

## Performance and Resources Scrutiny Programme 2020

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 2020/21 (1<sup>st</sup> April – 30<sup>th</sup> June 2020).

In addition, the Rape Prevention Strategy five-year plan formalised in early 2020 is attached at Appendix A, setting out amongst other key achievements throughout this report, key activity achieved in the last quarter.

### 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. 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 is responsible for investigating some of the most serious crimes against the most vulnerable in our communities and tackling offenders posing the highest risk.

The eight 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).
- **Quest:** Investigate cases of non-recent child sexual abuse where the victim is now an adult, including inter-familial abuse, peer on peer abuse within an institutional or educational establishment, and, where the suspect held a position of public prominence or had responsibility over the child.
- **The CSE Investigation Team:** Investigate the most serious, complex and organised Child Sexual Exploitation (CSE), proactively targeting suspects who are prolific abusers and protecting victims.
- **Management of Sexual Offenders and Violent Offenders (MOSOVO):** Consists of five teams based across the county with responsibility for Managing Registered Sex Offenders, Managing Violent Offenders and Multi-Agency Public Protection Arrangements (MAPPA).
- **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, provide support to the whole Force and are comprised 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).
- **Disclosure and Barring Service (DBS) Unit:** One team comprising 52 Police Staff. DBS responsibility for completing all DBS applications referred to the Force made by those seeking to work in regulated activity with children and/or vulnerable adults. DBS Unit also complete all Barring referral requests, providing information regarding an individual for consideration to exclude them from working within the Child, Adult or both sectors.

- Strategic Centre: Based at headquarters, provide strategic capacity and capability for the command whilst supporting the whole Force around the 14 strands of vulnerability. Each strand has a subject matter expert responsible for maintaining relevant policies and procedures; coordinating responses to national and local reports, reviews and inspections through the delivery of local action plans; and, sharing learning and best practice obtained through attendance at post incident statutory partnership reviews such as Domestic Homicide Reviews and Safeguarding Adult Reviews.

## 5.0. Current Work and Performance

### 5.1. Public Protection Investigation Units (PPIUs)

#### Core performance

Crimes recorded:

<b>ASAIT RECORDED</b>	Q1 2019/20	Q1 2020/21
Rape	328	243
Other Sexual Offences	48	52
Other Offences	85	69
Non-Crimes	134	124
<b>CAIT RECORDED</b>	Q1 2019/20	Q1 2020/21
Rape	121	116
Other Sexual Offences	193	135
Other Offences	429	298
Non-Crimes	152	140

Crime outcomes:

<b>ASAIT SOLVED</b>	Q1 2019/20	Q1 2020/21
Rape	3	13
Other Sexual Offences	2	4
Other Offences	10	17
<b>CAIT SOLVED</b>	Q1 2019/20	Q1 2020/21
Rape	7	9
Other Sexual Offences	8	18
Other Offences	15	23

ASAIT's case load is 17.9% lower in Q1 2020/21 when compared with Q1 2019/20. (This is overall across the sum of all crime types listed Rape, Other sexual offences, Other offences, Non-crimes). Volume wise this equates to 488 offences in Q1 2020/21 compared to 595 in Q1 2019/20.

Of all crime types, Rape accounted for the largest proportion of all investigation types in Q1 2019/20 accounting for 55.1% of investigations compared to all other types of investigation combined. There is a decrease to 49.7% in Q1 2020/21.

Looking at criminal offences investigated by ASAIT, Rape had the sharpest decrease between Q1 2019/20 and Q1 2020/21 (25.9% decrease) when compared to other sexual offences which increased by 8.3%. Other offences investigated by ASAIT decreased by 18.8% from the same quarter last year. Non-Crimes decreased by 7.4%. It is anticipated this decrease is associated to COVID-19, with crime levels having been noted to have fallen across most crime types, including rape and other sexual offences, remaining consistently lower compared to the same period last year. The decrease in crime reported was experienced nationally throughout the same quarter.

Crime outcomes suggest that the overall solved rate for all offences in the ASAIT case load has increased in Q1 2020/21 (9.34%) when compared with Q1 2019/20 (3.25%). Volume wise, 34 crimes were solved in Q1 2020/21 compared to 15 in Q1 2019/20.

