of social care professionals, police, Independent Domestic Violence Advisor service workers and others who look into specific cases and develop safety plans for victims and strategies for dealing with individual cases. In Thurrock, a multi-agency safeguarding hub provides a similar service. These models have been recognised nationally as good practice and scrutiny over them is maintained through the Domestic Abuse Board.

As well as investing in better ways to tackle and manage existing behaviour, we also, in line with our approach to other forms of crime, continue to invest heavily in prevention and making it easier to report offences. In the 2016-2017 year, Essex Police ran the successful and award-winning Reflect campaigns which used highly targeted media campaigns to challenge and tackle the behaviour of potential offenders.

We also continue to focus on more targeted programmes, such as J9 and Risk Avert. Working with professionals, the J9 programme provides training in how to spot the signs of abuse and information on how and where to refer people, while Risk Avert is a programme delivered free of charge in Essex schools. Risk Avert involves anonymously surveying all students with a range of questions intended to assess their understanding of risk and to flag those young people who are demonstrating or displaying risky behaviours. Where at-risk individuals are identified, they are given targeted interventions to help them to better understand risk and to help them to make better decisions.

The Drive project aims to reduce the number of child and adult victims of domestic abuse and focuses on ex/partners of victims. The Drive project combines intensive case management with perpetrators and local multi-agency work to create change.

Other innovative arrangements, such as embedding Independent Domestic Abuse Advisors within A&E departments, offer new ways for those affected by domestic abuse to come forward and report crime. This project, which started with three A&E departments in Essex, will be expanded to five hospitals in the coming year.

However, while the approach continues to show strong partnership working and innovative thinking, the solve rate for domestic violence has fallen over the reporting period by 4.5 per cent to 26.2 per cent. This is of concern and we will continue to work closely with partners and hold the Chief Constable to account to better understand the factors impacting this and what needs to be done to see significant improvement.

“As a result of awareness campaigns there is now a greater willingness from victims to come forward and report crime.”



“The embedding of Independent Domestic Abuse Advisors within A&Es which started with 3 A&Es in Essex will be expanded to 5 hospitals in the coming year.”



Serious violence

While Essex remains a safe county, serious crime continues to be of concern, with the number of violence with injury offences increasing by 7.7 per cent (897 offences) over the reporting period. 32 per cent of these were domestic abuse related.

Even though this increase is reflected across the country, the situation in Essex is of concern and more needs to be done to identify and divert those most at risk of committing serious crime. Included in Operation Raptor, which is discussed in more detail within the gangs and organised crime section, there is a focus on tackling hotspots and patterns of knife crime within the county.



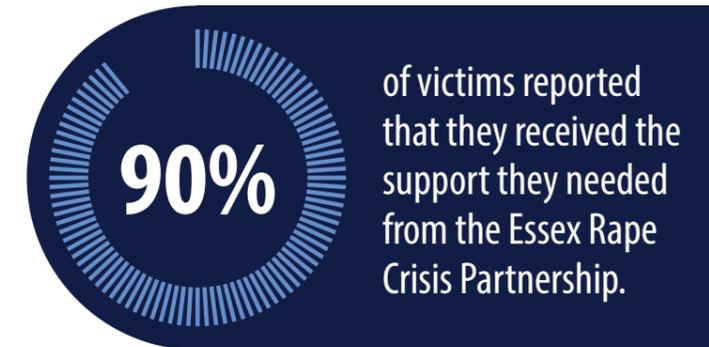
positive trend, given the low numbers involved we need to be cautious about becoming complacent.

Reducing reoffending - A significant achievement this year has been the development of The Essex Partnership Reducing Reoffending Strategy. This sets out how agencies across the Southend, Essex and Thurrock areas will work together to reduce reoffending by adults and young people. This approach focuses on early intervention to prevent people from getting involved in offending in the first place and working to reduce reoffending among those who do offend. This work builds on recent successes, including:



Sexual abuse

This is an extremely serious and deeply impactful harm, especially when the victims are among the most vulnerable members of society. Working with local criminal justice and safeguarding partners, I have made commitments to increase awareness and understanding of these crimes and to improve the response to victims and perpetrators. I have commissioned the Essex Rape Crisis Partnership (ERCP) to deliver specialist support services for all victims of sexual abuse across Essex, including recent and historic cases of rape and sexual assault. This service commenced in April 2016 and is delivering excellent outcomes for victims, with more than 90 per cent of victims reporting that they received the support they needed.



