

Essex Police

Performance Update

December 2014

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Monthly Performance Report: December 2014

1. Reducing Domestic Abuse

Performance Information

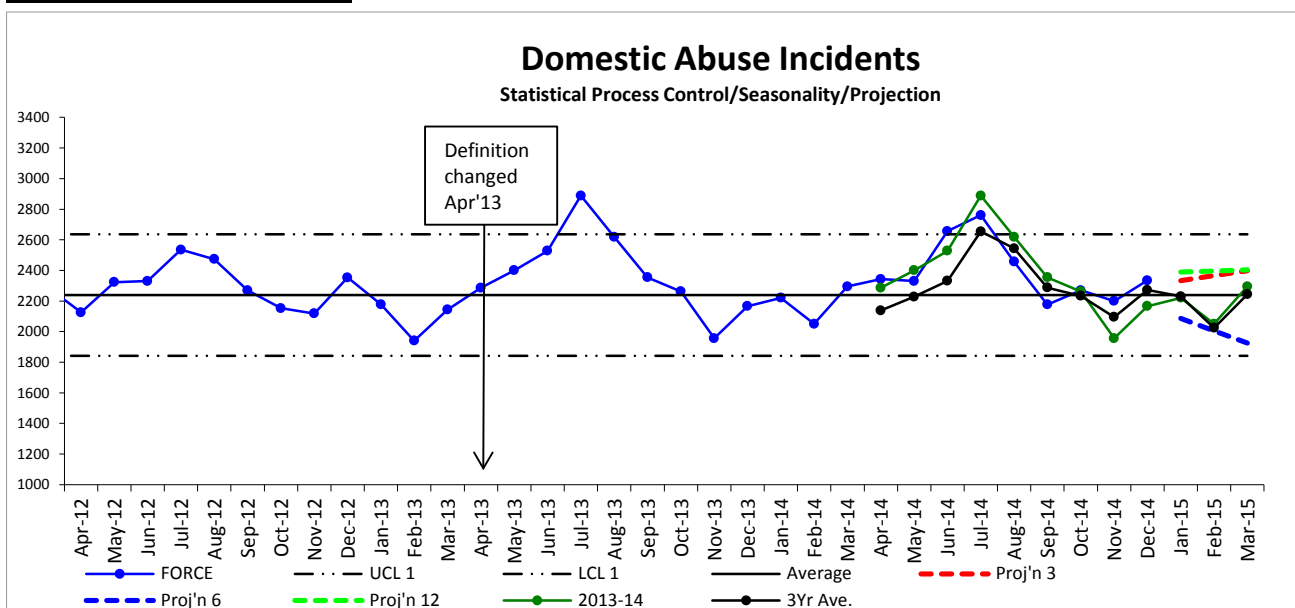
1. Reducing Domestic Abuse Data to Dec 2014 (unless stated otherwise)	12m Last Year	12m This Year	Better/ Worse % or % pt. diff.	Yr on Yr diff. Improved/ Worsened since Nov 2014
Number of domestic abuse incidents	27696	28095	1.4	Worsened (1.3% pt.)
Number of repeat incidents of domestic abuse	13546	13351	-1.4	Worsened (1.5% pt.)
Number of domestic abuse offences	9222	10825	17.4	Improved (-0.5% pt.)
Number of repeat offenders of domestic abuse	57	64	12.3	Worsened (17.4% pt.)
Domestic abuse solved rate	44.3%	41.0%	-3.3	Worsened (-0.6% pt.)
Number of successful prosecutions for domestic abuse without the victim	N/A	9	N/A	N/A

The number of successful prosecutions for domestic abuse without the victim is for the month of December 2014.

The number of repeat offenders of domestic abuse is for the months of June 2013 and June 2014. The time lag is due to Essex Police following the national re-offending definition that allows six months for the offender to be identified and the appropriate disposal made.

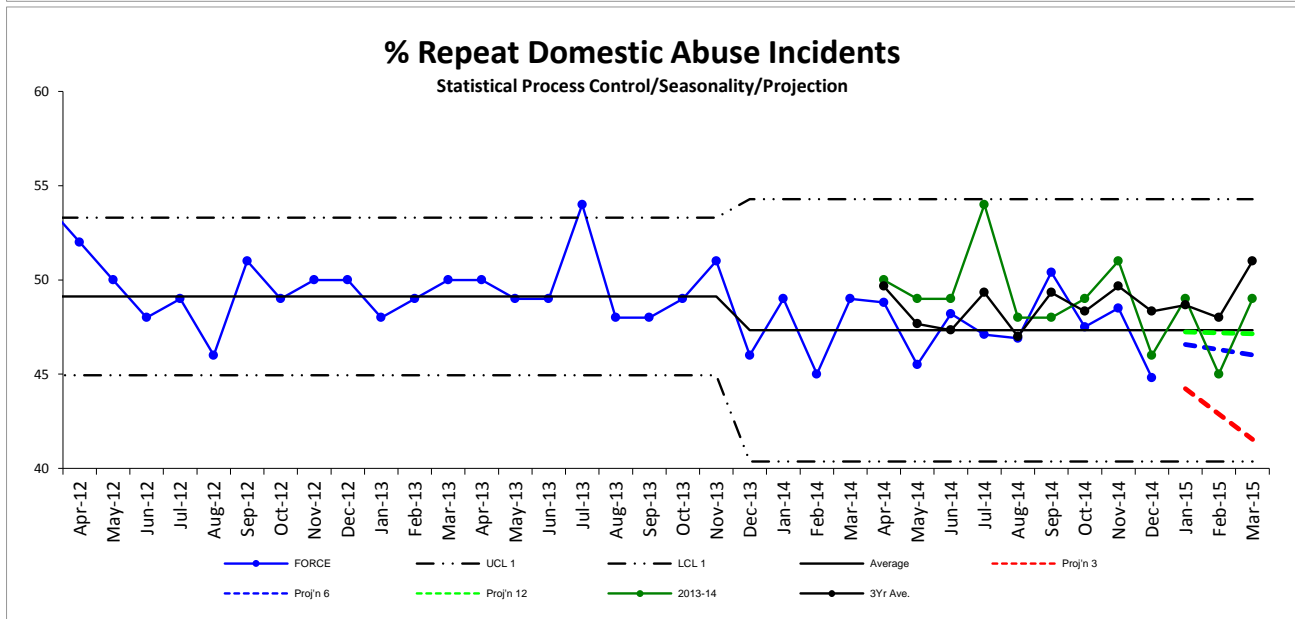
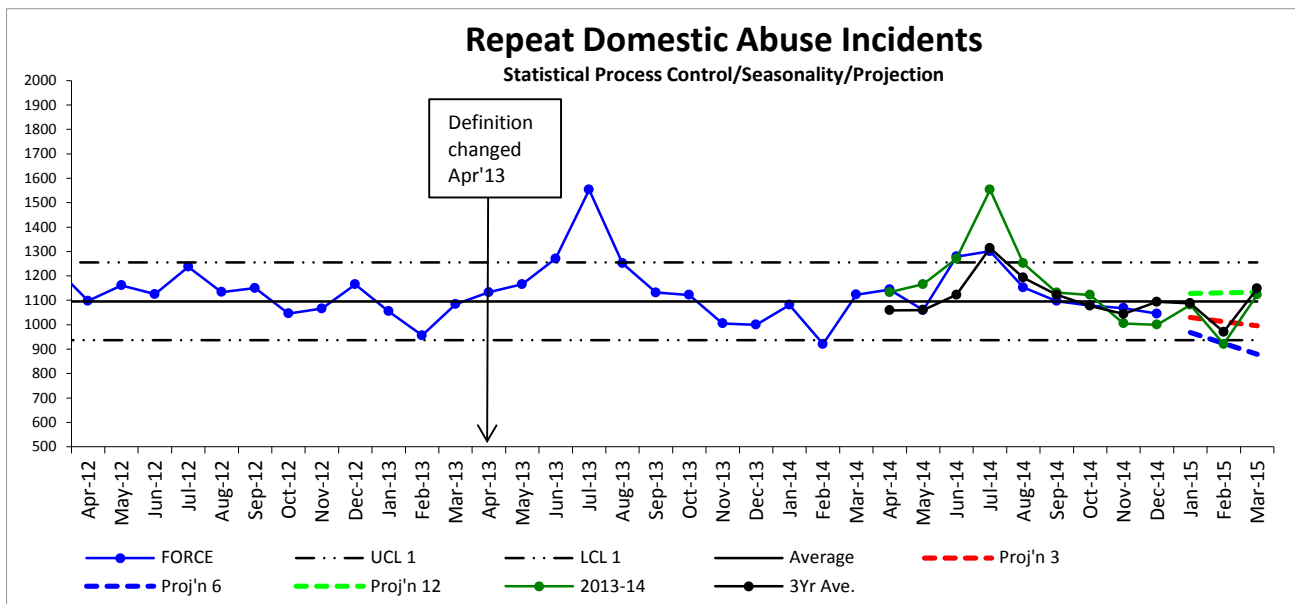
The number of repeat offenders of domestic abuse uses re-run figures for last year.

