

Police and Crime Plan

Extension 2020-2021



PFCC 

**POLICE, FIRE AND CRIME
COMMISSIONER FOR ESSEX**

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Foreword

Safe and secure communities are the bedrock on which we build wellbeing and prosperity for all. For me this means communities which are well policed; but also, where we all play our role in making sure criminals have no scope to thrive, watching out for the vulnerable and helping the police where we can. I said this in the introduction to my original Police and Crime Plan which was published in 2016.

Today, that vision remains exactly the same and is still at the very core of this extension to the Plan which will set our objectives as we continue to work with Essex Police, our fire and rescue colleagues, community and other emergency services partners, businesses, local and national government, the justice system, volunteers, faith groups, charities and of course everyone who lives, works and travels in Essex.

In the past four years we have achieved a lot, Essex Police is the strongest it has been in many years with dedicated town centre, rural and business crime teams and it continues to grow. We have the second largest Special Constabulary and the fastest growing in the country. We have also made huge strides in working in collaboration, effectively using our finances to put more into frontline policing as well as reducing anti-social behaviour and bringing huge amounts of investment into the county to help tackle County Lines and protect our most vulnerable people.

To update the Plan, we looked at what we have achieved so far, took into account what residents and our partners thought using a number of surveys and engagement activities and looked at what new challenges were now facing us in light of the Coronavirus pandemic and of course different crime trends.

This work told us that our seven policing priorities to keep people safe were still valid with people still showing a strong preference for more visible policing within their communities, especially neighbourhood policing, cracking down on anti-social behaviour and tackling gangs and violent crime.

Using this information as our guide we have worked closely with Essex Police to update and revise the “We Will” commitments within the Plan. We have also had the benefit of face-to-face workshops with the Police, Fire and Crime Panel, Council Leaders, Council Chief Executives, Members of Parliament for Essex and the Strategic Independent Advisory Group facilitated by the Police.

To supplement these workshops, we have also engaged with our partners from across Essex to seek their views and input. This has included the Essex Association of Local Councils, Neighbourhood Watch, Community Safety Partnership Managers, representatives from the business community, rural community and voluntary sector as well as several commissioned services.

Please read this extension to the Plan and if you would like to find out more or get involved in our work to continue to build a safe and secure Essex, get in touch.

Roger Hirst
Police, Fire and Crime
Commissioner
for Essex



Message from the Chief Constable

This plan is so important because keeping the people and communities of Essex safe is the priority for everyone.

I am pleased that the Police, Fire and Crime Commissioner has extended the period it covers, and we continue to work together to keep the county safe.

I took up the role as Chief Constable of Essex Police in October 2018 and have reviewed and adapted the Essex Force Plan to enable us to keep working towards the Commissioner's strategic priorities for crime and policing.

I have been really proud to see the outstanding work from our force's officers, staff and volunteers who strive daily to: keep the people of our county safe; catch criminals; and support each other whilst maintaining the trust of the public.

Their work has continued to support the seven policing priorities set out in this document, and we have seen great success in each of those areas.

We have continued to see a reduction of offences including robbery, burglary, theft and anti-social behaviour – all of which have a huge impact on victims and communities.

We continue to focus on tackling serious, violent and gang-related crime. In the last year our specialist Operation Raptor teams have seized nearly £780,000 worth of drugs and arrested 428 people involved in drug supply and our Serious Crime Directorate continue to tackle serious and organised crime.

Reducing knife-related crime remains a priority and, in the last year, through Operation Sceptre we have taken nearly 500 knives off of our streets, arrested 700 criminals for related offences and carried out 2,000 hours of targeted patrols.

Essex Police's detectives are also undertaking the UK's largest ever homicide investigation (Operation Melrose) into the deaths of 39 Vietnamese nationals found in the back of a lorry in Thurrock in 2019. They are also taking a national lead in seeking ways to prevent organised immigration crime by working with

our communities. In doing this we continue to make Essex a safer place and a hostile environment for serious and organised criminals.

Policing with the consent and support of the public is still the foundation of British Policing - this means with and on behalf of the diverse communities of Essex and the uniqueness of our county. In working on this plan, we do and will continue to ensure that we deliver a service that is truly representative and understanding of Essex; in what we do, what we say and who we are. In this way we can continue the proud history of policing in, with and on behalf of the people of Essex.