CAIT case load has a 23% decrease in Q1 2020/21 when compared with Q1 2019/20 (This is overall across the sum of all crime types listed Rape, Other sexual offences, other offences, non-crimes). Volume wise this equates to 689 offences in Q1 2020/21 compared to 895 in Q1 2019/20.

Other offences<sup>1</sup> account for the largest proportion of all investigation types in Q1 2020/21 accounting for 43.2% of CAIT's total caseload. This is a decrease of 4.7%, from 47.9% in Q1 2019/20.

There has been a decrease of 4.1% in the number of Rapes recorded in Q1 2020/21 when compared to Q1 2019/20.

Crime outcomes suggest that the overall solve rate for all offences in the CAIT caseload has increased in Q1 2020/21 (9.1%) when compared with Q1 2019/20 (4%). The volume of crimes solved is 50 in Q1 2020/21 compared to 30 in the same quarter 2019/20.

Solved rates for 'Other offences' accounts for 46% of the total solved outcomes within the CAIT caseload.

Force Crime Tree data for the rolling 12 months to July 2020 highlights an improving trend in respect of solved outcomes. For all sexual offences there were 454 solved outcomes in the 12 months to July 2020, an increase of 211 solved outcomes compared to the 12 months to July 2019. Specifically, there were 51 more rape solved outcomes, 150% increase, and 160 more 'other sexual offences' solved outcomes.

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<sup>1</sup> Including offences such as physical abuse, neglect and child death

## Key achievements

A Regional RASSO (Rape and Serious Sexual Offences) Tactical Group was created and met for first time in April 2020 attended by DCI and DS representatives, enabling recurring issues to be raised, good practice shared and ideas generated to improve working practices and deliver quality investigations. This feeds in to the Strategic Regional RASSO Group chaired by CPS and attended by the D/Supt C&PP Investigations. Data provision is now available to support the process and inform blockers to enable specific case escalation and inform understanding around longer term inhibitors. As a result of the regional RASSO Boards a CPS escalation policy and appeals process was established, as a result Essex have successfully appealed a CPS charging decision enabling charges to be authorised.

In June 2020, the combined Op Ratify and Op Yalta Governance Board was established focussing on preventative activity. Op Ratify is a process to identify and tackle repeat offenders and Op Yalta a process to identify, support and reduce repeat victimisation. The board chaired by the D/Supt C&PP Investigations focuses on identifying new subjects based on intelligence, professional judgement and data analysis; reviewing activity on subjects identified as either repeat offenders or repeat victims; and, overseeing a structured coordinated multi-agency approach where suitable.

Operation ZINNIA is a new initiative led by the South PPIU hub partnership DI. It consists of a 'crime surgery' approach enabling increased weekly investigative support to officers and Detective Sergeants. To date the partnership DI has provided additional support reviewing 40 investigations, providing the PPIU DIs more time to focus on other investigations.

Quest have 90 non-recent child sexual abuse investigations; some include multiple allegations against the same suspect. The period of COVID-19 restrictions has shown an increase in referrals to Quest potentially connected to lock down, providing victims with an opportunity to reflect and seek support and action through the criminal justice process. Three individuals on separate investigations have been charged with offences of non-recent sexual abuse and further cases are being prepared to present to CPS.

## **5.2. MOSOVO**

### Core performance

Crimes recorded:

<b>MOSOVO RECORDED<sup>2</sup></b>	Q1 2019/20	Q1 2020/21
All offences	147	143
Non-Crimes	84	54

<sup>2</sup> MOSOVO recorded offences are all recorded notifiable crimes investigated by MOSOVO and do not just relate to notification offences.

Crime outcomes:

<b>MOSOVO SOLVED</b>	Q1 2019/20	Q1 2020/21
All Offences	42	45
No. of Outcome 10s	75	88

MOSOVO are currently managing 1660 Registered Sex Offenders (RSO) in the community, which is a decrease of 15 since the last quarter. 390 Low Risk RSOs are subject of Intelligence Led Management. There are 86 active/overdue visits, which is an increase of 1 since the last quarter. None of these active/overdue visits are High or Very High risk.

MOSOVO solved 45 offences in Q1 2020/21 compared to 42 in Q4 2019/20. The solve rate in Q1 2020/21 is 31.4% compared to 28.7% for the same period last year.