Management Information



Monthly Performance Report: December 2014

1. Reducing Domestic Abuse



Domestic Abuse Action Plan 2014/15

Police forces across England and Wales have been required to produce an action plan setting out how they will improve their response to domestic abuse. The action plan is designed to address issues identified by HMIC in recent national and local reports, and is underpinned by 125 core competencies.

The specifics of the plan are designed to address those areas of work where self-assessment has identified shortcomings in Essex Police policy and procedure.

The action plan is a public facing document and was published on the Essex Police website on 1st October 2014.

Monthly Performance Report: December 2014

1. Reducing Domestic Abuse

Domestic Violence Disclosure Scheme (DVDS)

The force implemented the new legislation on 7th March 2014. Performance data¹ can be seen below:

- Number of right to ask applications made: **94**
- Number of right to ask applications approved: **16**
- Percentage of right to ask applications approved: **16%**
- Number of right to know applications made by the CRU: **102**
- Number of right to know applications approved: **46**
- Percentage of right to know applications approved: **45%**

Domestic Violence Prevention Orders and Notices (DVPO and DVPN)

Following successful pilots in three separate force areas and the publication of Home Office guidance, Essex Police launched the domestic violence prevention order process in June 2014. Performance data² can be seen below:

- Number of DVPN applications made: 256
- Number of DVPNs rejected: 27
- Number of DVPOs granted: 201
- Number of DVPOs rejected: 15
- Number of reported breaches: 46

A more detailed analysis of DVPO performance will be included in the domestic abuse quarterly report presented to the February Performance Scrutiny meeting.

Acute Victim Safety Planning

Utilising a recency, frequency and gravity (RFG) methodology similar to that employed within Operation Shield, Essex Police is now able to identify those victims of domestic abuse who are at the very highest risk of harm.

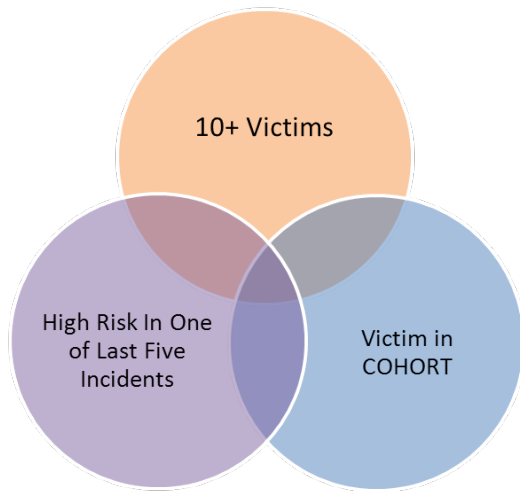
Utilising this data, and combining it with the DASH risk assessment and frequency of contact (illustrated below), approximately 40 acute victims have been identified.

¹ Correct as of 8th January 2015

² Correct as of 8th January 2015

Monthly Performance Report: December 2014

1. Reducing Domestic Abuse



These victims benefit from proactive safeguarding and contact each month and increased support from local officers.

Safeguarding Scrutiny Panel

Working with partners, Essex Police has established a safeguarding scrutiny panel which is designed to review safeguarding decisions made by professionals throughout a victim's journey. The panel has an independent chair and has multi-agency participation.

Further details on this, and the acute victim safety planning process will be made available in the more comprehensive update due to be provided at the February performance meeting.

MARAC

The triage system implemented in previous months continues to operate within the Joint Domestic Abuse Triage Team (JDATT). Whilst some initial progress was made, there are currently 165 cases scheduled to be heard outside of the 6 week period recommended by Co-ordinated Action Against Domestic Abuse (CAADA). Decisions regarding cases progressing to a Multi-Agency Risk Assessment Conference (MARAC) meeting are now made within a more appropriate multi-agency environment, although it is acknowledged that the process must continue to develop.

Monthly Performance Report: December 2014

2. Supporting Our Victims of Crime

Performance Information

2. Supporting Victims of Crime Data to Dec 2014 (unless stated otherwise)	12m Last Year	12m This Year	Better/ Worse % or % pt. diff.	MSG Ranking	Yr on Yr diff. Improved/ Worsened since Nov 2014
User Satisfaction - Making contact with the police	95.1%	93.6%	-1.5	7	Worsened (-0.6% pt.)
Confidence interval	1.1%	1.3%			
User Satisfaction - Action taken by the police	82.7%	81.5%	-1.2	5	Improved (0.5% pt.)
Confidence interval	1.7%	1.8%			
User Satisfaction - Being kept informed of progress	76.7%	76.0%	-0.7	6	Worsened (-0.4% pt.)
Confidence interval	1.9%	2.0%			
User Satisfaction - Their treatment by staff	92.5%	92.0%	-0.5	8	Improved (0.5% pt.)
Confidence interval	1.2%	1.2%			
User Satisfaction - The overall service provided	82.3%	80.6%	-1.7	8	Improved (0.5% pt.)
Confidence interval	1.7%	1.8%			
Emergency incidents attended within standard (90% attended within 15 mins in urban areas or 20 mins in rural areas)	91.1%	84.7%	-6.4	n/a	Worsened (-1.1% pt.)
Emergency calls answered within standard (90% within 10 seconds)	94.1%	85.8%	-8.3	n/a	Same
Ensure that the average waiting time for a person calling our switchboard (non-emergency calls) is no more than 15 seconds	9	7	-2	n/a	Same

The Essex Most Similar Group (MSG) consists of Avon & Somerset, Derbyshire, Hampshire, Hertfordshire, Leicestershire, Staffordshire and Sussex.

The user satisfaction MSG ranking is for the 12 months to September 2014.

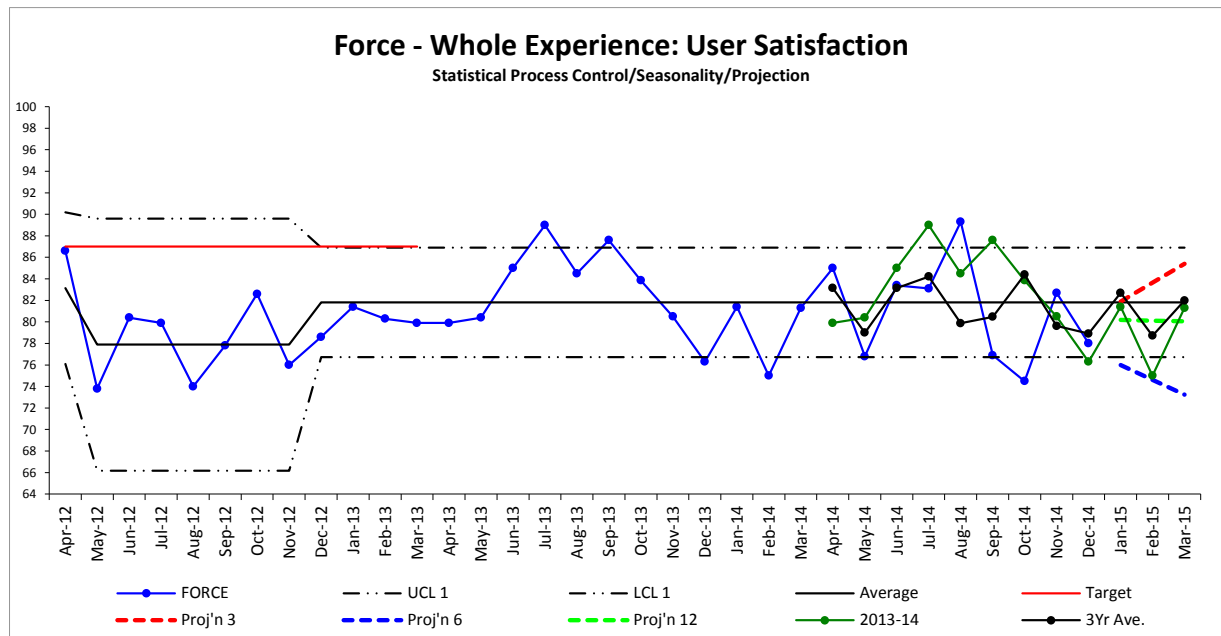
MSG ragging - green is better than the MSG average, red is worse and black is the same as the average.