I know how much the people of our county and our PFCC value local and visible policing and, in the last full financial year, I'm delighted to say more than 460 officers joined our force.

Those new officers who wear an Essex Police badge join a proud force of constables, detectives, volunteers, Special Constables and staff who are committed, every single day to protecting and serving Essex.

BJ Harrington
Chief Constable,
Essex Police





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This document reflects on the past four years. Some of the photographs were taken before social distancing measures as a result of Coronavirus were introduced.



Roger Hirst, PFCC and
Jane Gardner, Deputy PFCC.

Our vision for Essex

Safe and secure communities are the bedrock on which we build success and wellbeing for all

The Police and Crime Plan

This plan is an extension to the Police and Crime Plan 2016-2020 following the delay in the PFCC election as a result of the COVID-19 pandemic.

The plan builds on the achievements of the last four years and sets out the policing priorities and aims for keeping Essex safe.

The plan brings together police, partners and the public of Essex to build safe and secure communities, to ensure the public have confidence in their police force and that victims are satisfied with the service and support they receive.

The building blocks of success

The Police and Crime Plan and its overall successes are built on:



Prevention

Improving the wellbeing of people across Essex, making sure that crime and anti-social behaviour do not happen in the first place and that children and vulnerable people are kept safe from harm.

Communications and engagement

Giving the public a voice in local policing so they feel they are heard, feel able to come forward to report crime and anti-social behaviour and have confidence in the way that the police protect them.

Volunteering

We want the police to be part of local communities and local communities to be part of the police by enabling more people to play an active role in keeping us safe.

Partnership

To improve the safety of our communities we must work closely in partnership with other services across Essex. Only by working together with the fire and rescue service, local councils, community safety partnerships, the voluntary sector, community sector and Health can we help our communities stay safe, prevent crime and protect the vulnerable.



Victims are at the heart of what we do

We believe victims should be at the heart of the Criminal Justice system and are placing a special emphasis on their needs within each and every policing priority.

Every victim should receive the services they are entitled to under the Victims Code and we will ensure that the criminal justice agencies are held to account for delivery against this code.

Everyone who reports a crime should be kept informed and updated about their case.

People who have experienced harm should receive appropriate support and be directly involved in the design of their services.

We will commission services which are driven by the needs of the victim and we will regularly seek feedback to improve and provide even better support, so victims are able to cope and recover from their experience.

Our Restorative Justice Services, which are focused on the needs of victims, will expand to enable more victims to have access.

The seven policing priorities to protect Essex



- **More local, visible and accessible policing**
- **Cracking down on anti-social behaviour**
- **Breaking the cycle of domestic abuse**
- **Tackling gangs and serious violence**
- **Disrupting and preventing organised crime**
- **Protecting children and vulnerable people from harm**
- **Improving safety on our roads**

Our achievements so far



We have been working hard with partners over the last four years to deliver against the Police and Crime Plan. Working together with you, we have achieved a lot.

Working with Essex Police, we have built a more modern, efficient and effective force, that is growing and better connected to our communities. Highlights include:

- Delivering the funding to enable Essex Police to be a growing force. It has 368 more officers by April 2020 than it had in 2016. On top of this, the Government announced a further 135 officers will be coming to Essex meaning the county will have 503 additional police officers by Spring 2021!
- Essex also has the second largest and fastest growing Special Constabulary in the country.
- Working to bring the numbers of incidents relating to anti-social behaviour, burglary and theft down.
- Leading the fight against gangs, county lines and violence with the development of a specialist Violence Reduction Unit.

An efficient force

Essex Police has been independently recognised by Her Majesty's Inspectorate of Constabularies and Fire and Rescue Authorities as an efficient force that offers good value for money.

Continued >

Our achievements so far



We have delivered the funding for more police officers

Taking evidence developed in Essex, Roger Hirst was appointed finance lead for Police and Crime Commissioners across the country and led the work with the Home Office and Treasury to secure additional funding for policing nationally. This work secured the first increase in police funding in seven years.

We have provided the investment needed for better technology, saving officers 20 minutes per shift

At the same time as recruiting more officers there is continuing work to improve the efficiency of the Force. We have provided the investment needed for new technology and improvements in systems and processes as part of the Mobile First Programme. This is helping to ensure officers and staff are as effective and efficient as they can be and has saved each officer 20 minutes per shift so far with more savings anticipated.

