

## Performance and Resources Scrutiny Programme 2019

Report to: the Office of the Police, Fire and Crime Commissioner for Essex

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### 1.0 Purpose of Report

This report provides an overview of the work conducted within the Crime and Public Protection Command (C&PP) for Q1 2019/20 (1<sup>st</sup> April – 30<sup>th</sup> June 2019).

### 2.0 Recommendations

There are no specific recommendations within this report but the board are invited to note the key areas of performance highlighted.

### 3.0 Executive Summary

This report provides a broad assessment of the work being undertaken within Crime and Public Protection and is structured around the four operational areas within the command. It details core performance and crime data, outcomes, achievements, issues and outlines ambitions for future work.

The report provides updates on some of the improvement programmes identified in the last report and includes detail on new work being conducted within the command.

#### **4.0 Introduction/Background**

C&PP has responsibility for investigating some of the most serious crimes against the most vulnerable in our communities and for tackling those offenders who pose the highest risk to our communities.

The four main departments are:

- **Public Protection Investigation Units (PPIU):** There are three PPIUs aligned to the Local Policing Areas of Essex Police; North, South and West. Each PPIU is overseen by a DCI and includes Adult Sexual Abuse Investigation Teams (ASAIT) and Child Abuse Investigation Teams (CAIT).
- **Management of Sexual Offenders and Violent Offenders (MOSOVO):** Consisting of five teams based across the county with responsibility for Managing Registered Sex Offenders, Managing Violent Offenders, Multi-agency Public Protection Arrangements (MAPPA) and delivery of the Disclosure Barring Scheme (DBS).
- **Police Online Investigation Team (POLIT):** One team with responsibility for investigations across the county into offences involving indecent images of children and paedophilia material held on a computer. This unit respond to referrals from other agencies (most significantly the National Crime Agency) and provide a proactive capability utilising systems to detect those people in Essex viewing and distributing indecent images of children via the internet.
- **Operations Centre:** Based at headquarters, providing support to the whole force and comprising of:
  - Adult, Child and CSE Triage Teams who receive, process and respond to referrals from partner agencies;
  - Assessment Team who review and provide intelligence for all reported incidents handled by the Force Control Room that relate to any of the 14 strands of vulnerability;
  - Central Referral Unit (CRU) providing specialist safeguarding services to victims of High Risk Domestic Abuse and Honour Based Abuse in support of LPA based Domestic Abuse Investigation Teams (DAIT).

## 5.0 Current Work and Performance

### Public Protection Investigation Units (PPIUs)

#### Core performance

Crimes recorded:

<b>ASAIT RECORDED</b>	Q1 2018/19	Q1 2019/20
Rape	216	327
Other Sexual Offences	31	52
Other Offences	52	63
Non-Crimes	62	136
<b>CAIT RECORDED</b>	Q1 2018/19	Q1 2019/20
Rape	172	114
Other Sexual Offences	209	186
Other Offences	279	379
Non-Crimes	229	154

Crime outcomes:

<b>ASAIT SOLVED (RESOLVED)</b>	Q1 2018/19	Q1 2019/20
Rape	<a href="#">10 (0)</a> <sup>1</sup>	6 (6)
Other Sexual Offences	0 (0)	2 (0)
Other Offences	11 (1)	10 (2)
<b>CAIT SOLVED (RESOLVED)</b>	Q1 2018/19	Q1 2019/20
Rape	9 (7)	7 (4)
Other Sexual Offences	14 (20)	8 (43)
Other Offences	15 (141)	15 (222)

<sup>1</sup> The numbers in brackets are offences that were assigned outcomes 9, 11 or 20 and are therefore considered resolved.

ASAIT's case load is 60% higher in Q1 2019/20 when compared with Q1 2018/19 (This is overall across the sum of all crime types listed Rape, Other sexual offences, Other offences, Non-crimes).