Essex Rape Crisis Partnership provides advocacy services through Independent Sexual Violence Advisors (ISVAs) who help individuals through the criminal justice service. They also provide therapy, counselling and other longer-term support, including advice or referral and signposting to other support services which enable victims to cope and recover from the harm they have experienced. I am proud to have been able to provide a more stable and consistent support service for victims of sexual abuse. But, we know that challenges remain in this area as demand for this type of support is increasing rapidly due, in part, to some high profile national cases and improving referral and signposting mechanisms as a result of improved awareness.

Over this same period, the number of rapes reported increased by 8.6 per cent for offences against victims under the age of 16 and 9.7 per cent for offences against victims over the age of 16. 44.8 per cent of those offences committed on people over the age of 16 were domestic-abuse related. As part of the response to this data, I recommended a rape scrutiny panel be established to understand and review the evidence, practice and performance to help support significant improvements in this area.

15,000
knives off the streets



Local activity is co-ordinated to coincide with the national Operation Sceptre, which allows Essex Police to keep the dangers of carrying knives on the public agenda. During this reporting period, there were more than 40 Operation Sceptre related arrests and significant amounts of publicity and public engagement.

During the year, I continued to support the work undertaken by organisations such as Only Cowards Carry where I funded six amnesty bins. At a total cost of £25,000, this investment helped to get 15,000 knives off the streets. I also provide annual grant funding to the three upper tier local authorities to support the work of their drug and alcohol teams. This money is used to fund treatment and recovery services, establishing referral pathways such as drug testing on arrest and support programmes such as peer mentoring.

In contrast to the increase in violence with injury offences, the number of homicides over the same period has reduced from 34 in 2016 to 15 in 2017, a significant 55.9 per cent reduction. While this is a

Gang and organised criminal behaviour is a key driver for other forms of criminality and my commitment is to make sure crime doesn't pay, to tackle these forms of crime and to prevent the exploitation of vulnerable people.

Gang and organised criminal behaviour is a key driver for other forms of criminality and my commitment is to make sure crime doesn't pay, to tackle these forms of crime and to prevent the exploitation of vulnerable people.

On the ground, our fight against gangs is led through Operation Raptor. This is a significant operation which aims to target offenders, support victims, increase the intelligence received from the community, identify and address knife crime hotspots, work with schools to identify those most vulnerable to exploitation and work with other partners to stop the supply of drugs through "county lines".

Between January and July 2017, Operation Raptor teams across the county arrested 279 people, charged 130 people, submitted 484 intelligence reports, seized about £100,000.00 in cash and seized 31 vehicles.

These results have led to more than £500,000 being allocated to crime prevention programmes in 2016-2017 from proceeds of crime and helping to make sure crime doesn't pay.

279 arrests

130 charged

484 intelligence reports



£500,000
seized in criminal assets.

£200,000

invested in 2 year
Gangline Pilot funding.



As well as tackling those gangs and organised criminals driving this criminal behaviour, we are also investing in preventative programmes and better collaboration to help partners through the county to tackle gang behaviour in their own communities. My office is working with partners to develop a multi-agency Gangs and Vulnerability Strategic Framework, where all agencies can sign up to common approaches to tackling gangs and keep vulnerable people and communities safe.

In terms of gang members, we have invested £200,000 in a series of pilots run by the voluntary sector organisation Gangline in some of the highest risk areas in the county. These pilots will train more than 1,000 people from secondary schools, pupil referral units and community safety partnerships to identify young people at risk of being exploited by gangs. Once identified, those at risk of being exploited are supported by a network of highly skilled specialists, including some ex-gang members who work with young people at risk to tackle the issues affecting them and help them to turn their lives around.