We have set an ambitious goal for more Special Constables working in your communities

Essex became both the fastest growing Special Constabulary in the country and the second largest, with the Metropolitan Police Force's Special Constabulary being the only one in the country with more officers.

We have broadened the number of volunteers from your communities helping to keep people safe

Continued growth of the Volunteer Police Cadet and Active Citizens Schemes.

Continued >

Our achievements so far



Working with the Safer Essex Roads Partnership

We have:

- Reduced the number of people killed and seriously injured on our roads
- Grown our community safety family by expanding the Community Speedwatch Team
- Rolled out drug testing kits to more officers to detect more drug drivers
- Delivered the funding for more police officers, including 21 additional roads policing officers

We have:

- Invested £5 million to support victims of sexual and serious violence
- Supported Essex Police's increased use of Stop & Search Powers
- Secured £2.5 million to prevent young people getting involved in gangs and violence
- Delivered the funding for more police officers to tackle gangs and support young people

Violent crime nationally is on the rise but the increase in Essex is lower.

We have

- Established a Violence and Vulnerability Unit
- Increased stop and search activity four fold
- Secured £5.7 million of extra funding for Essex

Continued >

Our achievements so far



Breaking the cycle of domestic abuse

We have:

- Encouraged more people to come forward and report domestic abuse
- Delivered the funding for more specialist police officers and better technology and training
- Set up a new single point of contact for domestic abuse victims
- Helped to promote good behaviours in young people by teaching them about healthy relationships

Protecting the vulnerable:

We have:

- Improved confidence in Essex Police to improve reporting of sexual abuse
- Invested in specialist support for victims
- Continued to fund specialists to help the fight against modern slavery
- Delivered the funding so there are more officers working in public protection teams, gang units and dedicated youth teams



Coronavirus and its on-going impact



The effects of the Coronavirus pandemic will continue to have a huge impact on Essex over the next 12 months and beyond. The lockdown and subsequent social distancing restrictions have brought about new types of crime and challenges as well as placing some of our already vulnerable people even more at risk.

During the initial stages of virus and now as we move into a recovery phase, helping those who need it must now form a key part of our Plan. Both individuals, businesses and organisations as well as charities and groups who provide support services who may have now seen their funding or donations reduced.

Ensuring those suffering from domestic abuse have services and support available will remain an important task for us. We have supported a campaign with Essex Police which raises awareness of abuse, encouraging victims and perpetrators to access support through our commissioned services including online and telephone help. To ensure communications channels with our stakeholders are two way, we will continue to drive the support through our chairing of the Southend, Essex and Thurrock Domestic Abuse Board.

We have repurposed half of our Community Safety Development Fund budget to offer vital support to the Essex Coronavirus Response and Recovery Programme administered by the Essex Community Foundation. Making the £150,000 available firmly cements our partnership work with our emergency services, health partners, councils, faith groups and the voluntary sector in responding to the Coronavirus under the banner #EssexUnites.

This funding has already helped several local organisations working to support those experiencing domestic abuse, vulnerable young people and those at risk of homelessness.

We will also be supporting local businesses via our work with the Essex Business Crime Strategic Board working closely with the Essex Chambers of Commerce and the Federation of Small Businesses. Economic prosperity is one of the building blocks of success when it comes to safe and secure communities and ensuring our economy can thrive will help the county to recover from the devastating effects of this pandemic.



Priority 1 – More local, visible and accessible policing

“**Our objective** is to ensure that crime prevention is based in the community, that victims come first, and that you know what is happening in your neighbourhood.”



We will:

- ✓ Provide strong visible, preventative policing in crime and anti-social behaviour hotspots, town centres, neighbourhoods and around the night-time economy.
- ✓ Develop preventative, proactive, problem solving policing activities by working with Community Safety Partnerships (CSPs), including embedding officers in local CSPs and Hubs.
- ✓ Develop a series of shared spaces for officers to use such as in fire stations and local community centres.
- ✓ Work with local communities, including through the Community Special Programme, to increase visibility, boost the Special Constabulary and prevent crime in their communities.
- ✓ Make it easier to contact the police. Improve the 101-response time, encourage online reporting and realise the benefits of the national Single Online Home solution.
- ✓ Deliver the next stage of Mobile First policing so officers have better access to technology and can spend less time behind desks and more time visible and dealing with issues in their communities.