Rape was the most numerically acute investigation type in Q1 2018/19 accounting for 60% of investigations compared to all other types of investigation combined. There is a slight decrease to 57% in Q1 2019/20.

That said, Other sexual offences, whilst numerically lower than Rape, have shown a sharper increase in between Q1 2018/19 and Q1 2019/20 (68% increase) when compared to rapes between Q1 2018/19 and Q1 2019/20 (51% increase).

Crime outcomes suggest that the overall solve rate for all offences in the ASAIT case load has declined in Q1 2019/20 (3%) when compared with Q1 2018/19 (7%).

There is no statically significant distribution of solved outcomes across crime types at this time.

CAIT case load has a 6% decrease in Q1 2019/20 when compared with Q2 2018/19 (This is overall across the sum of all crime types listed Rape, Other sexual offences, other offences, non-crimes).

Other offences are the most numerically acute investigation type in Q1 2019/20 accounting for over 45% of CAIT's total caseload. This is an increase from 31% in Q1 2018/19.

There has been a decrease of around 34% in the number of Rapes recorded in Q1 2019/20 when compared to Q1 2018/19.

Crime Outcomes suggest that the overall solve rate for all offences in the CAIT caseload has declined in Q1 2019/20 (4%) when compared with Q1 2018/19 (6%).

Solved rates for 'Other offences' accounts for 50% of the total solved outcomes within the CAIT caseload.

### Key achievements

The QUEST team, which investigates non-recent child sexual abuse (penetrative) within agreed terms, became operational on 18<sup>th</sup> February 2019. They are currently staffed by an SIO, a DS and four investigators. Three further officers are expected to be in post by September 2019. The team have 50 ongoing investigations. Once the new officers are in post the team will be able to take on more work including non-recent abuse that is non-penetrative. In dealing with their investigations, officers have travelled around the country to Inverness, Berwick-Upon-Tweed, Blackpool and Cornwall to execute warrants, deal with suspects and gather statements from victims. The team currently have five cases with the CPS for early investigative advice with a further four likely to lead to charges. They are very close to obtaining their first set of charges for an investigation, estimated to be in the next three months. Without the QUEST team these investigations would have been allocated to frontline CAIT staff, competing for time against current child risk/abuse. Once the

extra staff are in post the workload of CAIT staff will further be eased. The QUEST team has enabled a better quality and speed of service for victims of non-recent abuse.

A joint Essex Police and Social Care Forum is in place and is held quarterly, alternating between venues in the North and Mid quadrants. The purpose is to support and enable local organisations and agencies to work collaboratively in a system where children are safeguarded and their welfare promoted. The forum's functions include early identification and analysis of new safeguarding issues and emerging threats. It also facilitates effective information sharing, a shared understanding of everyone's roles and challenges, which enhances joint working. The forum provides dedicated points of contact to whom enquiries can be directed in order to secure information or guidance expeditiously and explores joint training opportunities. The forum is chaired by the North CAIT DI and the Local Service manager for Assessment and Intervention for Children and Young People with Learning Disabilities. Other attendees include DAIT, LPT and Ops Centre Inspectors, Hub Service Manager and managers from CSC. Recent topics discussed included a presentation on polygraph testing for persons under investigation for indecent images of children offences, a review of Police Protection, expectations of social workers before a child is reported missing by them, ABE interviews and inclusion of social workers/joint training exploration and specific case discussion. The next meeting is scheduled for October 2019.

An independent multi-agency Rape Scrutiny Panel, to identify barriers to improve performance across agencies, is in the process of being implemented. Terms of Reference (ToR) were agreed with CPS in June 2019. The panel will be held quarterly and chaired by Essex Police for the first year to aid implementation. Panels will be themed with partner agencies invited to identify cases within the theme they believe should be scrutinised. The initial meeting of the panel to agree ToR with wider membership and set out roles and expectations is planned for July 2019. The first full Panel review is expected to be held in September 2019 after the summer leave period to maximise attendance.

