

# Essex Police

## Performance Update

### March 2015

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# Monthly Performance Report: March 2015

## 1. Reducing Domestic Abuse

### Performance Information

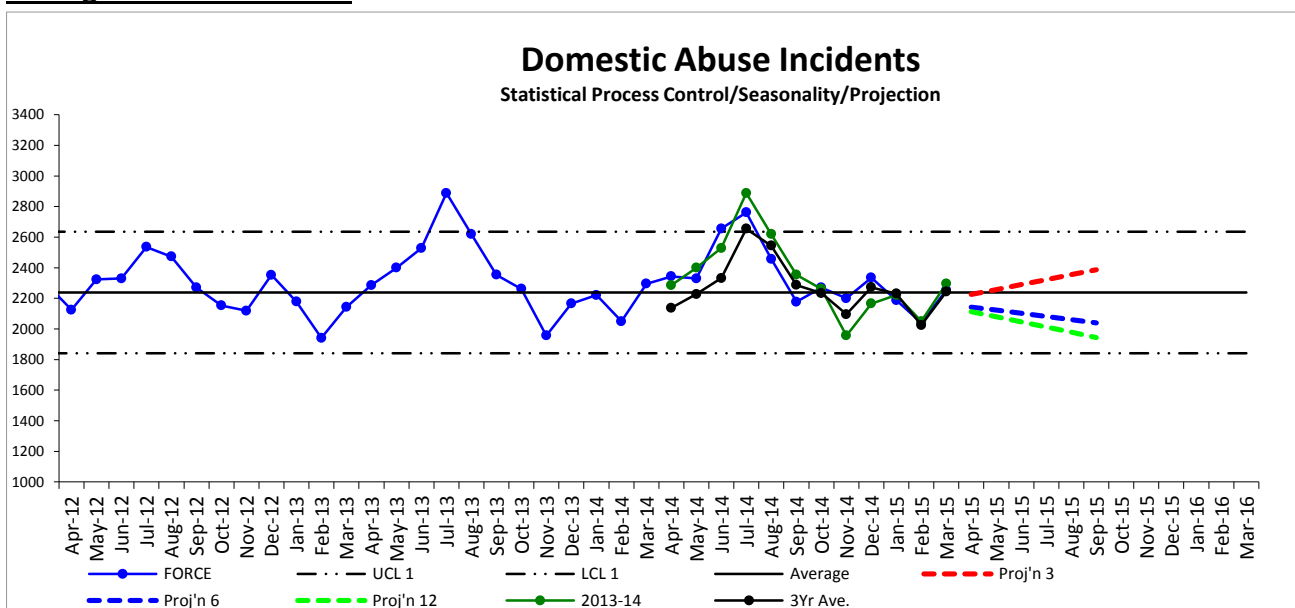
1. Reducing Domestic Abuse Data to Mar 2015 (unless stated otherwise)	12m Last Year	12m This Year	Better/ Worse % or % pt. diff.	Yr on Yr diff. Improved/ Worsened since Feb 2015
Number of domestic abuse incidents	28025	<b>28009</b>	-0.1	Improved (-0.8% pt.)
Number of repeat incidents of domestic abuse	13591	<b>13291</b>	-2.2	Improved (-1.1% pt.)
Number of domestic abuse offences	9524	<b>11081</b>	16.3	Improved (-0.1% pt.)
Number of repeat offenders of domestic abuse	46	<b>61</b>	32.6	Worsened (28.0% pt.)
Domestic abuse solved rate	43.8%	<b>40.1%</b>	-3.7	Worsened (-0.2% pt.)
Number of successful prosecutions for domestic abuse without the victim	N/A	<b>2</b>	N/A	N/A

The number of successful prosecutions for domestic abuse without the victim is for the month of March 2015.

The number of repeat offenders of domestic abuse is for the months of September 2013 and September 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.

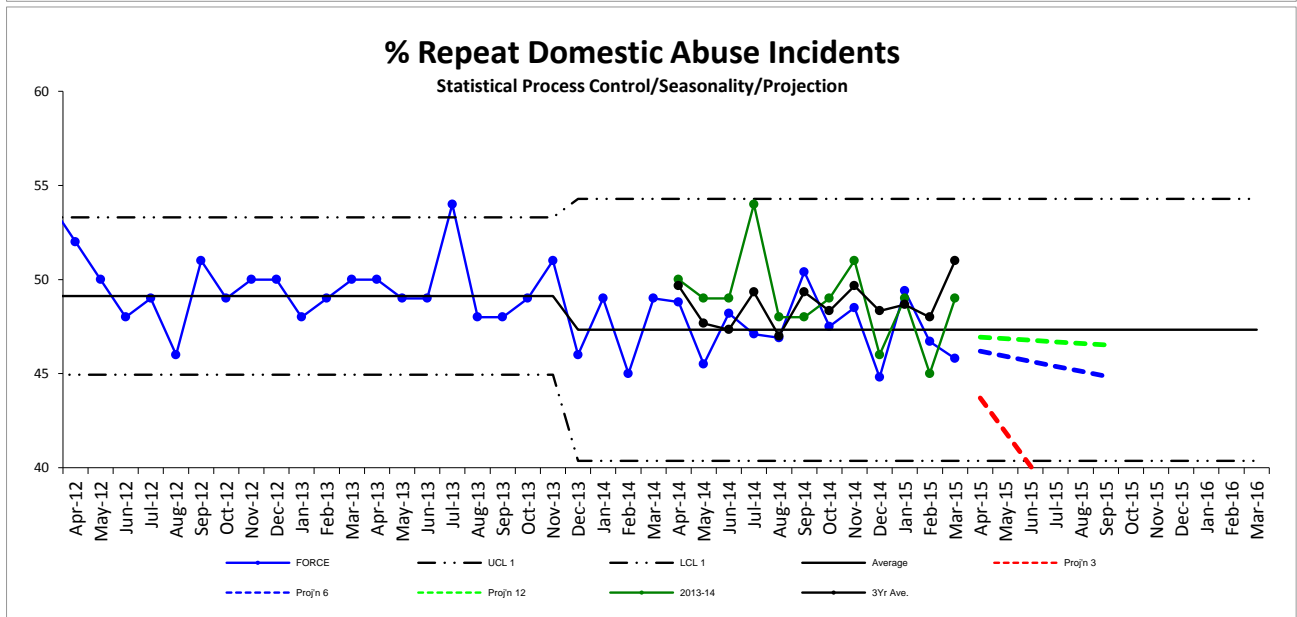
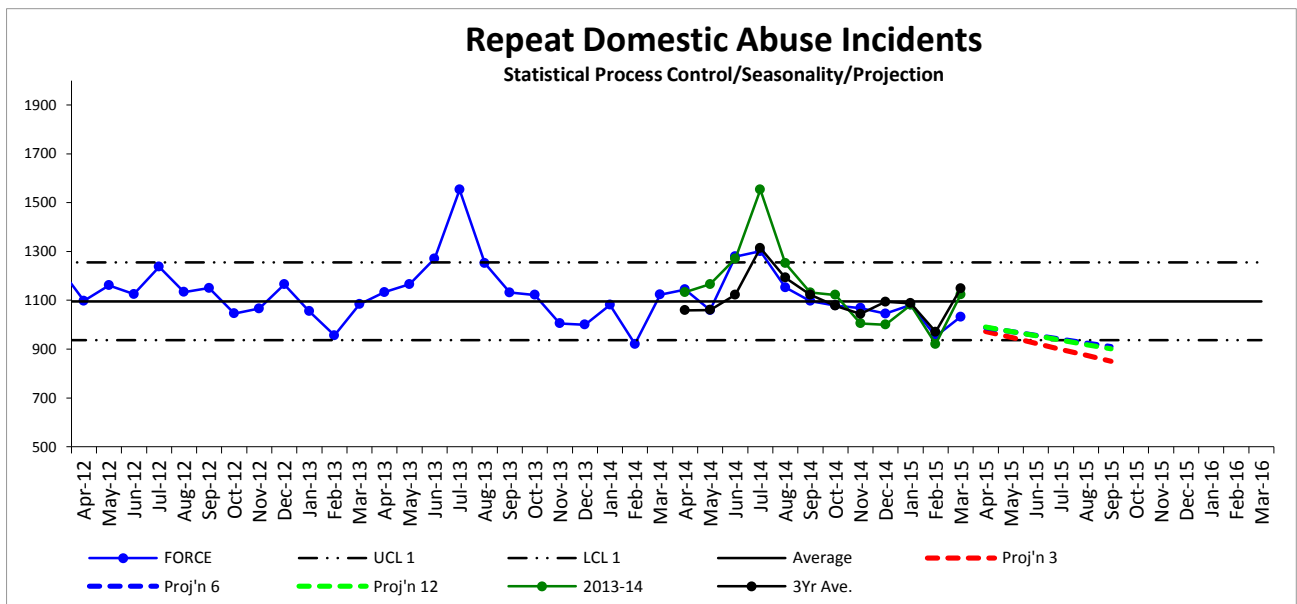
The number of repeat offenders of domestic abuse uses re-run figures for last year.