There was a 17.3% increase in offences disposed of as Outcome 10 compared to the same period last year. Outcome 10 is considered when there is sufficient evidence to prosecute, however, police make the decision it is not in the public interest to do so for minor breaches. There are only two types of offences for which MOSOVO record outcome 10: notification offences and breach of civil orders, such as Sexual Harm Prevention Orders (SHPOs) and Sexual Risk Orders (SROs). Outcome 10 is not used as a standard means of disposal, each case is assessed based on threat, harm, risk and previous offending.

### Key achievements

During Q1 2020/21, the number of outstanding visits remained at the significantly reduced number from previous quarters. This was achieved by all five MOSOVO teams taking a measured approach regarding the way in which they manage RSO visits, working within NPCC guidelines and adhering to the latest MAPPA guidance.

The officers embedded in probation began to return to co-location following the easing of lockdown. The embedding has result in probation service now completing an Active Risk Management System (ARMS) assessment aiding the assessment of risk and protective factors and enhancing the Offender Assessment System (OASys) risk assessment of RSOs resulting in less duplication and faster turn-around of ARMS completion.

In Q1 2020/21, MOSOVO proactively targeted RSOs, including arrests for disqualified driving and cash seizures under the Proceeds of Crime Act (POCA). The team also continued to utilise the polygraph, resulting in one male being convicted of the rape of a child, due to significant disclosures made during a polygraph examination. This proactive work was promoted by MOSOVO on Essex Radio. Other proactive action included liaison with Regional Organised Crime Units (ROCUs) gathering intelligence to ensure that non-compliant MAPPA offenders in prison were dealt with by appropriate sanctions, as a result some of these offences were dealt with by gate arrest.

### 5.3. POLIT

#### Core performance

Crimes recorded:

<b>POLIT RECORDED</b>	Q1 2019/20	Q1 2020/21
All Offences	70	99
Non-Crimes	2	2

Crime outcomes:

<b>POLIT SOLVED</b>	Q1 2019/20	Q1 2020/21
All Offences	49	65

Referrals:

	<b>NCA/CEOP</b>	<b>Proactive System</b>	<b>UCOL</b>	<b>Other (Other forces / storm)</b>	<b><u>Total referrals</u></b>	<b>Warrants executed</b>	<b>No. children safeguarded<sup>3</sup></b>
<b>April-20</b>	14	0	1	2	17	9	16
<b>May-20</b>	17	2	2	1	22	15	15
<b>June-20</b>	31	0	3	2	36	34	30

In Q1 2020/21, POLIT received 62 referrals from the NCA and executed 58 warrants, this is an increase in 22 referrals and 1 warrant compared to Q1 2019/20. During this quarter POLIT safeguarded a total of 61 children.

During Q1, there have also been several Undercover Online (UCOL) cases, which resulted in offenders travelling with a view to meeting children. NPCC anticipate there will be a rise in the reporting of online offending as children return to school.

Due to COVID-19 and an increase in referrals, all work was risk assessed and warrants were only executed for cases where the risk was deemed too high not to take some form of action. As restrictions ease, POLIT continue to work through the lower risk cases.

#### Key achievements

Over the course of the last quarter key POLIT cases to highlight include, a high risk RSO remanded in custody awaiting sentencing for possession of a 'paedophile manual'; a 68 year old man who pleaded guilty after engaging online with an undercover officer and travelled with a view to meeting the child with the intention to commit serious sexual

<sup>3</sup> POLIT child safeguarding numbers refer to the number of PP57 referrals made to social services. These are made as a result of POLIT having established suspects have contact with children in some capacity and a need to reduce the risk.

offences; and, an offender awaiting sentencing on remand for possession of indecent images of children (IIOC) which were stored on his Xbox.

Polygraph examinations recommenced at end of Q1, with suitable social distancing measures established. As a result, there was a disclosure by one offender regarding a four-year-old child who is a friend of the family enabling appropriate safeguarding enquiries.

POLIT are well engaged with Home Office, being one of 6 pilot Forces, trialling new technology to help identify indecent images and utilising artificial intelligence to grade them. The Forces' engagement in the pilot has highlighted a number of technical issues identified for remedying before the products are ready for wider rollout.