Gangline has a proven track record of effectively addressing the root causes of why young people get caught in gang membership. Issues such as family breakdowns, anger, the consequences of societal rejection, emotional hurt, unresolved conflict, a (missing) sense of belonging, the dangers of the disillusioned and the despair of struggling parents and absent fathers have all had a massive contribution to the choices made by many of our

"Ex-gang members... work with young people at risk to tackle the issues affecting them and help them turn their lives around."

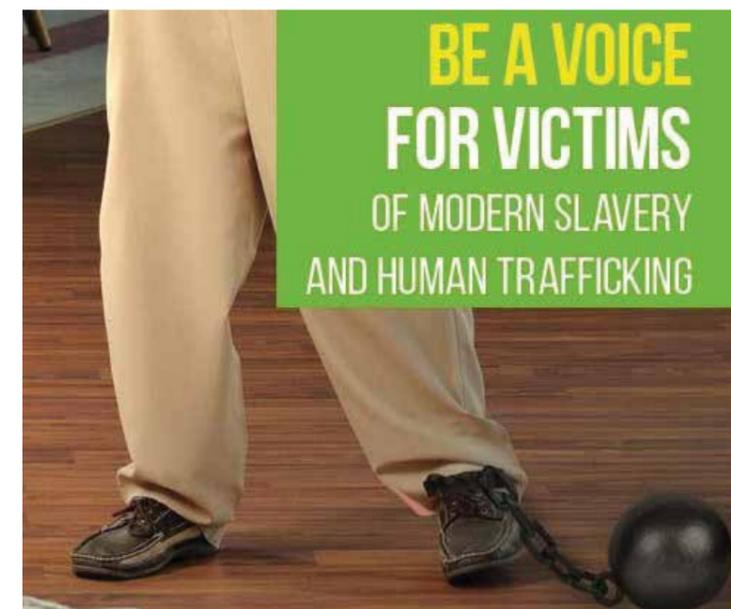
socially excluded young people. Gangline focuses on notions of responsibility, morality, positive thinking, anger management, self-belief, leadership, success and purpose to help support these young people.

Drugs remain as the most common commodity associated with organised criminal gangs with consequences for the wider community. The joint efforts of Essex Police and Kent Police through the Serious Crime Directorate are focussed on this threat which is regularly monitored by the PCC through the Essex and Kent PCC Collaboration Board.

Modern slavery is a growing area of concern, with significant anticipated under-reporting and some of the most vulnerable victims in our community. We have partnered with the Kent PCC to fund a new anti-slavery partnership co-ordinator.

This role brings partners together, has successfully developed an action plan and delivered initiatives and interventions such as our modern slavery safe house.

In September 2016, Essex Police implemented a Tactical Anti-Slavery Group which facilitates partnership working and sharing good practice and promotes data and intelligence sharing between partners.



Ensuring children and vulnerable people are appropriately safeguarded and receive the help and support they need is an important priority within the Police and Crime Plan. It is also an area where the public rightly expect the police to offer a high level of service.

The 2015 PEEL Vulnerability report, where Essex Police's response to children in need of help and protection was judged to be "inadequate", made it clear there was a lot of work to be done in this area. My predecessor as Police and Crime Commissioner, who was in office at the time, along with the Chief Constable put significant effort into improving this area. It was very positive that these efforts were recognised by HMIC during their 2017 re-inspection report. In this report, HMIC found the force had "acted decisively on these findings and is making improvements and addressing shortcomings". While it was noted it is too early to know if these changes are having an effect on the frontline, the early indications are positive.

However, given the level of improvement required and the clear importance of this area, we have continued to maintain close scrutiny in this area and work with Essex Police to ensure these actions are embedded effectively.

At a strategic level, we work actively on the Safeguarding Boards for Essex, Southend and Thurrock. Under Section 13 of the Children Act 2004, these boards hold the statutory responsibility to act as the lead organisation for adult safeguarding and oversee and co-ordinate the effectiveness of the safeguarding work of its member and partner agencies.

This shared approach has significant potential and, while there is some variation in how the boards operate, having all responsible agencies working closely together presents significant opportunities and positive outcomes in keeping children safe.

The office for the PCC and Essex Police are active members of the safeguarding boards, which provide training and deliver targeted communications campaigns to up-skill and raise awareness of key

issues, such as the recent "I didn't know" campaign focusing on raising awareness of child sexual exploitation.