The Synergy Essex First Responder Project ensures that every victim of rape in Essex will speak to an ISVA within 24 hours of reporting. It was launched as a three month pilot in January 2019 and has now continued in an official capacity. Essex was the first force in the UK to offer this level of service with the ambition that this will decrease the number of victims that disengage and provide enhanced support for victims through the Criminal Justice System. Between January and June 2019 there have been 425 referrals altogether.

Looking specifically at Q1 2019/20, there were 216 referrals of which 172 were viable (80%) and 44 non-viable (20%). Reasons that a referral was non-viable include declined service due to dual status i.e. subject to an on-going police investigation as a suspect in DA/sexual/violent offences or poses a risk of harm to others (18%), inappropriate referrals (7%), incomplete referrals (21%), referral withdrawn (20%) and referred out of area (34%). The incomplete referrals were identified to have come from third parties or where the victim had not supplied contact details, rather than police reporting errors.

Of the viable referrals, 68 were active cases (40%), 25 were awaiting successful contact (14%), 39 declined service (23%), 36 did not engage (21%), 2 were not brought to service (1%) and 2 were planned closures (1%).

Of the 216 total referrals, 156 were recent (72%) and 60 were non-recent (28%). 201 were female (93%) and 15 were male (7%). Age breakdown of all referrals: 9 children up to 12 (4%), 33 young people 13-17 (15%) and 174 adults (81%).

Breck's Last Game (an educational tool for schools based on the online grooming of Breck Bednar via gaming resulting in his murder in Grays) was launched in April 2019. It has reached 401 year-eight students and a number of schools have opted to take up additional training with the Essex CC Youth Service (the delivery partner).

A CPD event regarding investigating sudden childhood death took place in July 2019 at Chelmsford Racecourse. Those in attendance included CAIT officers, CSIs and representatives from the NHS and the local authority. The main speaker was David Marshall QPM, a retired MPS DCI, who is the author of Blackstone's Effective Investigation of Child Homicide and Suspicious Deaths. There was also a presentation from the Child Death Review Team (formerly known as Rapid Response Team).

The joint training package developed between Essex Police and CARA (Centre for Action on Rape and Abuse in Essex) continues to be delivered to volunteers. It covers what to do if a person has been the victim of a sexual offence. CARA deliver the training to any organisation that requests it. To date they have trained 37 volunteers of the SOS bus in Colchester and Chelmsford. The delivery of the training is an ongoing service they provide to agencies along with their other functions.

## **MOSOVO**

### **Core performance**

Crimes recorded:

<b>MOSOVO RECORDED</b>	Q1 2018/19	Q1 2019/20
All offences	121	145
Non-Crimes	29	86

Crime outcomes:

<b>MOSOVO SOLVED</b>	Q1 2018/19	Q1 2019/20
All Offences	36	39

MOSOVO are currently managing 1576 Registered Sex Offenders (RSO) in the community, which is an increase of 12 since the last quarter. 385 Low Risk RSOs are subject of Intelligence Led Management. There are 100 active/overdue visits,

however this number is dynamic due to new RSOs registering and the ongoing visits by MOSOVO staff. Of these 100 active/overdue visits, one is categorised as High Risk.

### Key achievements

MOSOVO are working hard to implement NPCC guidance in relation to creating bespoke risk based visit regimes for all its offenders. This steps away from the set MAPP guidelines from 2009 and allows MOSOVO teams to provide a more flexible response to monitoring RSOs who are led by probation. The South Teams are also running a pilot scheme which has embedded a police officer into probation to improve the early management of RSOs. Early indications suggest that joint visits are ensuring that ARMS assessments are being completed and bespoke visit regimes can be implemented at the earliest opportunity. This will create more effective management and efficiencies longer term. If this proves successful, it is hoped this can be rolled out to the North Probation hubs.