#### 5.4. Operations Centre

##### Core performance

KEY PERFORMANCE INDICATOR	Jun-20	May-20	Apr-20	YTD AVERAGE
<b>Adult Triage</b>				
Referrals received	330	313	302	<b>287</b>
Current open referrals workload	99	110	94	<b>103</b>
Meetings requested	2	1	2	<b>1</b>
% of meetings attended	100%	100%	100%	<b>100%</b>
<b>CSE Triage</b>				
Referrals received	26	38	26	<b>35</b>
Current open referrals workload	111	123	113	<b>109</b>
Meetings requested	27	28	24	<b>29</b>
% of meetings attended	100%	100%	100%	<b>100%</b>
<b>Child Triage</b>				
Referrals received	193	174	184	<b>193</b>
Current open referrals workload	135	115	139	<b>135</b>
Strategy discussions / meetings requested	161	108	128	<b>147</b>
% of discussions / meetings attended	100%	100%	100%	<b>100%</b>

Q1 2020/21, saw 945 adult triage referrals, an increase of 170, compared to 775 last quarter. There were 90 CSE triage referrals, a decrease of 32, compared to 122 last quarter, and, 551 child triage referrals, a decrease of 57, compared to 608 last quarter.



In Q1 2020/21, 100% of Strategy Meetings were either attended by the Operations Centre Triage Team or suitably transferred to another force or another member of Essex Police if more appropriate. In respect of meetings requests, adult triage meetings requested remained relatively static compared to the last quarter. CSE triage meetings requested increased from 63 last quarter to 79 Q1 2020/21, and child triage meetings requested decreased from 482 last quarter to 397 this quarter.

### Key Achievements

Op Consider underpins the Forces focus on frontline officers utilising opportunities to secure a Domestic Violence Protection Notice / Order (DVPN/O) when responding to any Domestic Abuse incident. The principle of its application is to focus officers on increasing the effective use of this safeguarding and enforcement power to protect DA victims. Since March 2020 DVPN usage tripled monthly compared with the same period the previous year. An internal and external media campaign was launched in June 2020 to support the results achieved since Op Consider training was delivered in Essex in February 2020. The training provided to officers, the Legal Department and HMCTS regarding DVPN/Os has received vast endorsement and positive feedback. The Force were also specifically mentioned at the DA Bill (Fifth and Sixth sitting) in June 2020, with The Joint Committee noting, *"Numbers ranged from three DVPNs and three DVPOs... to 229 DVPNs and 199 DVPOs in Essex. Bravo to Essex! The majority of forces submitted figures between 10 and 100"*. With Jessica Phillips MP stating, *"If everybody was like Essex police force, I would be jumping for joy. I do not hope for this, but maybe one day somebody will perpetrate a crime against me in Essex and I will see how brilliant the force is at orders..."*. As a result of effective DVPN/O monitoring and breach management, there has been a significant increase in resulting prison sentences. The future plan is to proactively engage with all victims where DVPN/Os have been issued to perpetrators, including weekly home visits to victims and working increasingly with local housing teams to gather statements and evidence to support any monitoring and breaches.

Op Enforce is police participation within Multi Agency Risk Assessment Conference (MARAC) to identify intelligence opportunities to target repeat perpetrators and maximise victim safeguarding. Disruption opportunities focus on an Achilles heel approach to targeting the criminality/life-style forming part of the domestic abuse. Currently Op Enforce is resulting in monthly single figure arrests, however, the key outcomes achieved as a result of the enhanced focus is in respect of implementing disruption interventions at an earlier opportunity and enhancing victim safeguarding whilst not compromising victim confidentiality or safety through appropriate use of the information obtained.

## 5.5. DBS Unit

### Core performance

	Apr-20	May-20	Jun-20
<b>DBS Applications</b>			
Work in Progress (Open DBS Applications at Force)	5506	3514	2114
<b>DBS 'Aged' Applications</b>			
26 – 44 Days	1028	346	173
45 – 60 Days	1710	354	37
61+ Days	1507	1307	217
<b>Total 'Aged' Work</b>	<b>4245</b>	<b>2007</b>	<b>427</b>
<b>DBS Barring</b>			
<b>Barring Referral Requests Received</b>	23	22	24
<b>Barring Referral Requests Closed</b>	23	22	17

### Key Achievements

Over the course of Q1 2020/21, DBS closed a total number of 17,637 DBS applications. The Unit also made significant progress in reducing the backlog of outstanding DBS applications, including those in the three 'aged' tiers. The Unit operate a set 60-day service level agreement and have reduced the number of open applications by 3,392 between April – June 2020, reducing the number of total 'aged' applications by 3,818 in the same period. This has been primarily achieved through a slight processing amendment focussing on staff strengths and skillsets in particular areas to process applications more swiftly.