### Management Information



# Monthly Performance Report: March 2015

## 1. Reducing Domestic Abuse



### Domestic Abuse

Domestic abuse performance has remained relatively stable over the reporting period. However, the proportion of offences identified as a result of domestic abuse incidents has risen markedly during the 12 months to March 2015. There is no definitive reason behind this rise; however the introduction of Juno teams and the associated increased awareness of domestic abuse related offending may be relevant. Operation Shield continues to target the county’s highest risk perpetrators, and the success of these interventions has led to a 31% reduction in the cohort total harm score. This is a relevant factor when considering the reduction in repeat incidents of 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 local and national reports, and is underpinned by 125 core competencies.

## Monthly Performance Report: March 2015

### 1. Reducing Domestic Abuse

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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 was published on 1<sup>st</sup> October 2014. Progress against this plan is managed via the Essex Police Action Tracker and is subject to regular scrutiny through the Public Protection Development Board. The action plan is currently 35% complete, with 13 completed actions out of a total of 37. Many of the actions that remain incomplete form part of the Public Protection development review, and cannot be completed until that work concludes.

#### **Domestic Violence Disclosure Scheme (DVDS)**

The force implemented the new legislation on 7<sup>th</sup> March 2014. Performance data can be seen below:

- Number of right to ask applications made: **120**
- Number of right to ask applications approved: **20**
- Percentage of right to ask applications approved: **17%**
- Number of right to know applications made by the Central Referral Unit (CRU): **144**
- Number of right to know applications approved: **68**
- Percentage of right to ask applications approved: **47%**

#### **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 data can be seen below:

- Number of DVPN applications made: **329**
- Number of DVPNs rejected by the Authorising Officer (AO): **39**
- Number of DVPNs granted: **290**
- Number of DVPOs rejected by the court/withdrawn: **31**
- Number of DVPOs granted: **259**
- Number of reported breaches: **58**

#### **Domestic Abuse Partnership Car - Harlow**

The Domestic Abuse Partnership Car is a new initiative set up by Public Protection Command and Safer Places. The scheme is designed to improve outcomes for those experiencing domestic abuse and their children by providing quicker face to face safety planning, coupled with proactive enforcement of domestic abuse related orders (for example DVPOs and Shield tactical plans).

Utilising detailed analysis, patrols consisting of an LPA officer, a police domestic abuse safeguarding officer (DASO) and an independent domestic violence advocate (IDVA) are positioned to respond quickly to incidents before providing more comprehensive interventions post incident. As well as improving outcomes for victims - by ensuring swift safety planning conducted jointly by IDVA and a DASO - the vehicle utilises bespoke briefing packages to target Shield domestic abuse offenders and enforce relevant order conditions, such as DVPOs and non-molestation orders. The partnership car pilot has provided valuable learning which will inform how safety planning is conducted in the future and the way in which the IDVA service works with the police.

## Monthly Performance Report: March 2015

### 2. Supporting Victims of Crime

#### Performance Information

2. Supporting Victims of Crime Data to Mar 2015 (unless stated otherwise)	12m Last Year	12m This Year	Better/ Worse % or % pt. diff.	MSG Ranking	Yr on Yr diff. Improved/ Worsened since Feb 2015
User Satisfaction - Making contact with the police	94.5%	<b>92.8%</b>	-1.7	6	Worsened (-0.6% pt.)
Confidence interval	1.2%	1.4%			
User Satisfaction - Action taken by the police	82.6%	<b>81.5%</b>	-1.1	4	Same
Confidence interval	1.7%	1.8%			
User Satisfaction - Being kept informed of progress	77.1%	<b>75.0%</b>	-2.1	6	Worsened (-0.3% pt.)
Confidence interval	1.9%	2.0%			
User Satisfaction - Their treatment by staff	92.3%	<b>92.2%</b>	-0.1	8	Worsened (-0.6% pt.)
Confidence interval	1.2%	1.2%			
User Satisfaction - The overall service provided	82.0%	<b>80.4%</b>	-1.6	8	Worsened (-0.4% 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)	91.2%	<b>82.1%</b>	-9.1	n/a	Worsened (-1.1% pt.)
Emergency calls answered within standard (90% within 10 seconds)	93.1%	<b>83.8%</b>	-9.3	n/a	Worsened (-0.2% pt.)
Ensure that the average waiting time for a person calling our switchboard (non- emergency calls) is no more than 15 seconds	8	<b>7</b>	-1	n/a	Improved (1.0)

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 December 2014.

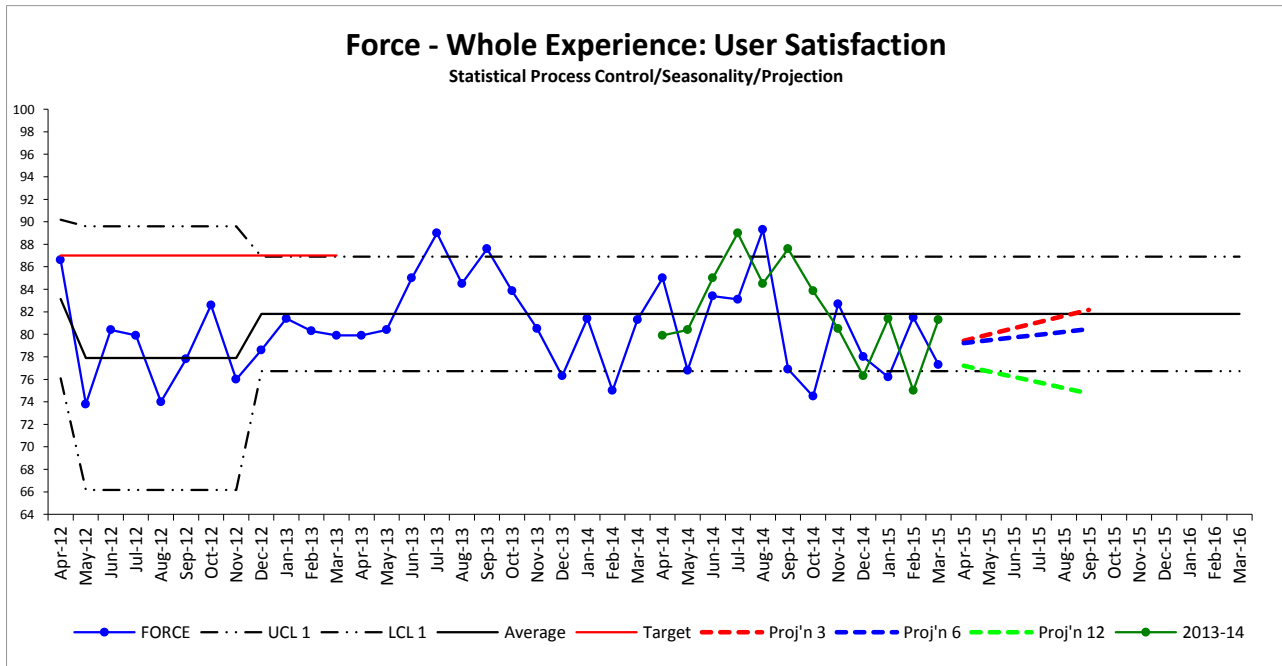
MSF ragging - green is better than the MSG average, red is worse and black is the same as the average.