So that communities have more confidence in Essex Police

Continued >

Priority 1 – More local, visible and accessible policing

“**Our objective** is to ensure that crime prevention is based in the community, that victims come first, and that you know what is happening in your neighbourhood.”



We have increased the number of volunteers working in your communities. Here is Active Citizen Mandy Chapman delivering crime prevention advice as part of Marine Watch.

We will:

- ✓ Work with schools, voluntary and statutory youth services to engage with young people, build confidence in policing, prevent crime and promote safe behaviours.
- ✓ Boost community volunteering, encouraging the Active Citizen Programme and grow the police family – doubling the Special Constabulary, with a Special Constable in every community.
- ✓ Support increased participation in Community Safety by supporting schemes such as Neighbourhood Watch, Street Pastors, Community Speed Watch, Volunteer Police Cadets and others.
- ✓ Help businesses recover and thrive after the impact of Coronavirus by implementing the Crime Against Business Strategy
 - Support the development of local crime prevention groups, such as Business Improvement Districts or Colchester Businesses Against Crime
 - Share intelligence and best practice with businesses
 - Grow employer supported policing
 - Tackle emerging crime types
 - Crack down on incidents of violence against businesses and their employees
 - Promoting the effective use of dispersal orders, behaviour orders and civil remedy

Continued >

Priority 1 – More local, visible and accessible policing

“**Our objective** is to ensure that crime prevention is based in the community, that victims come first, and that you know what is happening in your neighbourhood.”



The new Rural Engagement Team

We will:

- ✓ Work with our rural communities to strengthen our response to preventing and fighting crime in rural areas through implementing the Rural Crime Strategy
 - reassure rural communities and reduce the fear of crime
 - prevent crime
 - gather (and share) intelligence
 - bring to justice those who commit crimes in rural areas
 - offer advice and support, and develop crime prevention plans
 - develop the Farm and Rural Watch network
 - work with neighbouring forces
 - host Rural Crime Awareness events
 - work with key partners and the community
 - Deprive criminals of their means to commit crimes.

So that communities have more confidence in Essex Police

Priority 2 – Cracking down on anti-social behaviour

“**Our objective** is to keep our communities safe across the whole of Essex, reducing the disruption and distress anti-social behaviour causes people.”



Working with partners we will:

- ✓ Tackle anti-social behaviour to prevent longer-term and more serious crime.
- ✓ Target repeat and high harm anti-social behaviour through the continued development of Community Safety Hubs to include police, Essex County Fire and Rescue Service, Community Safety Officers, licensing, housing and environmental health in every policing district.
- ✓ Make greater use of Restorative Justice (RJ) to help put right the harm caused by anti-social behaviour, making clear to perpetrators the effect their behaviour has on individuals and communities.
- ✓ Improve the response of police and partners to anti-social behaviour by listening to local communities and drawing on evidence to increase public confidence.
- ✓ Support the community spirit shown throughout the COVID-19 crisis to strengthen communities, tackle ASB and ensure criminals have no place to thrive.
- ✓ Improve engagement and communication between the police and local communities so the public have confidence that the police understand and act on local issues, and the public have access to advice on crime and anti-social behaviour in their area.

So that anti-social behaviour is effectively tackled by police and partners

Priority 3 – Breaking the cycle of domestic abuse

“**Our objective** is to help those who suffer in silence and reduce the impact on children and families.”

COMPASS

Essex Domestic Abuse Helpline

From 1st April

Call us on:

0330 333 7 444

www.essexcompass.org.uk

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SOS
DOMESTIC
ABUSE
PROJECTS

Essex County Council

RCN: 1062493

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Working with and through the Domestic Abuse Strategic Board to deliver an ambitious programme of transformation we will:

- ✓ Support victims and their families affected by domestic abuse to feel safe, cope and recover through targeted help and jointly commissioned services.
- ✓ Train and develop front line professionals to recognise the signs and indicators of domestic abuse and to know how and where to go to for help.
- ✓ Support victims of domestic abuse who have also experienced sexual abuse, ensuring they receive the specialist help and advice they need.
- ✓ Understand the impact of the Coronavirus pandemic on domestic abuse and help those affected cope and recover, while ensuring the risk of offending is reduced.
- ✓ Support the Southend, Essex and Thurrock Domestic Abuse Board by providing leadership and helping develop and embed the new strategy.
 - Ensure victims' voices are heard and used to inform our service development and the development of peer support networks
 - Alter the behaviour of perpetrators and reduce offending by commissioning innovative programmes
 - Develop clear and consistent pathways for children and young people to report their domestic abuse concerns.