## **POLIT**

### Core Performance

Crimes recorded:

<b>POLIT RECORDED</b>	Q1 2018/19	Q1 2019/20
All Offences	69	63
Non-Crimes	1	2

Crime outcomes:

<b>POLIT SOLVED</b>	Q1 2018/19	Q1 2019/20
All Offences	27	48

POLIT have received 40 external referrals in Q1 2019/20 compared to 35 in Q1 2018/19. These referrals are primarily from the National Crime Agency (17 referrals in Q1 2019/20 compared to 22 in Q1 2018/19) and Regional Organised Crime Units (11 referrals in Q1 2019/20 compared to 3 in Q1 2018/19). There has been an increase in UCOL referrals (20 referrals YTD 2019 compared to 6 for the whole of 2018). This reflects a government drive from a regional perspective. POLIT referrals from MOSOVO have more than doubled.

### Key achievements:

All of the POLIT team are now fully accredited having passed the National Grading Training. This now ensures that POLIT staff uploading indecent images to Child Abuse Image Database (CAID) are fully compliant with the national requirements.

In the reporting period the POLIT teams have executed 57 warrants and safeguarded 65 children. The teams have also been instrumental in a number of large investigations such as identifying live abuse on the device of a suspect arrested for indecent images. Following this a joint investigation with CAIT North has identified a number of child victims and a male and female have been charged and are remanded in custody.

POLIT piloted additional work with the NCA, which led to some high priority investigations as a result of continued use of covert policing systems identifying offenders. POLIT have assisted public protection colleagues on a number of live abuse and high priority cases where the victim ID officer was used to good effect. This has resulted in comments from the judiciary about the professionalism of POLIT.

### **Operations Centre**

Over the quarter the team provided safeguarding to 673 High Risk victims of Domestic Abuse. 13 victims of Honour Based Abuse were also safeguarded.

Essex MARAC heard 460 cases, of which 309 were referred by police.

Triage figures for Q1 2019/20:

	Apr-19	May-19	Jun-19
<b>Child Triage</b>			
<b>Meetings requested</b>	<b>90</b>	<b>111</b>	<b>125</b>
<b>Meetings Attended</b>	<b>84</b>	<b>110</b>	<b>122</b>
<b>Attendance Rate Strat Meeting</b>	<b>93%</b>	<b>99%</b>	<b>98%</b>
<b>Number of Referrals</b>	<b>260</b>	<b>293</b>	<b>290</b>
<b>CSE Triage</b>			
<b>Meetings requested</b>	<b>16</b>	<b>16</b>	<b>18</b>
<b>Meetings Attended</b>	<b>12</b>	<b>14</b>	<b>18</b>
<b>Attendance Rate Strat Meeting</b>	<b>75%</b>	<b>88%</b>	<b>100%</b>
<b>Number of Referrals</b>	<b>231</b>	<b>252</b>	<b>224</b>
<b>Adult Triage</b>			
<b>Meetings requested</b>	<b>0</b>	<b>2</b>	<b>5</b>
<b>Meetings Attended</b>	<b>0</b>	<b>2</b>	<b>5</b>
<b>Attendance Rate Strat Meeting</b>	<b>N/A</b>	<b>100%</b>	<b>100%</b>
<b>Number of Referrals</b>	<b>201</b>	<b>224</b>	<b>214</b>

### **Key achievements**

A new Section 47 process was implemented for the Child Triage team in April 2019, following consultation across SET. This ensures the interactions are compliant with SET procedures and increases efficiency.



The co-location of CRU with MARAC at County Hall in Chelmsford is expected to occur in the last quarter of 2019. As a result of prioritising this, the Adult Triage move to co-location with Essex Adult Social Care at County Hall has been put on hold until 2020.

### **Other work**

#### **Update on policing and mental health:**

There were 147 S.136 detentions in Q1 2019/20, which is a 16% decrease compared to Q1 2018/19. There were 30 executed S.135 warrants in Q1 2019/20, which is a 36% increase compared to Q1 2018/19.