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

## Monthly Performance Report: March 2015

### 2. Supporting Victims of Crime

#### Management Information



#### User Satisfaction

The satisfaction results for the 12 months to March 2015 relate to user satisfaction surveys undertaken for crimes between 9<sup>th</sup> January 2014 and 21<sup>st</sup> January 2015.

The year end results show that victims' satisfaction levels have fallen slightly compared to 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.

A temporary role to help improve satisfaction results has been agreed, whilst the Head of Customer Service is seconded to lead the Public Contact Programme of Work. This role will take over day to day responsibility for victim satisfaction and will ensure a force wide focus is consistently monitoring feedback from victims and witnesses to identify the areas, locations and crime types most needing support.

During the last reporting period new processes have been introduced to ensure victims are aware of their 'Right to Review'. A new monitoring function has also been introduced to ensure any requests received are monitored and responded to, in accordance with the published timescales.

#### Public Contact Programme

The aim of the Public Contact 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.

## Monthly Performance Report: March 2015

### 2. Supporting Victims of Crime

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The outline business case for the programme has now been developed. This includes a paper setting out options and recommendations for future police station front counter services, locations and opening times. Terms of reference for external consultancy oversight and support to the programme are currently being developed to help shape the final business case and recommendations about the future choices for non-emergency services and improving the service we offer to victims, witnesses and members of the public.

The business case is due to be completed by July 2015.

#### **Call Handling**

The force experienced a drop in the establishment figures at the start of the summer 2014 due to leavers outstripping the pace of new recruitment which will continue to have an adverse impact on the rolling 12 months performance data for the next two quarters. Improved recruitment and training processes were implemented and staffing is now at establishment, with the most recent staff cohort having completed their period of tutoring. In the interim, regular call taking staff were supplemented by additional staff (Operation Marconi) which resulted in improved performance throughout the autumn and into the New Year. Operation Marconi support has now been stood down and the new recruits are gaining experience and competence. Further recruitment is on-going.

In February 2015, the Command and Control function moved into 'fall back' mode at a newly commissioned facility to enhance force resilience, in order to allow for essential technical maintenance and refit at the primary Force Control Room (FCR). This work is on-going. Some technical difficulties have been experienced in the transition to the new facility, and staffing resilience has become more challenging, which has adversely impacted call performance. The technical challenges have been broadly overcome, whilst increased management scrutiny has improved staff resilience.

#### **Switchboard Calls**

This continues to be an area in which we perform well, and has been unaffected by the staffing difficulties that befell call-taking. Switchboard has been retained at Police HQ during the Force Control Room 'fall back' transition.

#### **Response**

The FCR continues to work closely with all LPAs and commands, through a Tasking and Finishing Group to maximise the resources available to respond to emergency calls.

At the local geographical policing areas, emergency and priority response times are reviewed three times per day through the Pacesetter operational management meeting. This is chaired by a duty Command Team member, who ensures the best distribution of resources to meet demand. The management of demand is a priority for all teams, with the FCR working closely with the three Pacesetter Hubs across the force to help drive activity.

## Monthly Performance Report: March 2015

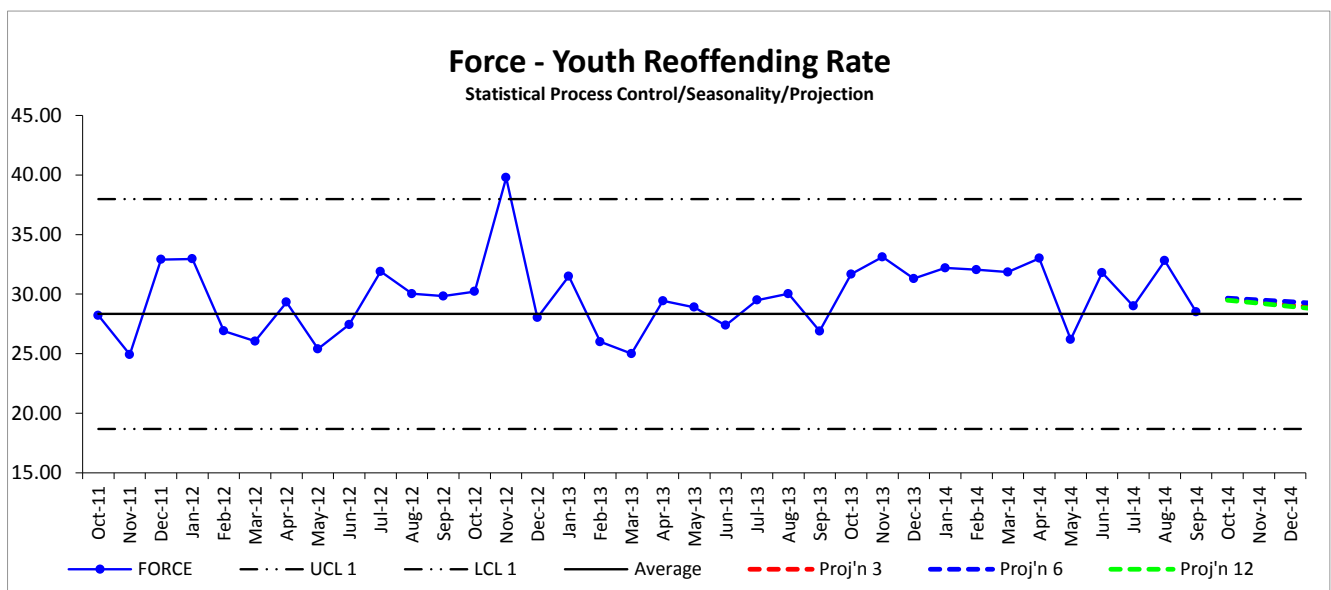
### 3. Reducing Youth Offending and Re-offending in General

#### Performance Information

3. Reducing Youth Offending and Reoffending in General Data for Sep 2014	Monthly Last Year	Monthly This Year	Monthly Better/ Worse % or % pt. diff.	Yr on Yr diff. Improved/ Worsened since Aug 2014
The number of youth offenders	335	<b>305</b>	-9.0	Worsened (2.6% pt.)
The number of adult offenders	1567	<b>1593</b>	1.7	Worsened (7.0% pt.)
The number of youth offenders who re-offend	90	<b>87</b>	-3.3	Worsened (0.1% pt.)
The number of adult offenders who re-offend	418	<b>417</b>	-0.2	Worsened (9.7% pt.)
Youth re-offending rate	26.9%	<b>28.5%</b>	1.6%	Improved (-1.2% pt.)
Adult re-offending rate	26.7%	<b>26.2%</b>	-0.5%	Worsened (0.7% 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.