So that domestic abuse victims are and feel safer and perpetrators are brought to justice

Continued >

Priority 3 – Breaking the cycle of domestic abuse

“**Our objective** is to help those who suffer in silence and reduce the impact on children and families.”



Our Restorative and Mediation Service volunteers are helping to prevent domestic abuse reoffending

Working with and through the Domestic Abuse Strategic Board to deliver an ambitious programme of transformation we will:

- Expand earlier intervention at primary school level/early years settings and have specific interventions on healthy relationships available along with support service pathways
- Promote our commissioned domestic abuse services' single point of access to ensure victims get the support they need to cope and recover
- Work with the Criminal Justice System to monitor the use and effectiveness of the legislation and processes in managing domestic abuse offenders.
- ✓ Deliver targeted domestic abuse campaigns on key topics including promoting domestic abuse awareness within communities, and the business sector, encouraging healthy working environments.
- ✓ Use body worn video to improve successful outcomes in domestic abuse cases and ensure more perpetrators are brought to justice.
- ✓ Understand and tackle the specific nature and impact of domestic abuse in rural communities.
- ✓ Increase the use of restorative justice as a proven way to prevent domestic abuse reoffending and help victims cope and recover.

So that domestic abuse victims are and feel safer and perpetrators are brought to justice

Priority 4 – Tackling gangs and serious violence

“**Our objective** is to catch criminals and support early intervention to improve public safety.”



Working with partners we will:

- ✓ Ensure victims of rape and sexual violence receive the help and support they need, and work with criminal justice partners to ensure that perpetrators are brought to justice.
- ✓ Increase the number of successful rape and sexual abuse prosecutions and encourage more victims to come forward by improving the quality of investigation cases and the way technology is used to provide compelling evidence.
- ✓ Deliver against the Rape Prevention Strategy.
- ✓ Publish and support the Sexual Abuse Strategic Partnership to deliver the Essex Sexual Abuse Strategy and objectives, including:
 - prevent abuse
 - tackle perpetrators
 - increase communications
 - ensure an efficient criminal justice system
 - improve young people’s understanding of consent and abuse.
- ✓ Increase the number of referrals to the Essex Restorative and Mediation Service, to support those impacted by sexual violence and abuse and domestic abuse.
- ✓ Tackle the serious violence caused through domestic abuse by the activities set out within this Plan.

So that we reduce the number of people killed, injured or exploited as a result of gangs and serious violence

Continued >

Priority 4 – Tackling gangs and serious violence

“Our objective is to catch criminals and support early intervention to improve public safety.”



Former gang member and victim of exploitation Joanne Bakare talks about her experiences at our recent 'Perspectives on Violence' conference.

Working with partners we will:

- ✓ Bring violent offenders to justice through targeted police enforcement, working closely with neighbouring forces such as the Metropolitan Police.
- ✓ Deliver co-located responses to tackle drug, alcohol and substance misuse – getting more people away from dependency into treatment.
- ✓ Improve management of dangerous offenders in the community by closer collaboration with Her Majesty's Prison & Probation Service and criminal justice partners.
- ✓ Tackle perpetrators who groom individuals or groups, with a particular focus on victims who are targeted online.

Working through the Violence and Vulnerability Partnership we will:

- ✓ Deliver on the priority areas for the Essex Violence & Vulnerability Unit, including:
 - supporting staff, including frontline workers, to respond to the needs of young and vulnerable people
 - listening to and acting on what communities want
 - building awareness of how gangs operate and exploit the vulnerable so that we can improve our response
 - targeting areas experiencing high levels of gang activity
 - preventing vulnerable people being pressurised into returning to gangs once they leave custody.
- ✓ Secure extra funding from government and use this on evidence-based initiatives that are proven to tackle gangs, county lines and exploitation in Essex.

Priority 5 – Disrupting and preventing organised crime

“**Our objective** is to catch those in charge of organised crime groups while undermining their ability to operate.”