User satisfaction is measured using feedback from a sample of dwelling burglary, vehicle crime and violent crime victims.

Monthly Performance Report: December 2014

2. Supporting Our Victims of Crime

Management Information



Satisfaction

The satisfaction results for the last 12 months to December 2014 relate to user satisfaction surveys undertaken for crimes between 11 September 2013 and 28 October 2014.

The rolling year results show that victims' satisfaction levels have fallen slightly compared to the same period last year in all of the five areas tested (satisfaction with ease of contact, action, follow-up, treatment and whole experience) but this fall is not statistically significant in any of the categories.

To help improve satisfaction levels a new Resolution Desk has been set up in the Force Control Room to resolve more incidents at the first point of contact, ensure callers know what will happen next and when, as well as to give more time to those callers requiring more information or help during their initial contact.

The new Public Contact Programme has been formally set up during this reporting period. The aim of the programme is to provide members of the public, victims and witnesses with the same level of end to end service they experience from industry leaders in customer service, however, whenever and whatever they contact us about.

The programme will deliver a seamless choice of contact and resolution opportunities, providing a consistent quality of service, which reflects the changing ways members of the public want to find information about, and receive services relating to all non-emergency policing activities and services.

This will be achieved by designing and implementing a new operating model for public contact. This proposal links closely with the development of a new range of victim support services across Essex, commissioned by the PCC and our multi-channel public contact service will link with services such as 'Track my Crime' and victim support services.

Monthly Performance Report: December 2014

2. Supporting Our Victims of Crime

This programme of work will develop the following:

- A deeper understanding of the reasons why the public call 101, by using speech analytics or better alternative, to analyse and categorise 101 calls to inform the final public contact solution.
- A public and victim centric way of working - services based on the needs of the individual. A new proactive 'contract' with the public, developed with the public, victims and witnesses.
- A multi-channel, mobile enabled approach – web to end through smart phones, tablets, desktops, telephone or in-person.
- A customer relationship management system catered to police and public requirements. The two-way system will allow the linking of all police systems so all the caller/users information is available at the touch of a button.
- The ability for public contact centre staff to seamlessly manage and capture interactions with the public, from the first point of call, social media contact, or station visit, through every subsequent point of contact to provide a holistic service from one screen.
- Resolution at the first contact – an upskilled workforce capable of resolving a range of non-emergency issues not requiring the attendance of a police officer by a range of solutions to interact with the public, including web chat, online forms and enquiries.
- Reduced bureaucracy for police and public – a single log-in approach so users can quickly see the range of services relevant to them (such as the progress of their investigation or case, available support services and entitlements under the Victims' Code of Practice) in one place without the need to re-enter details.
- An end to end service for victims of crime, linking information, advice and support.
- Maximise opportunities and benefits from Athena and mobile policing to ensure police officers and police staff have access to contact records and contact history from their mobile devices, with the potential for shared information across multiple police forces and agencies.

Call Handling

The force experienced a drop in the establishment figures at the start of the summer due to leavers outstripping the pace of new recruitment. Increasing recruitment and training processes are now well underway and delivering an improvement on the performance with support of Op Marconi. This is being stepped down throughout December and January. The month on month figures have improved for September, October, November and December 2014.

Overall, the rolling 12 months data does not reflect the recent month on month performance improvement; the poor performance of the spring and summer period, for the reasons highlighted above, will continue to adversely affect the rolling 12 months data until we pass the corresponding spring and summer period this year.

Monthly Performance Report: December 2014

2. Supporting Our Victims of Crime

Switchboard Calls

This continues to be an area in which we perform well. Performance has been maintained despite additional triage responsibilities to increase the FCR's (Force Control Room) direct referral into the Crime Bureau. At times of peak demand in Crime Bureau, switchboard will also undertake a 'call busting' function for them, and the performance impact will be monitored.

Response

The FCR leadership continues to work closely with LPA Commanders to maximise available resources to respond to emergency calls. At a local level response times are reviewed three times per day through the Pacesetter meeting by the Duty Command Team, who ensure the best distribution of resources to meet demand.

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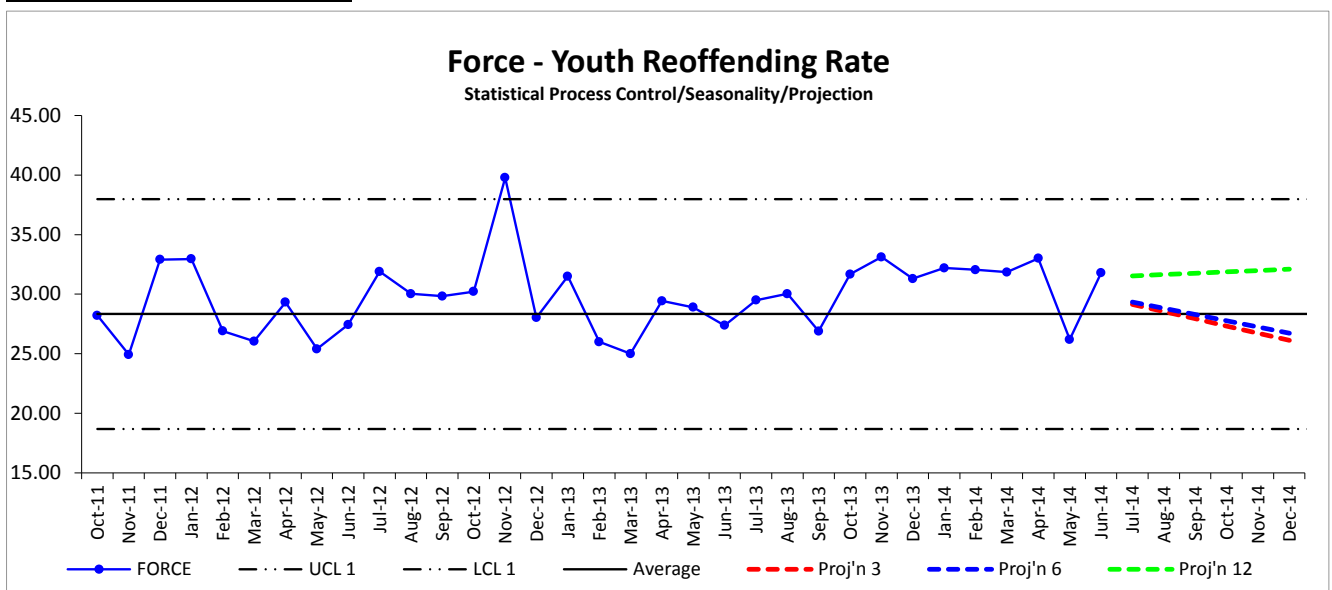
3. Reducing Youth Offending and Re-offending in General

Performance Information

3. Reducing Youth Offending and Reoffending in General Data for Jun 2014	Monthly Last Year	Monthly This Year	Monthly Better/ Worse % or % pt. diff.	Yr on Yr diff. Improved/ Worsened since May 2014
The number of youth offenders	336	296	-11.9	Worsened (0.6% pt.)
The number of adult offenders	1707	1626	-4.7	Improved (-2.1% pt.)
The number of youth offenders who re-offend	110	94	-14.5	Worsened (9.8% pt.)
The number of adult offenders who re-offend	435	400	-8.0	Improved (-13.3% pt.)
Youth re-offending rate	32.7%	31.8%	-0.9%	Worsened (3.1% pt.)
Adult re-offending rate	25.5%	24.6%	-0.9%	Improved (-2.9% pt.)