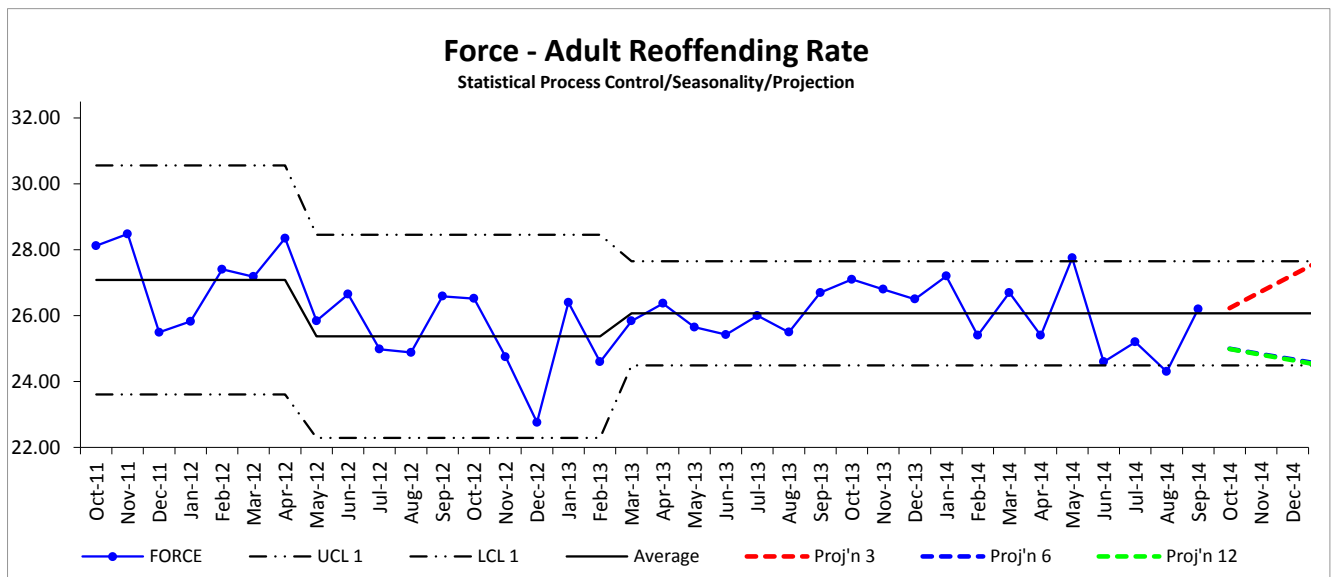
#### Management Information





## Monthly Performance Report: March 2015

### 3. Reducing Youth Offending and Re-offending in General



#### Adult Reoffending and Integrated Offender Management (IOM)

The OPCC has commissioned an independent review of the Essex IOM arrangement which commenced in January 2015. The findings are due to be communicated to key stakeholders in May 2015 and will support the development of IOM. This will ensure it continues to reduce the harm caused by the most high profile offenders, whilst also delivering value for money through efficient partnership working. Essex Police will develop an improvement plan to monitor progress against agreed recommendations.

#### Integrated Offender Management

Essex Police remain a key stakeholder in IOM and has continued to seek to develop intervention and diversion opportunities. Ownership of Essex Community Rehabilitation Company has recently transferred to Sodexo Justice Services in partnership with NACRO. IOM leads have committed to ensure service to offenders and the community is unaffected during the transition period. Essex Police continue to work with all partners in managing IOM offenders.

#### Youth Reoffending

The force is developing a youth strategy which will focus on those areas that will make the greatest difference to children and young people. The strategy includes the national priorities of stop and search, avoiding the unnecessary criminalisation of children in care, reducing the detention, custody and the criminalisation of children and young people. It will also include local aims and objectives that were recently identified in a partnership meeting hosted by the Office of Police and Crime Commissioner.

Alongside the development of the youth strategy, we have looked at how we can improve the way we deal with incidents of anti-social behaviour involving young people. A criminal lifestyle can sometimes start with acts of anti-social behaviour. We have therefore sought to identify those young people who would benefit from a referral into early intervention support from agencies such as Family Solutions. This work has been developed by the ASB Co-ordinators in partnership with youth police officers.

## Monthly Performance Report: March 2015

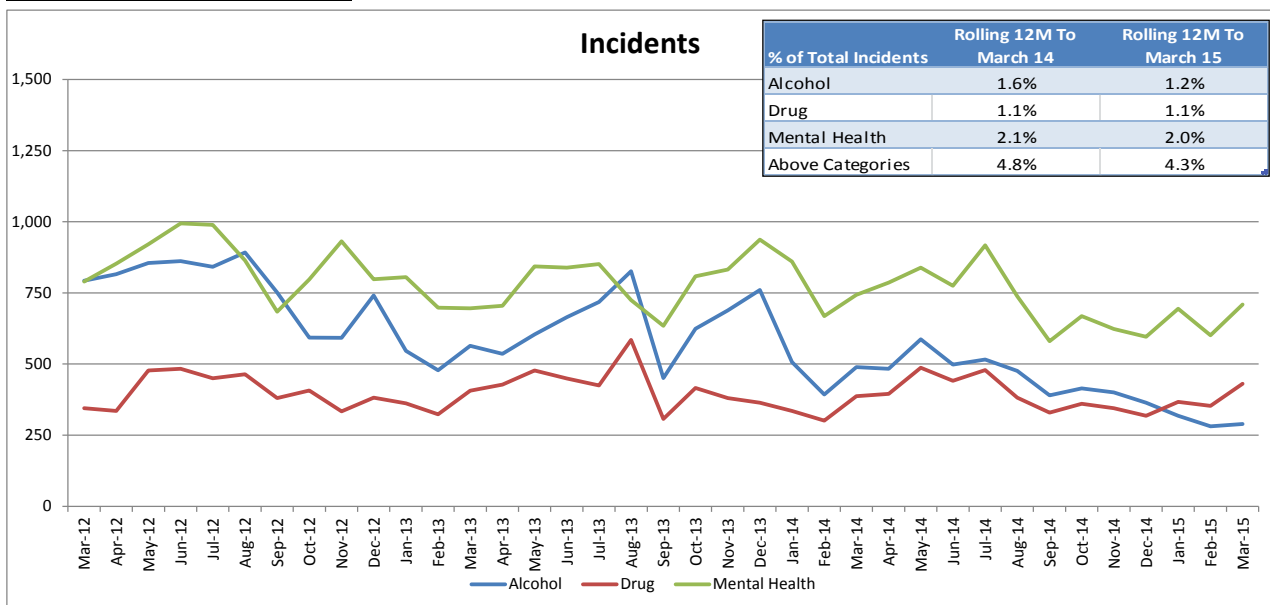
### 4. Tackling Consequences of Alcohol and Drug Abuse, and Mental Health Issues

#### Performance Information

4. Tackling Consequences of Alcohol and Drug Abuse, and Mental Health Issues Data to Mar 2015 (unless stated otherwise)	12m Last Year	12m This Year	Better/ Worse % or % pt. diff.	Yr on Yr diff. Improved/ Worsened since Feb 2015
The number of night-time economy crimes	5642	5175	-8.3	Worsened (0.2% pt.)
Prosecution of Class A drug suppliers	134	196	46.3	Worsened (-22.9% 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 Drugs Testing on Arrest scheme was piloted in Chelmsford and prompted a successful Home Office Innovation Fund bid to implement this partnership initiative across the county.