Street triage continues to be effective. 76 S.136 detentions were prevented and 78 diverted away from A&E during Q1 2019/20.

However, overall there has been an increase in S.136 (2017/2018 - 580, 2018/2019 - 742, 2019/2020 YTD - 368). There is an identified gap where police are unaware of the end result. There is currently no judgement of the quality and successful application of the S.136. There is work underway to share data with the mental health service provider in Essex, which will allow feedback on the successful application of the S.136.

The Serenity Integrated Mentoring (SIM) project, in which a police officer is embedded in an NHS mental health team, continues in the North and Mid CCG area of the county.

The restraint protocol is now live for Essex police. This is a multi-agency protocol governing the use of restraint in mental health settings.

A problem profile on mental health has now been completed (July 2019) and has been shared with partners. A meeting is scheduled in September 2019 to further discuss.

Essex Police is reviewing models in other forces that have dedicated investigation teams for mental health.

The NPCC lead and College of Policing have agreed a new national definition of mental ill health for all forces to adopt. A working group are devising a media/training strategy to inform staff, which will need to be supported by guidance.

By August 2019, all forces should review their existing partnership mental health triage services to assess their effectiveness, and the environment they are operating in. The College of Policing will provide a template to help forces benchmark their triage activity. Essex has applied to the College of Policing for them to conduct an independent review and are awaiting confirmation that they will conduct the review or the template they will provide forces. This is likely to be after September and the National Mental Health Conference lead by the College of Policing.

HMICFRS have stated that all officers will receive a two day of College of Policing mental health package by August 2019. A decision by Essex Police College means that this package will be delivered in one day and will not be completed until December 2019. Although this is on track to be delivered by December 2019, this remains a one day input. Essex Police College has decided to deliver a one day package due to operational abstractions. There remains a risk as training is not delivered over a two day period and will not be completed by August 2019.

The Mental Health Board, attended by Det Supt Elliot Judge, is trying to implement telephone access for mental health services (111 option 2). This will allow police to attend the scene and make an assessment. If suitable, police dial 111 Option 2, which then places the victim in contact with a mental health speciality. This will reduce the time that police spend on mental health incidents that do not require policing activity.

Essex Police have developed a 'Strategic Aims for Mental Health' document, which is currently under review by Det Supt Elliott Judge.

#### Stalking and Harassment:

The College of Policing issued national Stalking and Harassment guidance in April 2019 which Essex delivered across the force to front line officers, also, members of police staff who have contact with victims. This included the removal of PINS.

Four stalking training sessions have been delivered by SETDAB to police and partners, including an input from Force Lead, DCI Jim Sandford.

## **6.0 Implications (Issues)**

### **PPIU**

Officer vacancy rates within the command continue to be monitored. There are currently 11 constable vacancies, however this will reduce to one in September with an uplift of resources (14 in July and 15 in September, offset with leavers).

There has been a recent campaign to attract transferees with resourcing priorities in CAIT/ASAIT. 7 DCs and 2 DIs have transferred in within the last 12 months with a further 2 DCs and a DCI awaiting posting.

Anecdotal feedback regarding recruitment/retention issues include volume and nature of work. Also, support in development for promotion mean staff move on and out of the command.

### **MOSOVO**

Short term investment is required for MOSOVO in order to install the NPCC visit regime guidance. All cases will be managed and prioritised based on threat, harm and risk but this may lead to an increase in visits in the short term.

## **POLIT**

There is no update on the plan to move the POLIT team from Tilbury Police Station to a more suitable location and this continues to cause issues for the team, not only in relation to the IT infrastructure, but also to the amount of time officers spend travelling across the county.

The Digital Forensics Unit (DFU) are now returning work just outside the service level agreements in place which is an improvement on previous months.