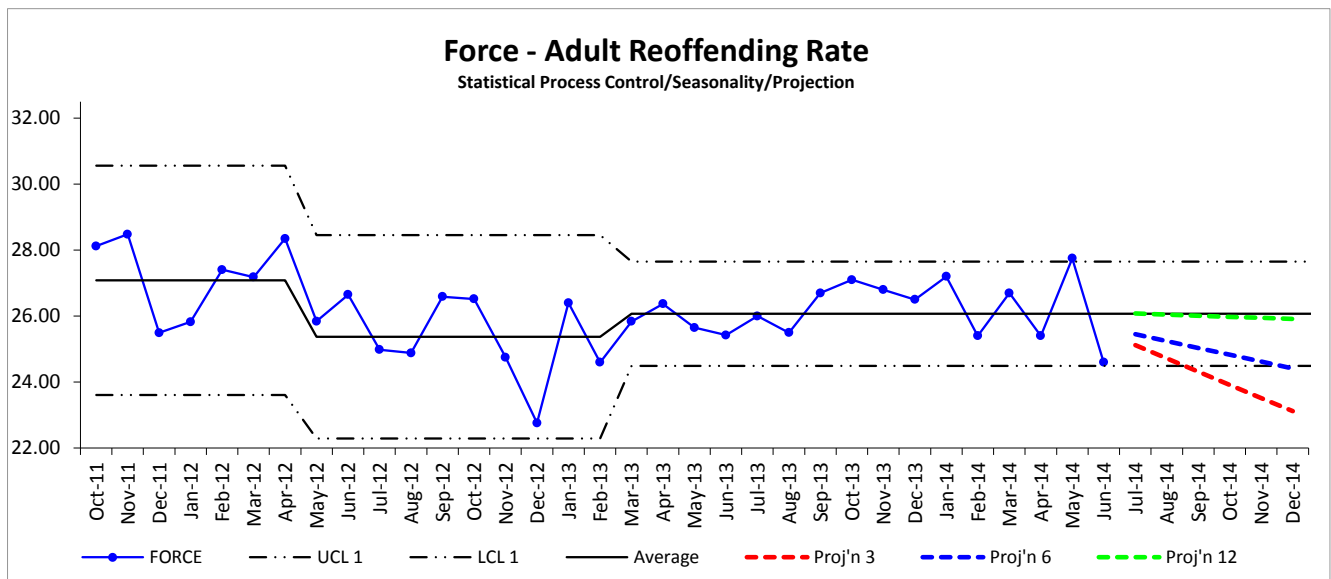
Work is on-going to develop the most informative measures of reoffending. Specifically, the Force is working with the Probation Service and other partners to develop data to inform Integrated Offender Management. Until this work is completed, for this document the data shown above are based on offender information taken from the Police CrimeFile system rather than on 'proven' reoffending data from PNC. The data are six months in arrears to allow time for the police to establish who the offenders are for a crime.

Management Information



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3. Reducing Youth Offending and Re-offending in General



Adult Reoffending and Integrated Offender Management (IOM)

In order to ensure that IOM is as effective as possible and establish any areas for improvement, the OPCC has commissioned an independent review of the Essex IOM arrangement which commenced in January 2015, and is expected to finish in March 2015. The results of this review will support the development of IOM and ensure it continues to reduce the harm caused by the most high profile offenders whilst also delivering value for money.

Integrated Offender Management

Essex Police remain a key stakeholder in IOM. Recent activity has seen a greater focus on engaging with local authorities through Community Safety Partnerships (CSPs). Enhancing these relationships will allow IOM to make greater use of additional intervention opportunities and local level resources to divert offenders from crime. The establishment of the broadest possible range of IOM partners is considered key to the further development and success of IOM – especially in the current economic environment.

In the last quarter, information suggests that IOM is continuing to have a positive effect on offenders who have left IOM after successfully stopping their offending behaviour. In the quarter to December 2014, there was a 50.36% reduction in the number of offences committed in the 12 months after leaving IOM, compared to the 12 months before they joined IOM. The number of offenders committing those offences fell by 44.12%.

The landscape within which IOM operates will change significantly in 2015, when the share sale of the Essex Community Rehabilitation Company (CRC) takes place. This will see the transfer of the contract for a number of probation services to a private contractor. In Essex, the preferred bidder is Sodexo Justice Services in partnership with NACRO. IOM leads will continue to work on ensuring there is continuity of service and a strong focus on delivering IOM in Essex. The transfer of ownership of the Essex CRC to the preferred bidder is due to take place in February 2015.

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3. Reducing Youth Offending and Re-offending in General

Operation Olive: Voluntary Electronic Tagging

Operation Olive is about to enter its second year and continues to show positive results in reducing reoffending.

With funding for 25 tags, the scheme continues to play an important part in stopping offenders from committing offences and returning offenders to prison where the presence of a tag has provided evidence of criminal activity. Some offenders continue to request a tag when leaving prison, even where the presence of a tag contributed to them being prosecuted previously.

Data analysis indicates that the majority of tag wearers stop offending whilst they are wearing the tag or reduce their level of offending from burglaries to drug related crime or shoplifting. In both instances, IOM has processes in place to proactively deal with any change in crime type. To date, there have been 76 key offenders who have volunteered to wear an electronic monitoring tag and the numbers continue to rise.

Youth Reoffending

Working with young people who have an entrenched history of offending and re-offending is key to reducing youth offending. Therefore Essex Police and the Essex Youth Offending Service are to significantly change the current 'roles and responsibilities' of the Youth Offending Team (YOT) police officer. The rationale behind the changes stems from a recognised need to work towards a similar style of policing to that of IOM and the recently published document, "The Role of the YOT Police Officer" (Youth Justice Board for England and Wales- YJB).

The document from the YJB referred to above sets out clearly the *minimum* core functions that the YOT police officer is expected to carry out. This is summarised into the four areas of working of intelligence and information sharing, early intervention and prevention, youth cautions and conditional cautions and offender management. It is our intention to develop and build on the YOT police officer's role in offering support to their YOT colleagues who manage high risk offenders and promote re-engagement when a young person is in breach.

Essex Police are developing a youth strategy which will reflect the national ACPO strategy that is currently in draft form. Our strategy will highlight future policing priorities which have been evidenced as critical areas, and that will make the greatest difference to policing children and young people. They include stop and search, avoiding the unnecessary criminalisation of children in care, reducing the detention, custody and the criminalisation of children and young people and developing good quality engagement initiatives. Our strategy will be published following the publication of the national strategy and will clearly define how our Youth Officers and YOT officers can support the implementation of the strategy.

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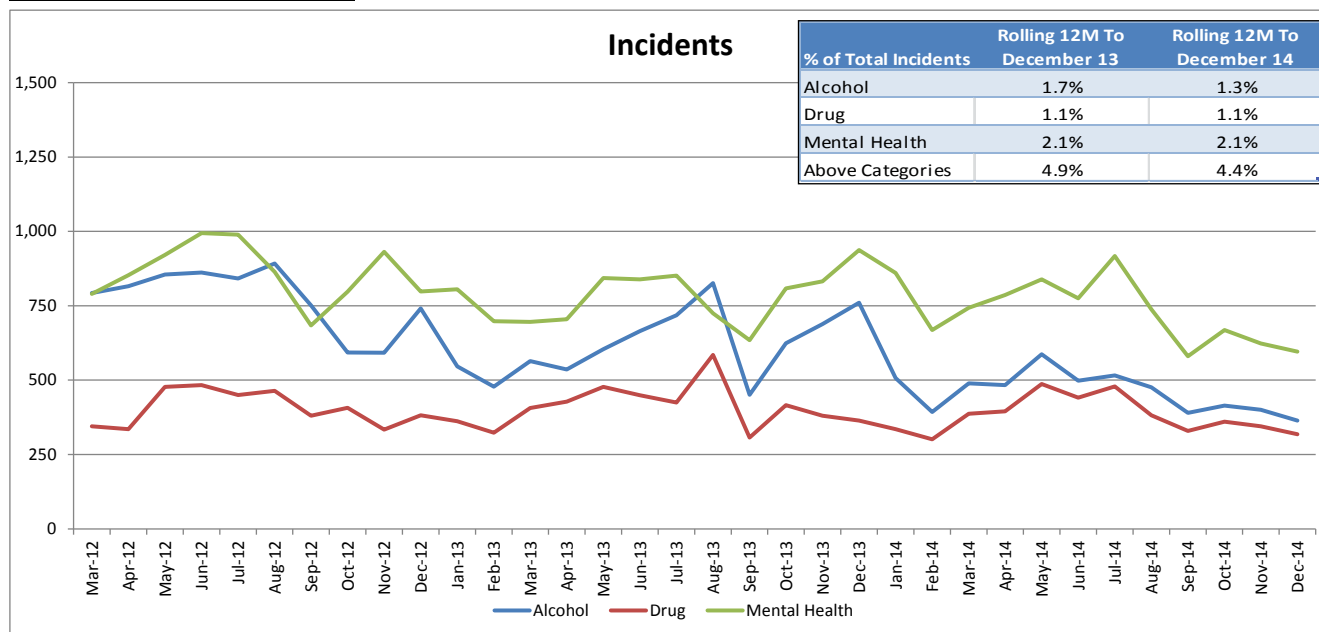
4. Tackling Consequences of Alcohol and Drug Abuse, and Mental Health Issues