The scheme aims to reduce reoffending by ensuring that adult offenders affected by drug misuse are offered and receive the appropriate support/interventions they require. For example, drug recovery and behavioural change programmes, mental and general healthcare interventions, supported housing, plus engagement with the appropriate employment, training and educational services.

## Monthly Performance Report: March 2015

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

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This initiative makes use of powers under the Police and Criminal Evidence Act to test those arrested for prescribed 'trigger' offences, such as shoplifting, for Class A drugs. If the test is positive, Local Criminal Justice Service Intervention Teams working in custody suites undertake an assessment of the individual. They will then recommend an individual support programme, including some of the measures outlined above. If an individual does not engage with the programme, it is considered a breach.

Case files submitted to the court reflect the outcome of the initial test and engagement with the programme, which informs sentencing decisions.

Drug testing on arrest is now carried out at all of the eight custody suites across Essex and the results will be monitored through an evaluation in conjunction with the University of Essex.

#### **Alcohol**

Operation Benison is the operational inspection and enforcement arm around managing licensed premises across Essex. It holds licensed premises to account against licensing conditions and is key to the management of night-time economy issues, for example serious violence.

Operation Benison continues to ensure at least ten premises per month per district are inspected. The findings from the operation are captured, analysed and help to inform future policing activity.

Special Constables, who have now received specialist training within each policing district, continue to support local policing teams in carrying out licenced premises inspections.

Following a series of internal focus groups and a detailed review of the Essex Police licensing processes a number of recommendations were presented to Chief Officers in March 2015. As a result, a new approach to managing licensing applications and premises is to be implemented. This will effectively centralise all of the administration functions, provide two specialist licensing officers for the more complex cases and provide dedicated supervision for this new team.

This central team will support and work alongside ten licensing officers, one per district across the force. In addition twelve licensing officers will perform evening duties at weekends to provide real time operational tactical advice around licensing matters/incidents. The project to deliver this new unit has started and is expected to be complete by the end of the summer.

#### **Street Triage**

Between 1<sup>st</sup> December 2014 and 31<sup>st</sup> March 2015, a Mental Health Street Triage pilot operated county wide between 18:00 and 02:00 on Friday, Saturday and Sunday nights. Patrols were complemented by the provision of a dedicated mental health helpline for professionals to obtain advice and support between 18:00 and 02:00 Monday to Thursday.

During the pilot, Street Triage vehicles carried out 269 assessments where it was suspected that mental health may be a contributory factor. Of these 269 triage assessments, 8 individuals (3%) were formally detained under Section 136 Mental Health Act, and a further 10 individuals (3.7%) were admitted informally. Overall, this meant that 6.6% of the individuals who interacted with the Street Triage team went on to require admission to formal mental health services. The remaining 251 individuals assessed were offered appropriate support and diverted to other, more appropriate, services.

## **Monthly Performance Report: March 2015**

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

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Funding has now been agreed in principle to expand the Street Triage initiative to operate seven days a week. This will ensure that people experiencing mental health crisis are treated and prioritised in the same way as those suffering from physical injury, and underlines the commitment of all partners to improve outcomes for those suffering mental health problems.

## Monthly Performance Report: March 2015

### 5. Improving Road Safety

#### Performance Information

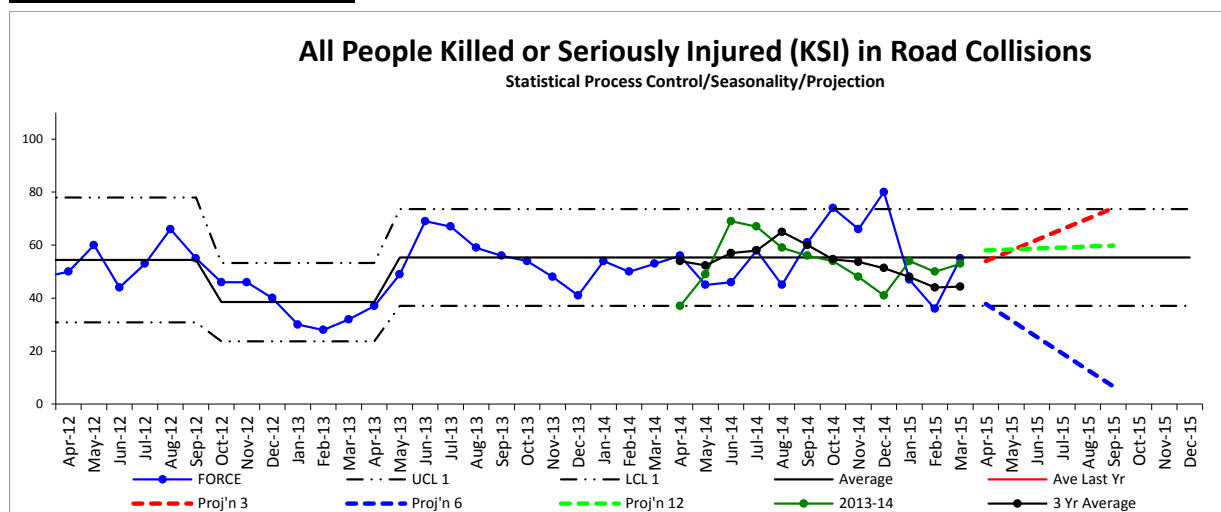
5. Improving Road Safety Data to Mar 2015 (unless stated otherwise)	12m Last Year	12m This Year	Better/ Worse % or % pt. diff.	Yr on Yr diff. Improved/ Worsened since Feb 2015
All people killed or seriously injured (KSI) in road collisions	715	<b>739</b>	<b>3.4</b>	Improved (-0.4% pt.)
KSI - Fatalities	37	<b>42</b>	<b>13.5</b>	Worsened (8.4% pt.)
KSI - Serious injuries	678	<b>697</b>	<b>2.8</b>	Improved (-0.9% pt.)
Number of Collisions	629	<b>668</b>	<b>6.2</b>	Improved (-2.1% pt.)
The number of people KSI in powered two wheeled vehicles	159	<b>196</b>	<b>23.3</b>	N/A
The number of young car drivers (17 - 25 years) KSI in road collisions	134	<b>107</b>	<b>-20.1</b>	N/A
The number of pedestrians KSI in road collisions	136	<b>120</b>	<b>-11.8</b>	N/A
The number of cyclists KSI in road collisions	98	<b>81</b>	<b>-17.3</b>	N/A
The number of children and young people (0 - 17 years) KSI in road collisions	78	<b>72</b>	<b>-7.7</b>	N/A
The number of drink drivers KSI in road collisions	29	<b>23</b>	<b>-20.7</b>	N/A

March 2015 KSI data is at 13/04/2015

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

Yr. on Yr. difference in the breakdown is not available as last month's breakdown was unobtainable.

#### Management Information



## Monthly Performance Report: March 2015

### 5. Improving Road Safety

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#### **Improving Road Safety**

Since January the number of KSI casualties has fallen compared to the increase seen during the previous reporting quarter, October to December 2014. The mild winter has resulted in motorcycle casualties frequently featuring in road traffic collisions resulting in serious injury.

A number of new safety camera schemes have either come on line or are about to be commissioned on behalf of Highways England (Formally Highways Agency). These include enforcement cameras on the M25, J26 – J27, A120 Pellens Corner, A13 Thurrock and A12 (Kelvedon).

In March, new legislation was introduced by the Government setting limits on the amount of a substance, both illegal drugs and prescription medication, motorists can have in their system whilst driving.

A road-side drug test (costing £18.00) has allowed officers to determine in less than 10 minutes if a motorist has an illegal substance in their body, by using a swab from the driver's mouth.