Working with partners we will:

- ✓ Support victims of human trafficking and modern slavery including sexual exploitation working closely with UK Border Agency (UKBA), National Crime Agency (NCA) and national and regional partners to bring perpetrators to justice.
- ✓ Channel funds seized from criminal groups back into policing priorities for local communities.
- ✓ Disrupt and prevent organised drug distribution through improved intelligence shared between the police, partners and local communities to limit the harm drugs cause.
- ✓ Limit the ability of illegal gangs to operate by encouraging local authorities and employers to work with landlords and private sector partners to ensure immigrant identification checks and controls by landlords are implemented in the right way.
- ✓ Use roads policing to target people and vehicles who cause harm to our communities, especially those who are involved in serious and organised crime, through automatic number plate recognition (ANPR), other intelligence gathering and disruption activities.
- ✓ Work with the Environment Agency and rural communities to tackle large scale industrial fly tipping committed by Organised Crime Groups.
- ✓ Work with businesses and individuals to help them protect themselves from cyber enabled crime such as online fraud.

So that crime does not pay and organised crime is disrupted

Priority 6 – Protecting children and vulnerable people from harm

“**Our objective** is to ensure children and vulnerable people are appropriately safeguarded and that they receive the help and support they need.”

SAFEGUARDING TOGETHER

**THE RIGHT
TO LIVE IN
SAFETY,
FREE FROM
ABUSE AND
NEGLECT**

**WORRIED ABOUT YOURSELF OR
SOMEONE YOU KNOW? YOU CAN
GET FURTHER SUPPORT AND
ADVICE, CALL TODAY.**

Working with safeguarding partners and the Southend, Thurrock and Essex Safeguarding Boards we will:

- ✓ Promote prevention and early intervention to keep children safe from all forms of abuse including child sexual abuse, emotional abuse, physical abuse and neglect and Child Sexual Exploitation (CSE).
- ✓ Promote and encourage partnerships to challenge and support Essex Police to deliver and sustain improvements to outcomes in child protection interventions.
- ✓ Work with frontline professionals including doctors, nurses, teachers and social workers to identify signs of abuse and understand how best to refer victims for support.

So that children and vulnerable people are kept safe from harm

Continued >

Priority 6 – Protecting children and vulnerable people from harm

“Our objective is to ensure children and vulnerable people are appropriately safeguarded and that they receive the help and support they need.”



Working with safeguarding partners and the Southend, Thurrock and Essex Safeguarding Boards we will:

- ✓ Improve reporting rates of sexual abuse and ensure victims have access to appropriate support.
- ✓ Use initiatives such as street triage to intervene early to help people with mental health, alcohol and drug misuse issues, to stay safe and stay out of the Criminal Justice System where appropriate.
- ✓ Deliver awareness campaigns for children and young people to improve understanding of healthy relationships through schools and public health information.
- ✓ Respond to the needs of individuals and local communities who are vulnerable to specific crime types such as hate crime, elder abuse, harassment, human trafficking, female genital mutilation (FGM), forced marriage and honour based abuse (HBA).
- ✓ Improve reporting of hate incidents through improved community engagement, improved reporting through Victim Support and greater use of Hate Crime Reporting Centres.

So that children and vulnerable people are kept safe from harm

Priority 7 – Improving safety on our roads

“Our objective is to reduce harm on the roads and promote safer driving.”



Community Speedwatch volunteers helping to prevent speeding in Harwich

Working with Safer Essex Roads Partnership we will:

- ✓ Build on the success of reducing those killed or seriously injured on our roads by working with our partners on the Safer Essex Roads Partnership to set an ambitious long-term target for significant further reductions.
- ✓ Undertake targeted, preventative operations to make it harder for criminals to use our road network to commit crime.
- ✓ Train more Community Speed Watch Volunteers to use technology so they can issue enforcement notices for bad driving.
- ✓ Invest in the rapid expansion of the “extra eyes” programme so drivers can report poor and dangerous driving.
- ✓ Increase enforcement activity against drug drivers, provide a focused deterrence for repeat offenders and a clear public messaging campaign to detect and deter people from committing this offence.
- ✓ Improve take-up of safe driving programmes, working with drivers to prevent harm and change behaviours so they understand their responsibilities for safe driving, with a focus on high risk drivers such as young men between the ages of 18-24.
- ✓ Maximise the use of police technology such as drug wipes, speed detection devices and automatic number plate recognition (ANPR) to prevent harm, identify and change the behaviours of those who break the law.
- ✓ Work with partners to ensure appropriate road traffic regulations are in place, such as speed limits, cameras and safe road design.