Performance Information

4. Tackling Consequences of Alcohol and Drug Abuse, and Mental Health Issues Data to Dec 2014 (unless stated otherwise)	12m Last Year	12m This Year	Better/ Worse % or % pt. diff.	Yr on Yr diff. Improved/ Worsened since Nov 2014
The number of night-time economy crimes	5724	5174	-9.6	Improved (-0.5% pt.)
Prosecution of Class A drug suppliers	142	193	35.9	Improved (27.6% pt.)

The number of night-time economy crimes uses re-run figures for last year.

Management Information



Data for April to March 2013 has been re-run and as such is not strictly comparable. This is because there has been a longer period of time for the 2012 incidents to have been closed with the most appropriate qualifiers.

Incidents may contain all three qualifiers (drug, alcohol or mental health). The qualifiers used to close the incident as drug/alcohol/mental health-related can be assigned by any authorised person during the 'resulting' or 'closing' process. As a result a degree of caution has to be used whilst quoting these figures as an accurate representation of policing interaction. These figures are collated from a system that is designed for Command and Control and not for management information.

Substance Misuse

The drug testing on arrest programme of work continues to develop with the goal of implementing across all districts in Essex during 2015. Significant progress has been made with regard to employing co-ordinators to develop the programme and ensure that all partners involved are fully conversant with the model. This initiative will address some of the issues regarding repeat offenders as a result of drug use or dependency. The data captured will provide a fuller picture of the impact of drug users on crime patterns and trends in our county.

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4. Tackling Consequences of Alcohol and Drug Abuse, and Mental Health Issues

Alcohol

The licensed premises management database 'Bacchus' has now been live for several months and initial teething problems have been addressed. The recording of licensed premises inspections against licensing conditions is key to holding premises to account.

Partnership working around licensing continues and includes a joint forum, consisting of police, local authority and other key organisations. Numerous schemes and initiatives are put before the forum to establish an informed opinion of those initiatives that are likely to succeed and are of most benefit. This reduces time and money spent on short lived solutions that may be unsuitable for local problems.

Activities to help licensed premises operators identify potential drug activity on their sites continued this quarter using 'Ion Trap' technology. This technology analyses swabs collected from people and places for traces of illegal drugs.

Operation Benison continues to ensure at least ten premises per month per district are inspected against chosen criteria. We continue to refine the methods used to identify premises selected to visit based on crime recording, Bacchus information and intelligence supplied by officers, partners and members of the public.

The findings from the operation are captured, analysed and help to inform future policing activity. The reporting mechanisms have been enhanced to include STORM (which records incidents) and Crimefile (which records crimes) data, and systems established to ensure that arrests and custody activity are fully collated. This provides a clearer context for physical inspections as well as any follow-up activity by specialist licensing staff.

Special Constables within each policing district have received specialist training in the area of licensing. This will support local policing teams carrying out licensing inspections.

Work to develop tactics to manage the Night Time Economy (NTE) continually evolves, with a focus on intelligence gathering in districts. This will identify the individual requirements of each area and employ a tailored tactical approach to resolving reoccurring incidents within the NTE.

Mental Health

Research has shown that 75-80% of those individuals detained by police under Section 136 of the Mental Health Act, believed to be suffering from a mental health crisis and requiring immediate detention, actually left the relevant place of safety (normally a hospital) with no mental health intervention whatsoever. This places a significant strain on both police and health resources.

In order to target these 'inappropriate' detentions, significant work has been carried out to ensure that the recording of detentions under Section 136 are accurate, and able to indicate the percentage of individuals who go on to receive some form of mental health support once detained. There are also local police liaison meetings at each of the places of safety to identify and formulate strategies for repeat callers who continually demand services but who do not suffer from an enduring mental health issue.

Monthly Performance Report: December 2014

4. Tackling Consequences of Alcohol and Drug Abuse, and Mental Health Issues

In December 2014, following a successful funding bid, the street triage pilot was launched throughout Essex. The aim of this pilot is to reduce the number of individuals detained under the Mental Health Act where the root cause of the behaviour is drugs, alcohol or criminality, and ensure that only those in real need of support are formally detained. This pilot involves mental health professionals attending the scene of potential mental health incident with police officers to support both the individual in crisis and the police officers in making the most appropriate decision for the welfare of the individual. This process is also supported by an additional helpline which allows officers to obtain specialist mental health advice and support at the scene of incidents.

Following the publication of the mental health crisis care concordat by ministers in February 2014, Essex, as a county, has now signed its declaration. Work is underway across throughout the county to identify current service provision and identify new services which require commissioning to best support the most vulnerable and reduce the impact that mental health, drugs and alcohol have on their behaviour.

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5. Improving Road Safety

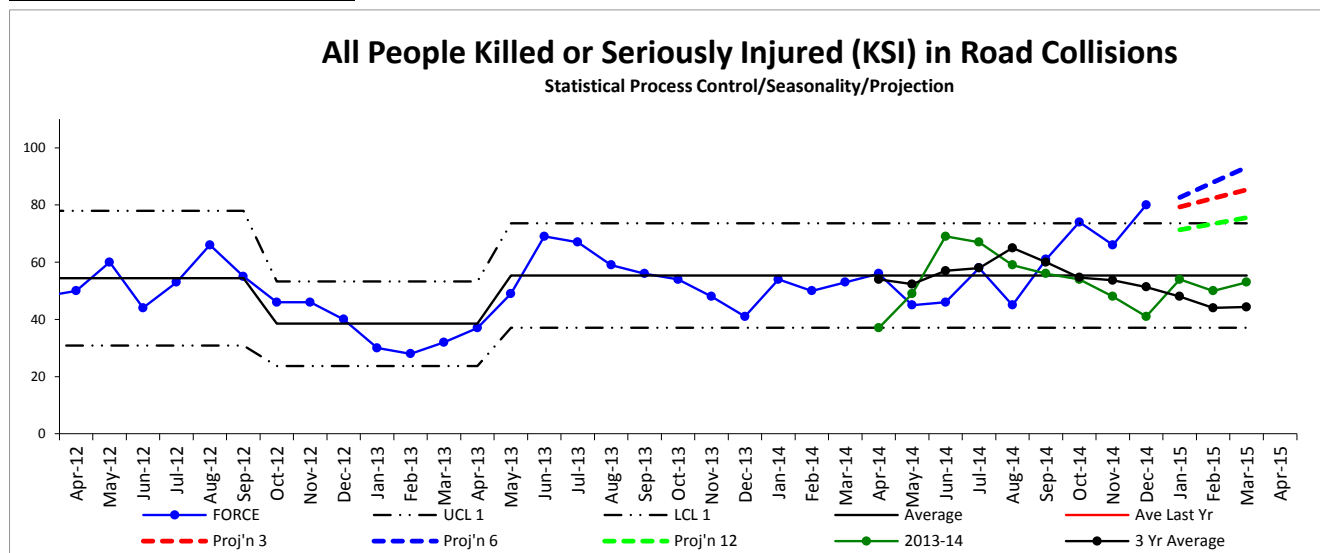
Performance Information

5. Improving Road Safety Data to Dec 2014 (unless stated otherwise)	12m Last Year	12m This Year	Better/ Worse % or % pt. diff.	Yr on Yr diff. Improved/ Worsened since Nov 2014
All people killed or seriously injured (KSI) in road collisions	658	750	14.0	Worsened (6.7% pt.)
KSI - Fatalities	41	38	-7.3	Worsened (20.0% pt.)
KSI - Serious injuries	617	712	15.4	Worsened (5.7% pt.)
Number of Collisions	583	681	16.8	Worsened (5.6% pt.)
The number of people KSI in powered two wheeled vehicles	148	195	31.8	Worsened (10.8% pt.)
The number of young car drivers (17 - 25 years) KSI in road collisions	121	117	-3.3	Worsened (2.6% pt.)
The number of pedestrians KSI in road collisions	122	126	3.3	Improved (-11.1% pt.)
The number of cyclists KSI in road collisions	83	91	9.6	Worsened (3.5% pt.)
The number of children and young people (0 - 17 years) KSI in road collisions	70	85	21.4	Worsened (18.7% pt.)
The number of drink drivers KSI in road collisions	31	17	-45.2	Worsened (12.9% pt.)