The formation of a grooming team has been postponed at this time due to a number of conflicting resource priorities. The result of this is that offences of grooming children online and reports from Online Child Activist Groups (OCAGs) are being retained and investigated in LPAs.

### **6.1 Links to Police and Crime Plan Priorities**

The work of the Public Protection Command links to the following priorities in the Police and Crime Plan:

- Priority 3 – Breaking the Cycle of Domestic Abuse
- Priority 4 – Reverse the Trend in Serious Violence
- Priority 5 – Tackle Gangs and Organised Crime
- Priority 6 – Protecting Children and Vulnerable People from Harm

### **6.2 Demand**

ASAIT have seen an increase of 60% (217 offences) in the number of investigations compared to Q1 of 2018/19.

CAIT have seen a decrease of 6% (56 offences) in the number of investigations compared to Q1 2018/19.

MOSOVO have seen an increase of 54% (81 offences) in the number of investigations compared to Q1 2018/19.

POLIT have seen a decrease of 7% (5 offences) in the number of investigations compared to Q1 2018/19.

There has been a 3% increase (24 offences) in the number of High Risk Domestic Abuse investigations compared to Q1 2018/19.

The force has seen a 43% decrease (7 offences) in the number of Honour Based Abuse Investigations compared to Q1 2018/19.

### **6.3 Risks/Mitigation**

There are four risks currently being managed in relation to C& PP Command:

#### **Risk 1626**

Following the C&PP restructure in 2016, the level of resourcing within the Triage team is insufficient to meet demand.

A review is being led by the Triage Team DI to make proposals as to how the Triage Team can meet demand with resources. Mitigating actions for this risk are in development led by the Head of the Operations Centre.

#### **Risk 1634**

As proactive investigative tools are developed, the volume of potential offenders for Online Child Sexual Abuse (OCSA) and Online Child Sexual Exploitation (OCSE) is increasing. As a consequence there is an increase in demand/workload specifically in relation to registered sex offenders. Crime and Public Protection need to identify/understand the current capacity and develop an approach to meet and deal with this emerging demand.

Mitigating actions are on-going:

1. Design, build and recruit to a POLIT structure that has scope and capacity to deal with; a) All levels of IIOC referrals from CEOP / NCA (Complete), b) High and very high risk grooming & incitement cases, c) Online Child Activist Groups and d) A strong proactive capability
2. To ensure the Digital Forensics Unit capability and capacity is sufficient to meet operational demand

A decision was made at the Commanders' meeting that b) and c) will continue to be investigated by LPA. The Force Growth programme includes 5 additional proactive POLIT constables and Force Growth Board in May 2019 identified that the growth will not take effect until February 2020.

#### **Risk 1635**

C&PP Command Recruitment Challenges: Crime and Public Protection are currently suffering from recruitment challenges including:

1. The inability to attract the appropriate staff/officers with the required skill set
2. Inability to retain skilled staff/officers
3. A low number of transferees from other forces

#### 4. Delays within the recruitment process

There is one on-going mitigating action:

1. The introduction of a mentoring programme for identified officers

The above risk was raised during this quarter. In May 2019 it was agreed at Chief Officer Group that 30 PCs/DCs would be posted from LPAs to PPIUs to reduce the vacancy rate. Under this agreement 15 officers will transfer to Public Protection on 8th July from LPAs and a further 15 will transfer in September. Learning and Development have prepared a proposal that would allow student officers to be posted to PPIU vacancies at 18 months service. This proposal and amendments to the Detective Career Pathway to deal with the salary gap for those who aspire to be detectives were discussed at COG and await further dialogue. HR recruitment continue to seek transferees but the numbers identified are insufficient to meet staff turnover.

#### **Risk 1823**

Insufficient rape investigations result in injustice for victims. The quality and consistency of rape investigations and the development of the relationship with the CPS need to be improved to address the relatively low levels of charges for rape.