Over the last 18 months, one area which has developed significantly is around the treatment of individuals experiencing mental health crises. In collaboration with the Essex Health Economy and Essex Police, I have facilitated new legislation in relation to Section 136 of the Mental Health Act which will ensure individuals in mental health crisis are no longer arrested, but receive appropriate assessment and intervention within a health based place of safety. This, in effect, means only individuals displaying extreme violence will be detained in custody.

At a local level, we have developed the Crisis Care Concordat, a new arrangement signed by key partners which sets out how relevant organisations should work together effectively to help people when they are having a mental health crisis. We have also invested further in Street Triage, a joint service

between Essex Police and local NHS providers. This has significantly reduced the pressure on Essex Police and partner resources and, more importantly, has provided a more responsive and more appropriate intervention to those in mental health crisis.

Following the success of this arrangement, Essex Police are aligning their police custody healthcare service with Street Triage and liaison and diversion to deliver an integrated health and justice model for Essex – this new service will commence in April 2018.

Essex Police and my office also work closely with communities through independent advisory groups which provide feedback to Essex Police regarding policies, procedures and incidents.

"We have invested further in the Street Triage service which has provided a more responsive and more appropriate intervention to those in mental health crisis"

"Ensuring children and young people are appropriately safeguarded ... is an area where the public rightly expect the police to offer a high level of service."



Firebreaks

The PCC has used the Community Safety Development Fund to contribute to Essex County Fire and Rescue Service's Firebreak programme. Firebreak is a week-long programme which works with young people to break the cycle of negativity, aiming to reduce reoffending and ASB. During the intensive week-long fire station-based course, students gain confidence and develop vital life skills, while experiencing the techniques used by firefighters in their working lives. The PCC has funded a range of Firebreak courses, including some specifically focused on a cohort of young people known to be involved in ASB. Each course is evaluated, with positive results of young people not representing following involvement in the programme.

Hate crime reporting

Stop Hate UK reporting line is funded through the PCC's office and supports victims and professionals as well as facilitating reports to police. This is further supported by our hate crime partnership co-ordinator who promotes the work of the hate crime partnership and ensures the effectiveness of our local arrangements.



More people are injured on our roads than in any other form of crime put together so I am committed to improving safety on our roads and reducing the number of people killed or seriously injured. The work myself and Essex Police do in this area is through the strong working relationship we have with the Safer Essex Roads Partnership (SERP).

During 2016-2017, Essex moved to a new reporting system which provided an easier and more consistent reporting process across the county. This new system has led to a significant increase in the number of recorded offences and made it hard to see a true year-on-year comparison. As we have been using the system for a number of years, we can now see in 2017-2018 a clear downwards trend in the number of offences on the roads, however, this is not reflected in this year's statistics.

A key part of reducing the number of offences on our roads is the promotion and uptake of safe driving programmes. These have been shown to have a positive effect on driver behaviour. In 2016-2017, 60,734 courses were delivered compared to 47,116 in 2014-2015. These courses can be either theory based or practical and are designed to tackle the specific

dangerous behaviour shown by the driver, whether speeding or careless driving.

Essex Police have also continued to run successful awareness campaigns to encourage the reporting of driving related offences. In 2015 under Operation VALE, a specialist email address was introduced to

encourage road users to report incidents of poor driving. More than 2,500 messages were received, providing valuable intelligence and resulting in a range of measures, including more than 120 warning letters being issued. More than 103 messages also provided footage from dash cams or go-pro cameras. This concept has now been picked up nationally and

Safer Essex Road Partnership will offer an enhanced service in 2017 under the Extra Eyes campaign.

"More people are injured on our roads than any other form of crime put together"



With the increase in drug-driving, Essex Police have continued to train specific frontline officers in the use of roadside drug wipes, including all road policing officers and Special Constables plus proactive teams focused on disrupting drug gangs. Essex Police have been recognised by the Department for Transport for this approach.



8990
offences reported by Community Speed Watch.



13,608

increase in number of driver offender courses attended compared to previous year.