December 2014 KSI data is at 12/01/2015

The rolling 2014/15 12 month KSI data is based on rerun individual months added together.

Management Information



Monthly Performance Report: December 2014

5. Improving Road Safety

Improving Road Safety

Road Safety Operations

The number of KSI casualties has continued to increase in the reporting quarter (Q3) with specific concern around collisions involving older drivers, young people and motorcycles.

The Safer Essex Roads Partnership (SERP) has continued to focus upon education, engagement and enforcement. A significant road safety operation was held on 19 November 2014 centred upon the A12. This planned operation focused on a strategically important route and provided an opportunity to inform local and regional media organisations. The aim was to engage all road users with a robust road safety message in an effort to curtail the upward KSI trend. BBC Essex played a key role in promoting this multi-agency road safety operation engaging local communities, road users and political representatives in a debate set around the A12 and road safety.

Through various multi agency operations a total of 5,659 vehicles were stopped by Essex Police during Q3. From these interactions, 95 people were arrested for various offences, 1,959 drivers were referred onto national re-education courses (NDORS) in an effort to re-educate drivers and riders for low-end offending, and 171 vehicles were seized for having no insurance or no driving licence.

The above pro-active operations remain focused upon identified KSI routes in addition to reacting to emerging routes of concern, such as the M11 between junctions 6 and 8 where a number of recent road traffic collisions have resulted in the loss of life or serious injury.

Increase in KSI Casualties (road user groups)

The recent increase in KSI collisions has identified specific vulnerability amongst older drivers, older road users (pedestrians), young people and motorcyclists (in particular young people riding mopeds with loss of control at low speed appear to be a significant contributory factor). The Safer Essex Road Partnership is currently undertaking analytical research centred on these road user groups in order to identify an appropriate level of strategic road safety engagement.

The mild weather has continued, meaning motorcyclists are still using the road network for both commuting and leisure riding which continues to highlight a specific vulnerability for this road user group.

Christmas Drink Drive Campaign

The National ACPO Drink Drive campaign took place during the month of December with the data showing a total of 2426 road side breath tests resulting in 173 drivers failing or refusing (7%). Over the same period in 2013 a total of 3,409 road side tests were undertaken resulting in 114 drivers failing or refusing (3%).

Whilst the campaign highlighted a reduction in the number of road side tests being conducted, the increase in drivers failing or refusing a road side test identifies how operational campaign activity continued to focus on specific enforcement. This was an intelligence driven approach to the identification of drink drive 'hotspots'.

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5. Improving Road Safety

Young Drivers 17-25

During October 2014, Essex Police and the Safer Essex Roads Partnership launched 'The Honest Truth' road safety campaign to 100 Essex based Advanced Driving Instructors. The campaign developed by Devon and Cornwall Police has attracted wider attention and praise in its unique ability to engage and deliver an appropriate road safety message to young drivers. It encourages this vulnerable road user group that "small changes save lives" linked to specific identified individual behaviour such as speed, mobile phone use, distraction, drugs and showing off.

The SERP partnership will continue to promote this campaign during 2015/16 to young drivers and additional Essex based driving schools.

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6. Improving Crime Prevention

Performance Information

6. Improving Crime Prevention Data to Dec 2014 (unless stated otherwise)	12m Last Year	12m This Year	Better/ Worse % or % pt. diff.	MSG Ranking	Yr on Yr diff. Improved/ Worsened since Nov 2014
The number of all crime offences	99196	99419	0.2	3	Improved (-0.7% pt.)
The number of victim based crime offences	89261	89563	0.3	5	Improved (-0.8% pt.)
The number of repeat victims of crime	8376	8829	5.4	n/a	Improved (-0.3% pt.)
The number of repeat victims of business crime	2920	2823	-3.3	n/a	Worsened (1.2% pt.)
The solved crime rate	29.13%	27.63%	-1.50	6	Improved (0.04% pt.)
The number of anti-social behaviour incidents	56756	54465	-4.0	n/a	Worsened (1.5% pt.)
The % of people agreeing that the Police and Local Council are dealing with crime and ASB in this area	58.0%	55.3%	-2.7	8	Improved (2.1% pt.)
The % of people who think the Police are doing a good job in this area	58.8%	57.1%	-1.7	8	Improved (1.7% pt.)

The Essex Most Similar Group (MSG) consists of Avon & Somerset, Derbyshire, Hampshire, Hertfordshire, Leicestershire, Staffordshire and Sussex.

The all crime and victim based crime MSG rankings are for the 3 months to November 2014

The all crime solved rate MSG ranking is for the 12 months to November 2014

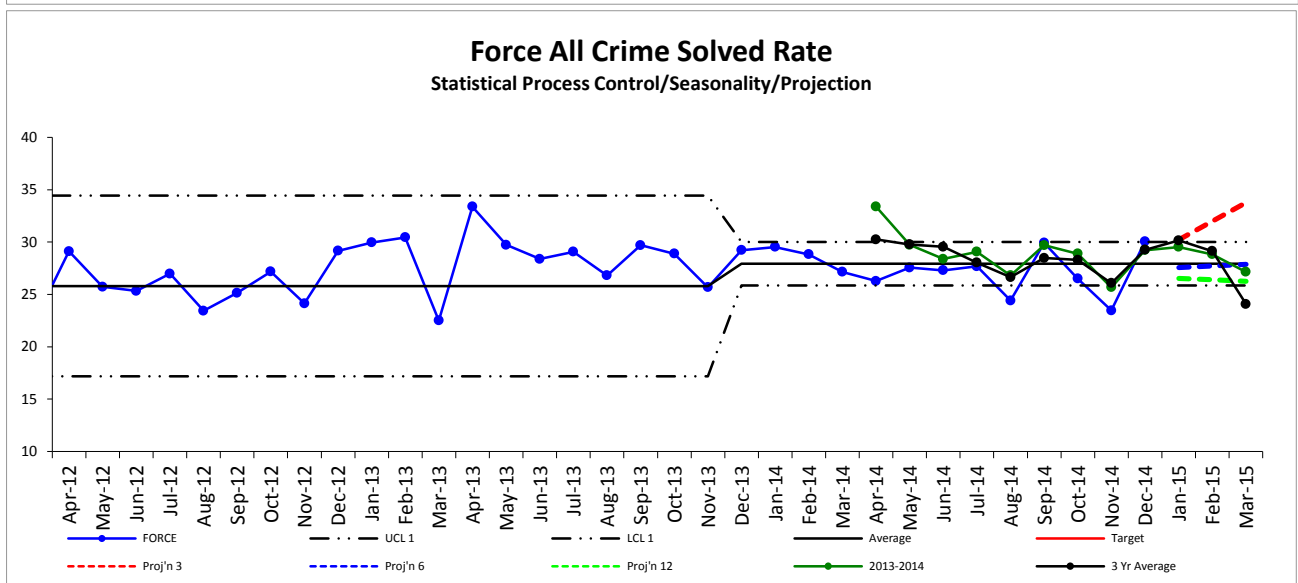
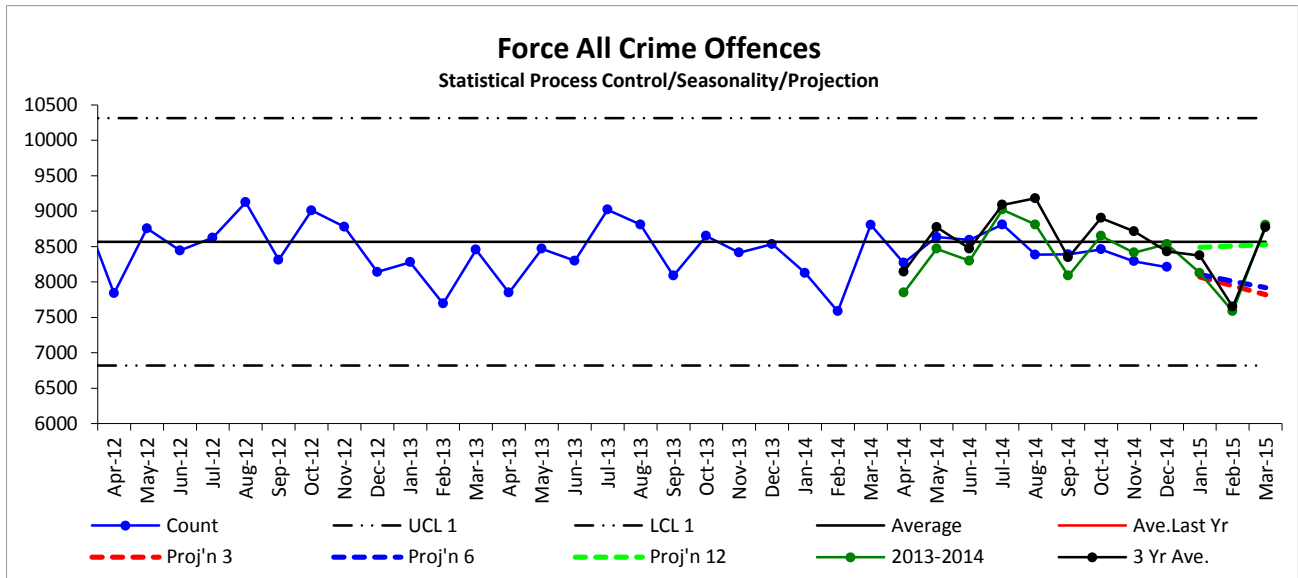
The last two measures in the table above are from the Crime Survey for England and Wales. Data and MSG rankings are for the 12 months to June 2014.