Essex Police Roads Policing Officers have, since March, carried out roadside tests to see if motorists have taken cannabis or cocaine; to date 8 drivers have been arrested following a road-side failure.

Multi-agency, pro-active road safety operations continue with a significant emphasis placed upon road safety engagement opportunities with the most vulnerable road user groups. During March a programme of joint engagement was undertaken between Essex Police, Essex Fire and Rescue and Essex County Council Road Safety staff across identified towns promoting an appropriate road safety message.

Between January and March 2015, pro-active operations focused upon enforcement have engaged with 4,035 vehicles, resulting in 130 vehicles seized for no insurance or driving other than in accordance with their licence, 2,167 referrals onto driver education courses and 79 arrests (crime).

#### **Older Drivers**

During January to March 2015, analysis identified the vulnerability of mature drivers (aged 70+) and in particular an increasing number of road traffic collisions where the driver at fault was over the age of 70.

Essex Police, in conjunction with the Safer Essex Roads Partnership, has engaged with Hampshire Police in adopting an award winning strategy called 'Older Drivers Forum'. This initiative looks to engage and promote safer driving for those over the age of 70.

## Monthly Performance Report: March 2015

### 6. Improving Crime Prevention

#### Performance Information

6. Improving Crime Prevention Data to Mar 2015 (unless stated otherwise)	12m Last Year	12m This Year	Better/ Worse % or % pt. diff.	MSG Ranking	Yr on Yr diff. Improved/ Worsened since Feb 2015
The number of all crime offences	99346	<b>99740</b>	0.4	6	Improved (-0.4% pt.)
The number of victim based crime offences	89679	<b>89947</b>	0.3	6	Improved (-0.3% pt.)
The number of repeat victims of crime	8394	<b>9068</b>	8.0	n/a	Worsened (0.9% pt.)
The number of repeat victims of business crime	2852	<b>2831</b>	-0.7	n/a	Worsened (0.4% pt.)
The solved crime rate	29.16%	<b>27.13%</b>	-2.03	5	Worsened (-0.23% pt.)
The number of anti-social behaviour incidents	54057	<b>56506</b>	4.5	n/a	Worsened (2.0% pt.)
The % of people agreeing that the Police and Local Council are dealing with crime and ASB in this area	57.9%	<b>58.3%</b>	0.4	7	Improved (3.1% pt.)
The % of people who think the Police are doing a good job in this area	58.3%	<b>57.8%</b>	-0.5	8	Improved (1.2% 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 February 2015

The all crime solved rate MSG ranking is for the 12 months to February 2015

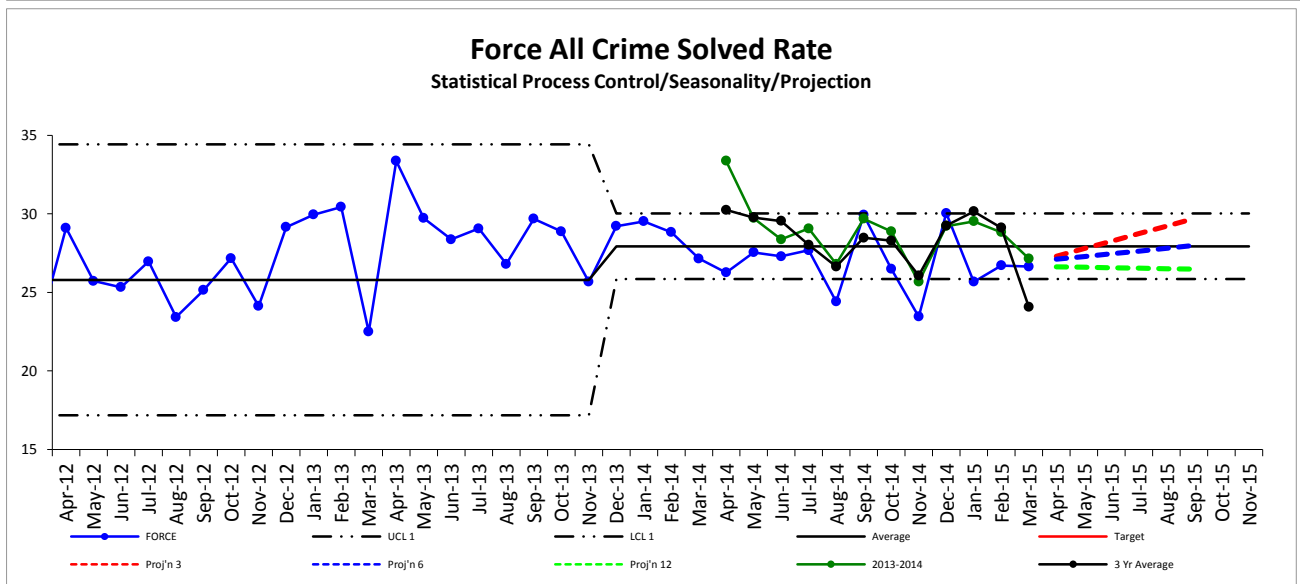
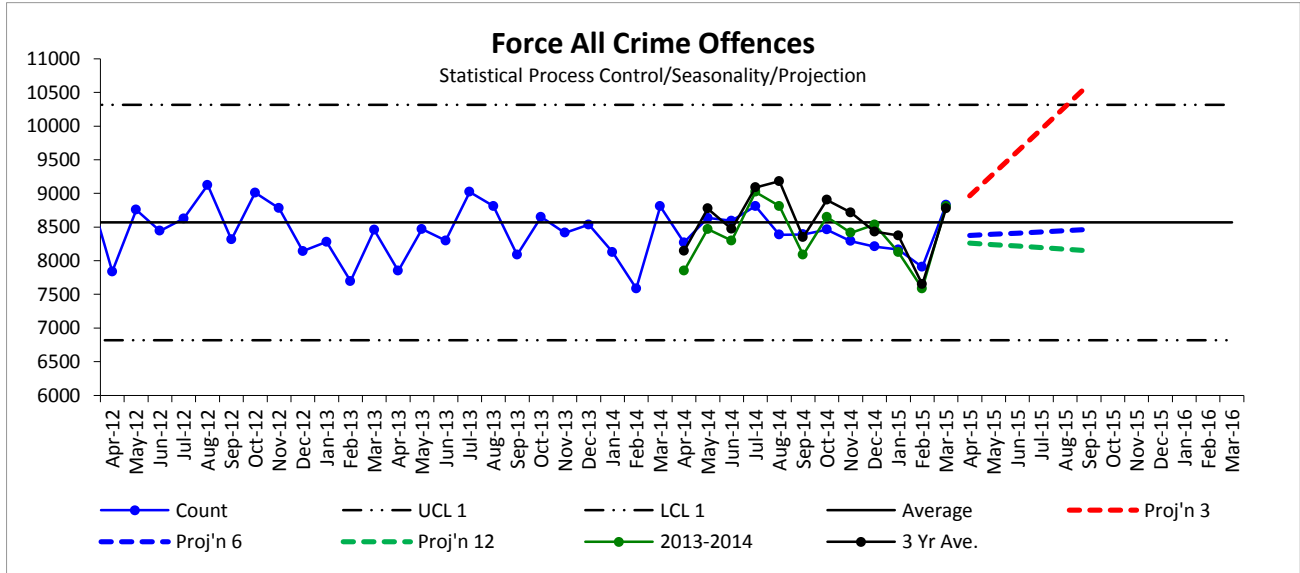
The last two measures in the table above are from the Crime Survey for England and Wales. Data and MSG rankings are for the 12 months to September 2014.