The force have also been recognised for their recent move into online reporting. This has improved recording and investigations leading to a better level of service to the public and a more timely receipt of collision data. This is used by statutory agencies, including the Department for Transport and Highway Authorities, in directing measures to improve road safety through education, enforcement and engineering.

Community Speed Watch also continues to offer a valuable service and another way for members of the public to participate, with 370 trained volunteers within 76 active groups. From January 2017 through to the end of July 2017, Community Speed Watch carried out 752 sessions, recording 8,990 offences. More than 40 new sites have been evaluated and put forward for approval and there are a number still awaiting approval. CSW groups have actively supported Surround a Town events and national road safety days.

Summary of accounts

Performance Data

What the money was spent on in 2016/17

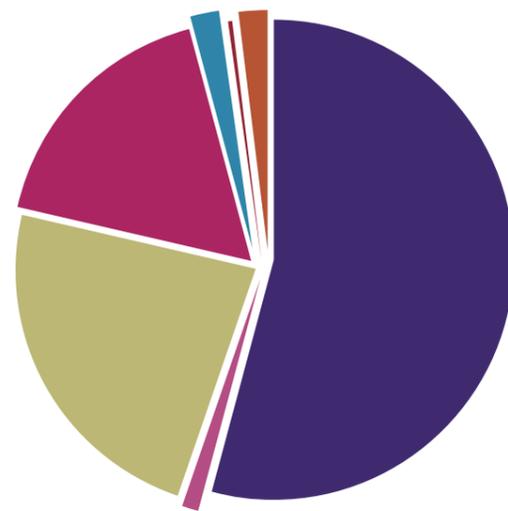
| Revenue Expenditure | 2016/17 |
|---|----------------|
| Police officer pay & allowances | 159,556 |
| Police community support officers | 3,431 |
| Police staff pay and allowances | 68,988 |
| Premises, Transport, Supplies and Services, Third Party and transfer to earmarked reserve | 50,151 |
| Income | -27,920 |
| Operational Expenditure | 254,206 |
| Office of the Police and Crime Commissioner | 1,230 |
| Police and Crime Commissioner grants | 5,292 |
| Contribution (from) / to general reserve | - |
| Net Revenue Expenditure | 260,728 |
| Transfer to Earmarked Reserve | 5,551 |
| Total | 266,279 |

| Funding Sources | 2016/17 |
|---------------------------|----------------|
| Police Grant | 102,783 |
| DCLG Grant | 55,933 |
| Council tax precept | 92,644 |
| Council tax freeze scheme | 2,133 |
| Council tax support grant | 10,992 |
| Collection fund surplus | 1,794 |
| Total | 266,279 |

Amount spent on different policing services in 2015/16

| | |
|--------------------------------------|----------------|
| Force Executive and Corporate Centre | 10,249 |
| Control Room and Incident Management | 17,507 |
| Local Policing | 85,069 |
| Crime and Public Protection Command | 28,438 |
| Custody and Criminal Justice | 15,561 |
| Operational Policing Command | 20,456 |
| Serious Crime Directorate | 26,271 |
| Support Services Directorate | 42,763 |
| Police & Crime Commissioner | 4,384 |
| Central Costs | 13,770 |
| National / Misc. Costs | 1,811 |
| Total expenditure | 266,279 |

| |
|---|
| Police Officer Pay and Allowances |
| Police community support officers |
| Police staff pay and allowances |
| Premises, Transport, Supplies and Services, Third Party |
| Transfer to earmarked reserve |
| Office of the Police and Crime Commissioner |
| Police and Crime Commissioner grants |