MSG ragging – green is better than the MSG average, red is worse and black is the same as the average.

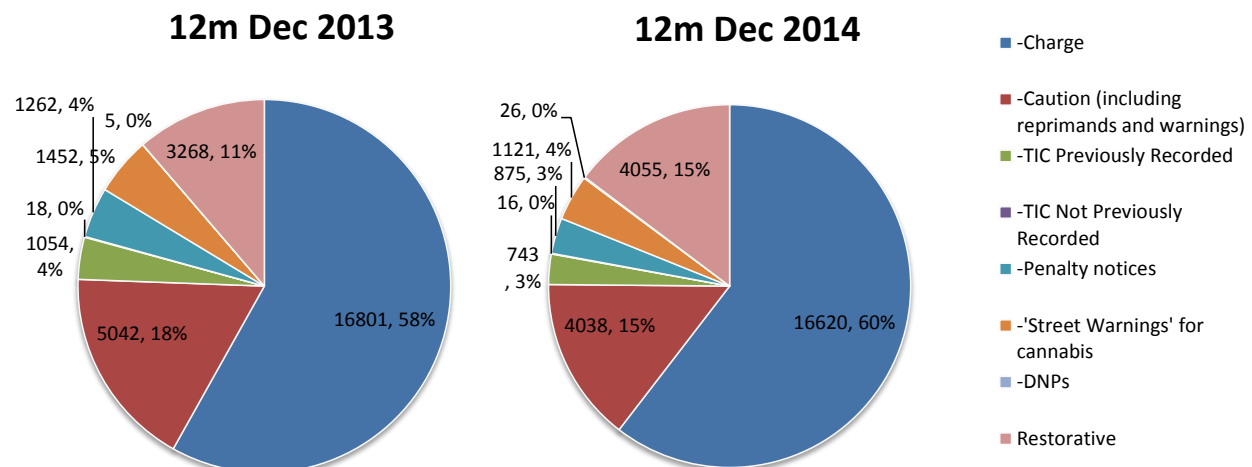
Monthly Performance Report: December 2014

6. Improving Crime Prevention

Management Information



Breakdown of Offence Disposals



Monthly Performance Report: December 2014

6. Improving Crime Prevention

All Crime

The number of overall reported crimes has slightly increased compared to the same period last year with a notable (5%) increase in repeat victims of crime. However, this increase should be viewed in conjunction with increased publicity around under-reporting and increased accessibility to police via public meetings, PCC meetings and the introduction of Essex Community Messaging, which may have encouraged the public to report offences they may not have done previously.

The recent focus by crime prevention teams on crimes against businesses (providing bespoke training, working with the PCC's Business Forum and local Business Against Crime forums) may, in part, be responsible for the decrease in numbers of repeat victims of business crime.

Dwelling Burglary

Officers continue to be tasked with patrolling specific zones using intelligence-led policing, which provides accurate information on our burglaries and key offenders. It has also provided us with some excellent opportunities to tackle offenders and reduce crime and is believed to have also contributed to a decrease in vehicle related crime.

Certain techniques have been revised and the overall results remain positive with an 11.6% reduction in offences in the 12 months to December 2014, compared with the same period in 2013.

Rural Crime

Overall rural crime has decreased by over 900 offences. This can be linked to the growth of Farm-Watch and enhanced communication. The expansion of Essex Community Messaging will enable us to target timely crime prevention advice in response to identified crime trends.

All Scheduled Ancient Monuments in Essex are being risk assessed with an appropriate marker placed on our command and control system to direct the level of police response. Planning is underway for the launch of Heritage Watch in January 2015.

The Special Constabulary Rural Policing Team is tasked with tackling identified crime series and hot-spots county-wide by a combination of covert and high-visibility policing in rural communities. They also work closely with the Force Wildlife, Heritage and Environmental Crime Officer.

Proposals are being finalised to create a further two hubs for the team; one in the west of the county and one in the east.

Business Crime

Essex police continues to provide bespoke crime prevention advice to prevent businesses becoming victims. The techniques used in the highly successful pilot to train retail staff to deter and deal with theft at Freeport, Braintree have been cascaded to all Crime Prevention Tactical Advisors. The intention is to offer bespoke advice to the identified top ten commercial victims in their districts.

Operation Hallmark has been created to provide clear direction for dealing with shoplifting offences county-wide by use of a specific tactical plan and improved data collection.

Monthly Performance Report: December 2014

6. Improving Crime Prevention

We will encourage businesses within local districts to sign up as members of Essex Community Messaging to receive quick time alerts of offending and suspects and allow us to send targeted and timely crime prevention advice.

Monthly Performance Report: December 2014

7. Increasing Efficiency in Policing Through Collaborative Working and Innovation

Performance Information

7. Increased Efficiency in Policing Through Collaborative Working and Innovation	
Make savings of £9 million by 31/03/2015 (as part of our overall requirement to realise savings of £44.0 million by 31/03/2015)	A significant proportion of the savings have already been achieved and firm plans are in place for the remainder.
Options for cash savings beyond £9 million	Currently being scoped under the Evolve Programme

Detailed progress is reported via the monthly Budgetary Control Report.

Evolve

The team are looking at the strategic 5 year transition plan for policing the county. This is built upon established and emerging crime threats, changing demands, PCC priorities, shrinking budgets, needs for investment in IT and estates, workforce modernisation and greater collaboration.

Shift Patterns, Demand and Availability

The force demand profile does not match the current resourcing profile of the '6 on 4 off' shift pattern. A number of alternative patterns have been identified and work continues to test these in order to establish which one best fits the needs of the force in the longer term.

Public Protection Review

The team are overseeing a review of Public Protection. Finance has been agreed for Capita to provide assistance to the team that will begin work in January. The review will be looking at a wide variety of areas across the Public Protection Command including:

- Demand analysis
- Performance
- Team structure
- Processes
- National best practice
- Victim engagement

Early recommendations from this review will be available in April.

Local Policing and Engagement

The team will be exploring how we make the best use of resources, including how we engage with the public, work with our partners and problem solve against a backdrop of shrinking budgets, competing pressures and new technology.