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

# Monthly Performance Report: March 2015

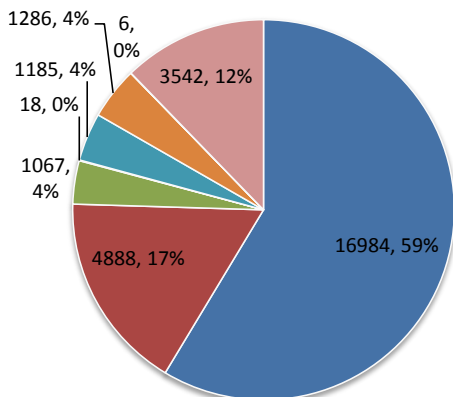
## 6. Improving Crime Prevention

### Management Information

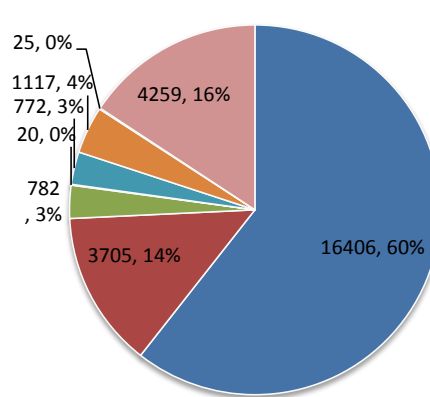


### Breakdown of Offence Disposals

12m Mar 2014



12m Mar 2015



- Charge
- Caution (including reprimands and warnings)
- TIC Previously Recorded
- TIC Not Previously Recorded
- Penalty notices
- 'Street Warnings' for cannabis
- DNPs
- Restorative



## Monthly Performance Report: March 2015

### 6. Improving Crime Prevention

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#### **Crime Prevention**

There were 394 more offences committed in Essex during April 2014 to March 2015 compared to the same period in 2013-14; a slight increase of 0.4%. This is, in part, attributable to our positive media campaign around domestic abuse, which has encouraged reporting.

#### **Dwelling Burglary**

Since Operation Insight was embedded (1<sup>st</sup> October 2014) across the force there has been a decrease in dwelling burglary of 9.4%. This decrease has been achieved through a model that uses predictive policing to target offenders, target our patrols effectively and cocoon houses immediately surrounding a home which has been burgled. Results have varied across the county and we are analysing our activity to find out what has worked well and not so well.

The LPAs and Pacesetter Hubs continue to drive Insight zone patrols and cocooning activity, and will soon be using General Packet Radio Service (GPRS) data to evaluate patrols. We intend to overlay stop and search data on the Insight maps to provide more intelligence to support our tactical plans for burglaries and other crimes.

A property marking trial is currently underway in Basildon district; this will be evaluated fully with a view to a county-wide roll out.

#### **Rural Crime**

Essex Watch Liaison Officers (EWLOs) are actively engaged in identifying gaps in Farm Watch coverage in their areas and encouraging membership at Farmers' Action Panels and events such as the Ernest Doe Show.

The PCC's Rural Crime Forum has brought focus to a number of key issues and Headquarters Neighbourhood Policing Command (HQNPC) is now working with DPAs to target specific crime trends and hot-spots. Monthly data is produced for partners around offences such as hare coursing and theft of farm machinery.

The force Wildlife, Heritage and Environmental Crime Officer is now part of HQNPC and is working with partners and the Special Constabulary Rural Crime Teams to co-ordinate a number of operations county-wide.

The Essex Police website has been refreshed to include a variety of crime prevention advice and we have created portfolio holders within the Crime Prevention Tactical Advisor (CPTA) and EWLO cohorts for rural crime.

#### **Business Crime**

Essex Police is now a member of the National Business Crime Group. The aim of the group is to create national protocols, initially for major retail chains, which can then be scaled to fit any business/retailer across the country. There is also work being done via the National Business Crime Group and the Centre for Retail Research regarding the increase in shoplifting from food retailers; and the effect of food banks on these figures.

The force is engaged in creating new, and re-energising existing, business and industrial NAPs in conjunction with Chambers of Commerce and the Federation of Small Businesses.

Work is also underway with CJD to develop the facility to take business impact statements and victim impact statements in respect of business crime (which includes farms).

## Monthly Performance Report: March 2015

### 6. Improving Crime Prevention

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#### **Metal Theft Reduction**

HQNPC oversees pan-Essex activity in line with regular national Days of Action following new legislation regarding the licensing of scrap metal dealers.

Essex has had the largest decrease in offences (48%) in the region. However, challenges remain, with buildings such as churches and community centres being targeted.

Operation Lampoon has been developed to provide tactical options for enforcement action and has been disseminated to all districts.

The force is currently in the final stages of developing a Regulation and Enforcement Strategy with local licensing authorities.

#### **Post Office Scheme**

This scheme is designed to increase liaison between Essex Police and the Post Office and is based around the 'Adopt a Post Office' scheme successfully running in other forces. A six month trial is being planned in three areas including a proactive crime prevention campaign in each of the target areas. It is intended that the scheme will support wider crime prevention campaigns and further raise crime prevention awareness.

In the longer term, the intention is to work with Essex crime business groups to share suspect data.

#### **Crime Stoppers**

Crime Stoppers continues to play a key role within the crime reduction approach. Supported with additional PCC New Initiative Funding, they are heavily involved in tackling dwelling burglary and supporting Operation Insight.

Essex Police meets regularly with the Crime Stoppers executive to identify key areas of focus, such as last year's successful catalytic converter campaign and publicity around Rogue Trader Week 2014.

## Monthly Performance Report: March 2015

### 7. Increasing Efficiency in Policing Through Collaborative Working and Innovation

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#### Performance Information

<b>7. Increased Efficiency in Policing Through Collaborative Working and Innovation</b>	
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**

##### **Overview**

The team, now known as the Strategic Change Team, has continued to plan for the savings that are required for this financial year and has outlined the anticipated further savings up until 2020. Much of the detail will not be known until the result of the forthcoming general election, at which point further work will be required. The key areas of work that are currently on going within the Strategic Change Team are as follows:

- Shift Patterns
- Review of Public Protection
- Mobile Policing Project
- Public Contact Project
- Demand Management

##### **Shift Patterns**

The Chief Constable has made the decision to change the shift pattern worked by the Local Policing Teams to a 6 on 3 off pattern. This change will better match resources with demand and will be implemented in September 2015. Work is underway to ensure the change is implemented effectively and in line with Police Regulations.

##### **Review of Public Protection**

The review team has completed the 'Discovery' phase and is putting together a number of recommendations that will be presented to Chief Officers in the near future. Once the recommendations are approved the 'Design' phase of the project will commence, which will provide detailed plans on what the Public Protection Command will look like going forward.

##### **Mobile Policing Project**

A business case is currently being prepared for the introduction of an integrated solution for the delivery of mobile technology to front line officers. An integrated solution will save officer time by minimising the amount of double keying that is required, whilst at the same time providing officers with a user friendly product. A pilot is planned for May 2015 where a limited number of devices will be issued to officers in order that they can test issues such as connectivity and device size. This pilot will also provide an opportunity to test the Athena App. A successful pilot and business case will lead to a supplier delivering the integrated solution for Essex and Kent Police, with a full roll-out starting in January 2016.

## Monthly Performance Report: March 2015

### 7. Increasing Efficiency in Policing Through Collaborative Working and Innovation

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#### **Demand Management**

The effective management of demand is a crucial area of work and a number of work strands have been pulled together under a single project. There are four areas of demand to be examined:

- Demand Process - What can we stop doing, or change how we respond?
- THRIVE - Model around decision making for officers and staff
- Local Demand Management - How demand is managed on the LPAs
- Public Contact Programme - What aspects will improve the way we manage demand

The above areas will help to shape how we change the way we deliver a quality policing service with fewer resources.