So that fewer people are killed or seriously injured

National Policing Requirements

Police, Fire and Crime Commissioner and Essex Police will have full regard to the Government's Strategic Policing Requirement

Police, Fire and Crime Commissioner is committed to Essex Police playing a full and active role in tackling national threats such as terrorism, civil emergencies, threats to public order, national cyber or digital crime and child sexual abuse.

Police, Fire and Crime Commissioner and Chief Constable will address these national threats by preparing a clear and robust plan to ensure there is a readiness and ability to respond when necessary.

These national threats will also involve a co-ordinated response across the National Crime Agency and partner forces.

Essex Police will continue to build on strong collaboration with Kent Police through the shared Serious Crime Directorate, and with police forces across the Eastern region, to tackle serious organised crime.



Essex's first ever Fire Investigation dog is now working to protect the county after completing her training recently.

Three-year-old Sprocker Spaniel Fizz will take part in fire investigations across Essex for an initial six month trial period, and support Essex County Fire and Rescue Service (ECFRS) in understanding how fires started, as well as why they may have escalated.

After being trained by Essex Police, Fizz's work will help in criminal investigations: in cases of deliberate fires and potential arson, she can identify up to 30 flammable liquids and solids, many of which are completely odourless to humans.

Essex Emergency Service Collaboration

- Deliver joined up emergency services to the public of Essex.
- Deliver efficiencies by sharing estates, resources, and back office functions.
- Improve prevention and public safety outcomes by collaborating across services.

Other Police Forces

- Continue to build on and develop our strong collaboration with Kent Police.
- Work across the Eastern Region forces through the Seven Force collaboration programme.
- Closer working with the Metropolitan Police Service, sharing intelligence and expertise.

Strategic Partnerships

- Commitment to invest in key strategic partnerships such as Essex Partnership Board & Essex Vision, Essex Criminal Justice Board, Safer Essex, Reducing Reoffending Board, Children's Strategic Partnership Board, Health and Wellbeing Boards, Essex Resilience Forum, Safeguarding Boards and Community Safety Partnerships.

Wider Partnerships

- The PFCC continues to be committed to working with a wide range of partners including local authorities, the health sector, local businesses, and the voluntary and community sector. We also work through local forums such as the Rural Crime Forum and Business Crime Board.

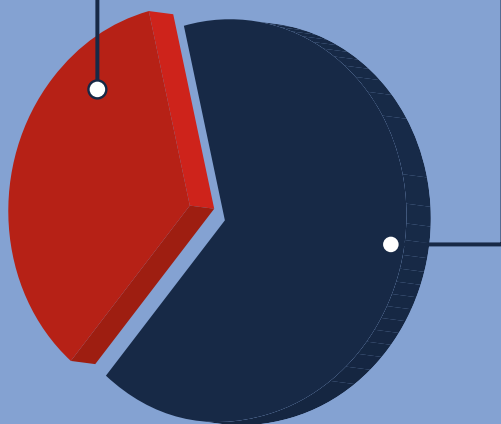
Delivering the Police and Crime Plan

Finance and Resources

The total net budget to fund policing and crime reduction work in Essex amounts to just under £320m for the financial year 2020-2021. The PFCC's overall approach is to ensure that budgeted resources are closely aligned with policing priorities and maximise the impact of crime reduction initiative.