Monthly Performance Report: December 2014

7. Increasing Efficiency in Policing Through Collaborative Working and Innovation

Increasing Efficiency in Policing through Collaborative Working and Innovation

The Support Services Directorate (SSD) and Serious Crime Directorate (SCD) both continue to provide high quality operational and support capability to both Essex and Kent Police. The two directorates are also contributing significant savings up to 2016/17. Work is ongoing to explore further opportunities for closer integration of certain functions between the two forces over the coming years. In addition to the work of the SCD, Essex Police also works alongside forces of the eastern region as part of the Eastern Region Special Operations Unit.

The force goes live with Athena on 31st March – a ground breaking multi-force database covering custody, case intelligence and crime. Additionally, the force is trialling 100 mobile data devices (April to July 2015) with a view to wider roll out in the autumn (Sept 2015 onwards). This will provide operational officers ready access to the systems they require to effectively perform their roles with minimal need to return to police premises. This should significantly boost the amount of time individual officers spend out and about in their communities.

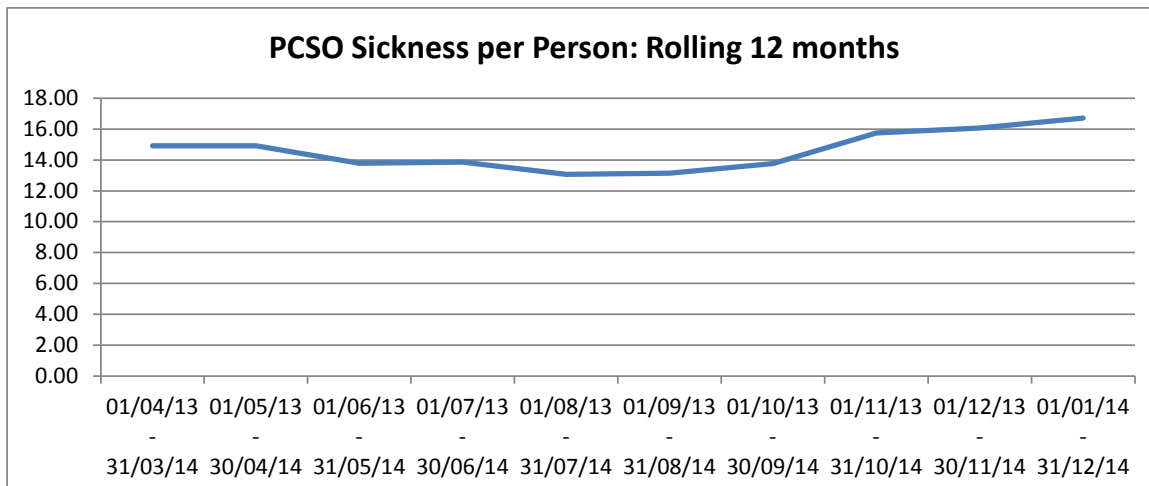
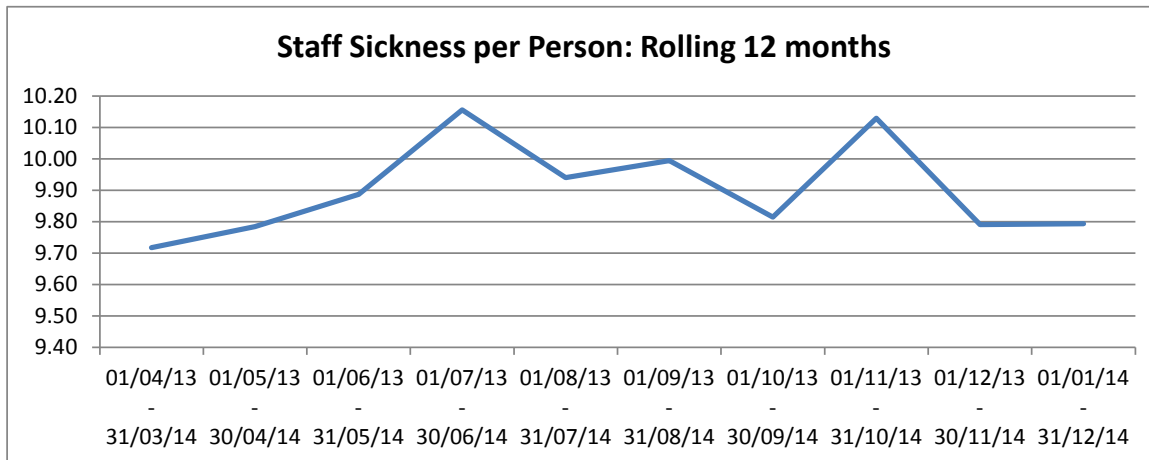
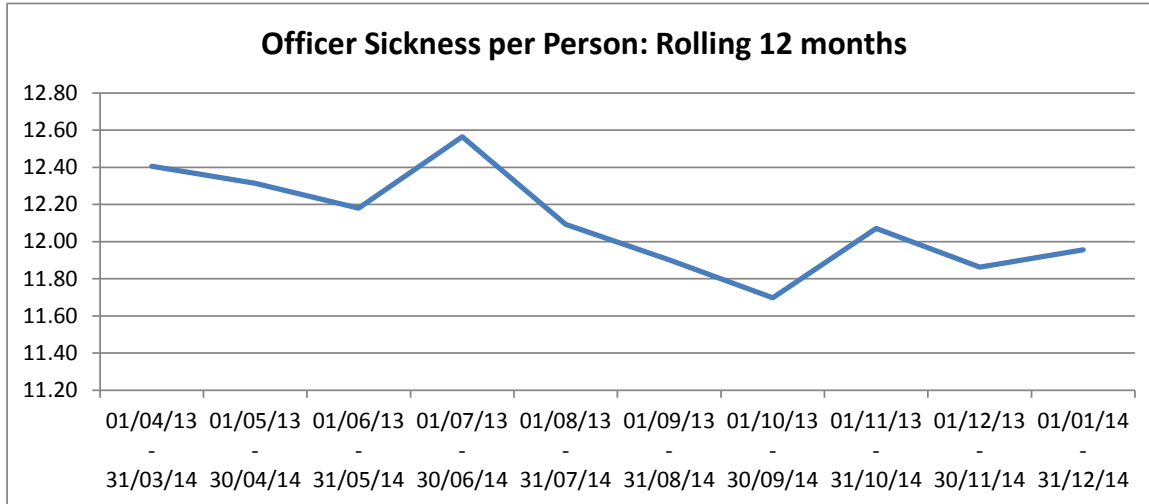
The Public Contact Programme has been set up during this period. The aim of the programme is to provide members of the public, victims and witnesses with the same level of end to end service they experience from industry leaders in customer service however, whenever and whatever they contact us about.

Monthly Performance Report: December 2014

8. Organisational Health

Management Information

Sickness Levels



Monthly Performance Report: December 2014

8. Organisational Health

Sickness

To provide further support and encourage positive attendance, physiotherapy is now being provided under a new contract. This will support early intervention and recovery from muscular skeletal conditions, and can be accessed within days of a referral to this service, whereas the NHS wait would be approximately 12 weeks.

Provision of welfare support to those in specialist roles has been reviewed and developed in conjunction with the doctor. As part of this process, psychological surveillance (screening/well-being assessment) has commenced. Four internal welfare staff have been trained to conduct structured interviews, which is the second stage of the screening process.

A network of counsellors and Cognitive Behavioural Therapy (CBT) are now being utilised in order to access counselling services to aid quicker recovery for those suffering from psychological conditions. This is being funded from an additional £100k provided to Health Services during 2014/15.

Work is continuing within Health Services and Organisational Management, in collaboration with SAP development team and the Resource Management Unit, to develop an enhanced method of recording, reviewing, updating and removing (where appropriate) restricted and recuperative duties. This includes redesigning the Occupational Health recommendations report, thus enabling more accurate and interpretable information to be provided to managers. The process will be automated where possible and managers will have immediate access to the restrictions and recuperative duties of their staff members through Manager Self Services within SAP in order to manage proactively their team members.

A full review of those staff and officers who currently have restricted and or recuperative duties recorded has been undertaken and records updated. There has been a reduction of 63 from a total of 396 (recuperative and restricted combined) records being made equating to a combined reduction of 16%.

Vacancy Levels

Vacancy levels will be provided in a separate update given by the Head of Human Resources (HR) each quarter.