Mitigating actions are on-going:

1. Develop a revised performance management framework to identify barriers to performance
2. Establish consistent application of investigation prioritisation using the SOP across all three PPIUs
3. Progress PPIU police staff business case to maximise deployment of resources
4. Implement an independent multi-agency rape scrutiny panel to identify barriers to improved performance across agencies
5. Agreement from Chief Officers to identify additional key performance questions and indicators to measure victim satisfaction with the service we provide in addition to measuring the crime outcome

#### **6.4 Equality and/or Human Rights Implications**

There are no identified issues in relation to Equality or Human Rights.

#### **6.5 Health and Safety Implications**

There are no identified issues in relation to Health and Safety.

#### **7.0 Consultation/Engagement**

This report has been written in consultation with the Crime and Public Protection Command Team. Data has been provided by the Performance Analysis Unit and individual teams for information held locally.

## **8.0 Actions for Improvement**

### **PPIU**

The Drink Aware project, working with Night Time Economy venues to deliver vulnerability awareness training to staff and implement Drink Aware Crews in identified venues, has been pushed back to October 2019 instead of May.

The pilot of Operation Goldcrest, which will enable young people who are victims of CSE to take forensic samples without having to come to police, will go live as a pilot in Thurrock in October 2019 instead of September.

Work has started regarding targeting repeat sexual offenders. Force analysts are reviewing the data from the last five years with a view to PPU staff taking a pro-active Achilles' heel approach to target them. The initiative hopes to tackle offenders that are not managed by MOSOVO or other departments, and are not in prison i.e. those that 'slip through the net'.

### **MOSOVO**

A review has been conducted of MOSOVO and proposals are being developed to support a realignment of teams, providing greater efficiencies and better resilience. This falls in line with the work being carried out to improve the effectiveness of working practices both internally and with partners in probation.

## **9.0 Future Work/Development and Expected Outcome**

POLIT (and MOSOVO) have become involved with the Policing Institute for the Eastern Region at Anglia Ruskin University and Chief Constable Simon Bailey's office (Norfolk Police) as the lead for child protection. They are working with former PCC Nick Alston to put together training workshops, conferences and technological opportunities both locally and nationally for policing of this type. They are looking to pilot a grading tool which will assist officers' automated grading of indecent images. This should assist in reducing staff and officer exposure to imagery and potentially reduce trauma related welfare issues.

There is ambition for a grooming team, working alongside POLIT to investigate offences of grooming children online, undercover investigations instigated by the Regional Organised Crime Units and reports received from Online Child Activist Groups (OCAGs). Funding for additional staff will be available in early 2020. Plans are in place to identify where these staff can be used to best effect.

Operation Limelight (FGM) days of action are scheduled at the start of the summer holidays on 24<sup>th</sup> and 25<sup>th</sup> July 2019 and for one day at the end of the holidays on 29<sup>th</sup> August 2019 at Stansted Airport, which is an intelligence gathering exercise and

publicity opportunity, but also potentially a preventative measure. This is part of a national operation where we will have partner agencies with us working together to make a difference. Colleagues from police, Border Force and social care in Sweden will also be at Stansted Airport, which will provide a unique opportunity to share intelligence, ideas and information in relation to the recent discovery of the connection between Essex and Sweden and the girls being brought to have FGM performed on them in the UK.

Essex Police Media Team are working closely with SETDAB to develop and deliver the 2019 Stalking Campaign, which is due to go live on 2<sup>nd</sup> September 2019.

A half day CPD event on child death for CAIT staff will be held in August 2019.

An initiative led by PPUI North will commence at the start of the new academic year at the University of Essex. Presentations covering sexual offending, consent and options for reporting will be delivered to staff and resident life students for them to cascade to the 6000 new students starting in September. C&PP staff will also engage with the students as part of Fresher's Week and along with Colchester CPT, who will have a crime prevention stall. Posters around safeguarding and preventative advice for sexual offences will be displayed throughout the university. Presentations by C&PP officers will also take place at other events throughout the academic year.