| Police and Crime Plan Priorities | Police Priority Indicators | 12 months to Mar 2016 | 12 months to Mar 2017 | Number Difference | % Difference | Further Info |
|---|--|----------------------------------|-----------------------|-------------------|--------------|--------------|
| Priority 1 - More local, visible and accessible policing | Percentage of people who have confidence in policing in Essex ^{1,2} | 58.8 | 51.6 | -7.2 | - | pages 6 - 9 |
| | Number of all crime offences | 111,022 | 120,665 | 9,643 | 8.7 | |
| Priority 2 - Crack down on anti-social behaviour | Number of anti-social behaviour incidents | 52,732 | 52,170 | -562 | -1.1 | pages 10-11 |
| | Percentage of people who have confidence that the policing response to ASB is improving ¹ | Data are not currently available | | | | |
| Priority 3 - Breaking the cycle of domestic abuse | Number of incidents of domestic abuse | 30,719 | 32,009 | 1,290 | 4.2 | pages 12-13 |
| | Number of repeat incidents of domestic abuse ³ | n/a | 13,489 | - | - | |
| | Percentage of domestic abuse offences solved | 30.7 | 26.2 | -4.5 | - | |
| Priority 4 - Reverse the trend in serious violence | Number of homicides | 34 | 15 | -19 | -55.9 | pages 14-15 |
| | Number of violence with injury offences | 11,680 | 12,577 | 897 | 7.7 | |
| Priority 5 - Tackle gangs and organised crime | Number of Organised Criminal Group disruptions ⁴ | n/a | n/a | - | - | pages 16-17 |
| | Number of drug offences in relation to Trafficking of Drugs | 582 | 606 | 24 | 4.1 | |
| Priority 6 - Protecting children & vulnerable people | Number of child abuse outcomes ⁵ | 381 | 330 | -51 | -13.4 | pages 18-19 |
| | Number of driving related mobile phone crime on Essex roads | 5,648 | 4,417 | -1,231 | -21.8 | |
| Priority 7 - Improve safety on our roads | Number of driving under the influence of drink and/or drugs on Essex roads | 1,757 | 1,719 | -38 | -2.2 | |

¹ This question has been included in the survey that has been commissioned by the PCC and Essex Police, with the results being available quarterly from the end of 2017.

² Crime Survey for England and Wales (CSEW) - 12 months to March 2017 vs. 12 months to March 2016.

³ The number of repeat incidents of domestic abuse is for the 12 months to March 2017. The previous period cannot be produced due to a change in how this measure is captured.

⁴ The number of Organised Criminal Group disruptions can not be produced this month due to a recent change in the definition (January 2017). Data will be available from April 2017.

⁵ Solved outcomes are crimes that result in: charge or summons, caution, crimes taken into consideration, fixed penalty notice, cannabis warning or community resolution (it should be noted that not all of these are applicable to child abuse outcomes).

Moving forward

During this reporting period, we have established a strong foundation on which to build over the next three years. In particular, our work with partners and the public to develop the Police and Crime Plan 2016-2020 has established a clear set of priorities and focus.

As well as refocusing our efforts on increased local, visible and accessible policing, we have successfully redirected the resources we have. By moving out of a number of old and out-dated police stations, we have been able to reinvest these resources into the modernisation of Essex Police through programmes such as Mobile First. While this is still in the early stages, it has already started to make a difference in our communities with officers saving about 20 minutes per shift due to the availability of Samsung handheld devices. As further investment is made, this saving should increase with communities starting to feel a tangible difference.

While we have established a strong foundation there is still much to do. Over the next three years:

- We will continue to **refocus** our resources away from operationally outdated police stations and into modernisation programmes.
- We will **support** our officers to have the technology they need to be mobile, increasing their visibility within their communities.
- We will continue to **build** the capability and capacity of the Special Constabulary.
- We will **champion** public participation in policing including a strong emphasis on volunteering.
- We believe victims should **be at the heart** of the Criminal Justice system and will continue to place a **special emphasis** on their needs.
- We will work in **close partnership** with agencies and organisations across Essex including health, local authorities, voluntary organisations, community safety partnerships, criminal justice agencies and business, rural and local communities.
- Through **joint governance** of police and fire services, we will invest more in community safety and prevention activity in local communities, while at the same time enabling our police officers and fire officers to deliver further improvements at a local level.
- We will **reduce the risk** of re-offending by getting offenders out of crime and into employment and training, accommodation and healthy relationships.
- We will continue to **stay in touch with the people of Essex**, undertaking a robust public engagement programme, welcoming challenge and debate and ensuring the public have access to the information they need to understand and review the work that we do.

Beyond this, we will continue to be accountable to the people of Essex, we will be open and transparent and deliver on our priorities set out in the Police and Crime Plan 2016-2020.