Funded by (£000) 2020/21

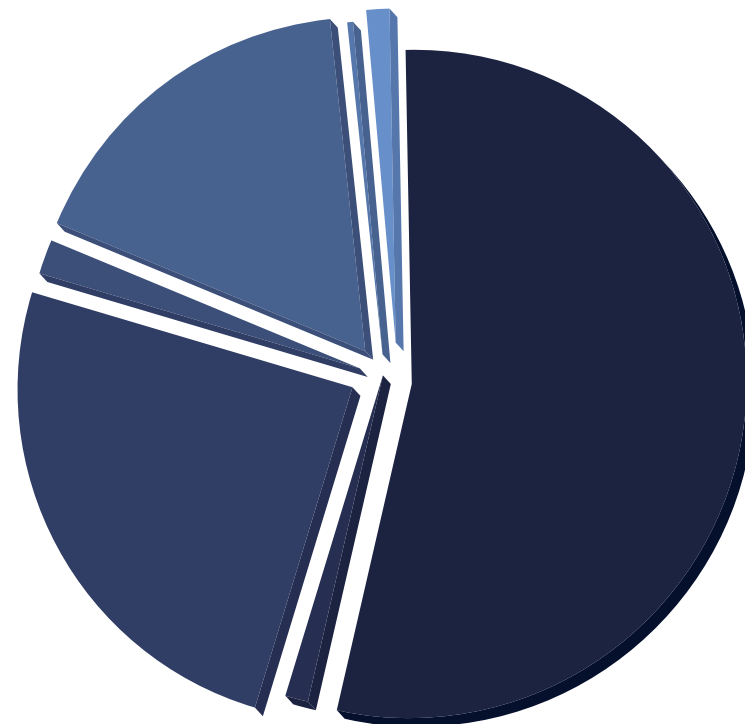
Government Core Grant	188,642
Council Tax Precept	129,850
Sources of Finance	318,492



Essex Police Expenditure Budget (£000) 2020/21



Police Officer pay & allowance	187,160
PCSO Staff pay & allowances	3,510
Police Staff pay & allowances	86,573
Other employees expenses	6,214
Premises, transport, supplies & services	58,461
Office of the PFCC	1,223
Commissioning grants	3,377
Gross Police & Crime Expenditure	346,518
<i>Income</i>	<i>(27,624)</i>
<i>Contribution from Reserve</i>	<i>(402)</i>
Net-cost of service	318,492



Performance outcomes and indicators

	So that...	Indicators
<p>Priority 1: More local, visible and accessible policing</p>	<p>Communities have more confidence in Essex Police</p>	<ol style="list-style-type: none"> 1. Percentage of people who have confidence in policing in Essex 2. Confidence in the local police (CSEW) 3. Number of all crime offences 4. Harm (Crime Severity) Score v. Most Similar Group of Forces (MSG) - all crime 5. Emergency response attendance within 15 minutes (urban) or 20 minutes (rural)
<p>Priority 2: Cracking down on anti-social behaviour</p>	<p>Anti-social behaviour is effectively tackled by police and partners</p>	<ol style="list-style-type: none"> 1. Number of anti-social behaviour incidents 2. Percentage of people who have confidence that the policing response to ASB is improving
<p>Priority 3: Breaking the cycle of domestic abuse</p>	<p>Domestic abuse victims are and feel safer and perpetrators are brought to justice</p>	<ol style="list-style-type: none"> 1. Number of incidents of domestic abuse 2. Number of repeat incidents of domestic abuse 3. Number of domestic abuse arrests 4. Number of Domestic Violence Protection Notices (DVPNs) and Protection Orders (DVPOs) 5. Number of domestic abuse offences solved
<p>Priority 4: Tackling gangs and serious violence</p>	<p>Reduce the number of people killed, injured or exploited as a result of gangs and serious violence</p>	<ol style="list-style-type: none"> 1. Number of homicides 2. Number of Violence with Injury offences Harm (Crime Severity) Score v. Most Similar Group of Forces (MSG) for Violence with Injury, Rape, Other Sexual Offences and Robbery of Personal Property 3. Number of Violence with Injury, Rape, and Other Sexual Offences solved 4. Stop and search for weapons 5. Knife-enabled crime

Performance outcomes and indicators

	So that...	Indicators
Priority 5: Disrupting and preventing organised crime	Crime does not pay and organised crime is disrupted	<ol style="list-style-type: none">1. Number of Organised Crime Group disruptions2. Trafficking of drugs arrests
Priority 6: Protecting children and vulnerable people from harm	Children and vulnerable people are kept safe from harm	<ol style="list-style-type: none">1. Number of child abuse outcomes2. Child Sexual Abuse/Exploitation investigations3. Child abuse solved rate4. Modern Slavery referrals made to the National Referral Model (NRM)
Priority 7: Improving safety on our roads	Fewer people are killed or seriously injured	<ol style="list-style-type: none">1. Number of driving under the influence of drink and/or drugs on Essex roads2. Number of driving related mobile phone crime on Essex roads3. All people killed or seriously injured (KSI) in road collisions



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