#### **Collaboration**

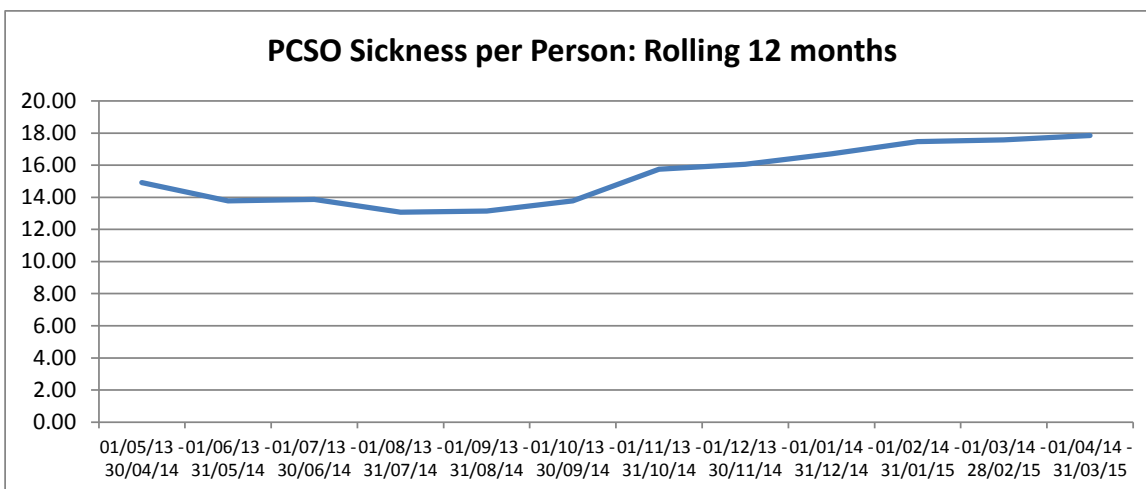
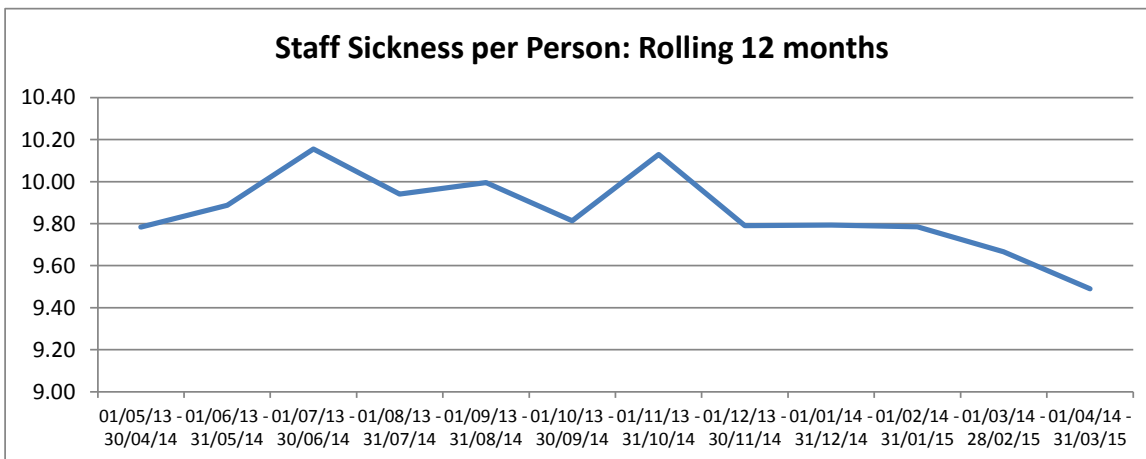
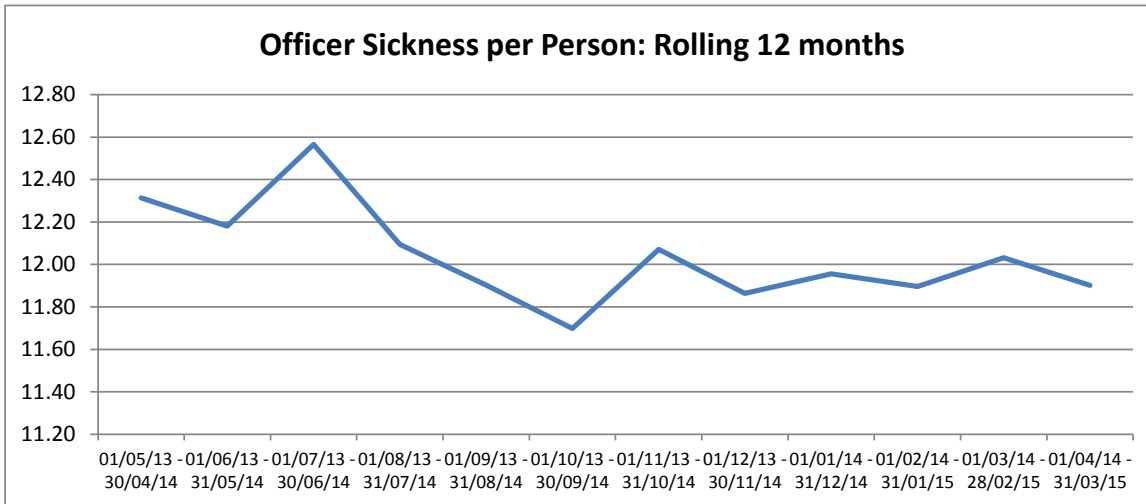
The Serious Crime Team continues to look at opportunities for further collaboration with Kent, as well as areas of policing where we can work with other Eastern Region forces and partner agencies. We are now holding regular meetings with our counterparts from Kent and have recently held a meeting with the Essex Fire and Rescue 2020 team.

# Monthly Performance Report: March 2015

## 8. Organisational Health

### Management Information

#### Sickness Levels



## Monthly Performance Report: March 2015

### 8. Organisational Health

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#### **Sickness**

In order to enhance the availability of support from Health Services, two Occupational Health Advisors have been recruited and will commence employment in early April and May respectively.

In the interim period, an agency nurse has been contracted to enable vaccinations to be administered. Work has also been undertaken in respect of Disaster Victim Identification officers to ensure they are able to be deployed should circumstances demand, with a plan in place to ensure appropriate immunisations are maintained.

Work is to commence shortly with the Disability Network/Federation and Performance Improvement Unit in relation to line management training for managing attendance and recuperative duties. This will enable early and supported return to work for staff, and dovetails with the limited duties work interviews stream to support the revised regulations. In addition, Health Services have continued to promote services through attendance at the various Wellbeing Events which have, and continue to take place, across the force.

Alignment of business processes in Health Services within Essex Police and Kent Police is underway, commencing with Health and Safety. This includes reinvigorating the Health and Safety corporate governance structure with revised ownership and accountability being introduced. The changes to Health and Safety governance will allow for more local involvement with a Chief Inspector/staff equivalent, to be a Board member, ensuring the organisation's responsibilities in relation to Health and Safety continue to be appropriately discharged.

A revised Sickness Management Group (SMG) process has also been implemented to ensure a larger proportion of the long term sickness absence cases are reviewed through this forum. The new SMG process will bring forward the monitoring arrangements previously in place; proactively ensuring appropriate interventions are made. A dedicated Health Services analyst has commenced employment on a short-term basis to allow for greater analysis and trends of absence to be identified, therefore enabling more intelligent, targeted interventions to be undertaken.