In Q1 2020/21, DBS made in total 85 disclosures. Disclosures have included applicants currently being dealt with or convicted of offences including Murder, Sexual Assaults, Indecent Images of Children (IIOC), Neglect, Theft from vulnerable adults, and, Human Trafficking. In addition to those disclosures where the applicant has been convicted or remains under investigation, disclosures also included individuals who have been subject to No Further Action (NFA), where following the review of the Chief Officer Delegate, the risk posed by the individual is believed to be so great disclosure is warranted.

## 5.6. Strategic Centre

### Key Achievements

The Strategic Centre continue to maintain C&PP policies and procedures around the fourteen strands of vulnerability. These are reviewed annually and involve incorporating guidance from Authorised Professional Practice (APP) from the College of Policing, aligning with local SET procedures, alongside setting out clear local Force direction and processes. In Q1 2020/21, 16 policies and procedures reviews commenced, with some already updated and published and others awaiting further review, consultation and approval.

In Q1, the team dealt with 35 benchmarking requests and four FOI requests as well as completing several scoping requests and attending partnership meetings in respect of Domestic Homicide Reviews (DHR), Safeguarding Adults Reviews (SARs) and Child Safeguarding Practice Reviews (CSPRs).

The national Domestic Abuse Best Practice Framework (DABPF) implementation plan approved by the National Criminal Justice Board for local multi-agency groups to deliver against nears completion. One of the remaining elements is the formulation of a local protocol outlining the structures and processes in place for all agencies handling DA cases. The Strategic Centre compiled the Essex Police input for this protocol which has been shared with partner agencies to complete the document from a multi-agency perspective.

In Q1, the Strategic Centre developed the C&PP web pages with a focus on sharing key messages, along with formulation of a Reward and Recognition Bulletin and Learning the Lessons pages. The aim is to provide easy to access information and support officers and staff across the Command through the building of a resource library, this work remains ongoing. In Q1, the C&PP news page received 3,460 hits from staff.

The Learning the Lessons initiative continued in Q1, with bulletins including a focus on: young people; victim care for rape victims and support through the CJ process; and, case file preparation and file quality. The Strategic Centre also created and communicated a process document for Op Marshall<sup>4</sup> via the C&PP Child Death intranet page.

In Q1, the Strategic Centre were also pivotal in supporting the Hate Crime, Mental Health and Missing strands of vulnerability, including: collating and returning the Forces' weekly data to the National Police Chiefs Council (NPCC) Hate Crime Gold Group due to COVID-19; collating and returning the Forces' response to the NPCC in respect of the national consultation on the potential review of Missing Persons Authorised Professional Practice (APP); conducting a review at the request of the NPCC of 50 incidents of missing from hospitals / mental health settings to inform the development of a National Memorandum of

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<sup>4</sup> a national database to assist strategic analysis and inform future prevention and detection initiatives in relation to intra-familial (carer and not stranger) child homicide or suspicious death investigation, i.e., under the age of 18 years.

Understanding between the Police and NHS England concerning patients missing from health care settings; and, completing the Mental Health Home Office Annual Data Return (ADR) regarding those detained by the Force under the Mental Health Act.

## **6.0. Implications (Issues)**

Current issues continue to relate to the effect of COVID-19 on the C&PP Command. The measures put in place last quarter remain. In response to COVID-19, the Command Local Response Team (LRT) have an available policy document drafted in support of the C&PP Business Continuity Plan to respond to any significant increase in demand.

Due to the pandemic, the Drink Aware initiative has been put on hold during this quarter. It is expected to resume when the night-time economy re-opens.

In addition, the co-location of the Central Referral Unit (CRU) with Essex MARAC in County Hall, Chelmsford has been finalised in respect of the lease, costs and legal agreements. The co-location was due to commence March 2020, however, due to COVID-19 this has been postponed, placing this joint-partnership embedded working on-hold.

Despite the pandemic, the Command continues to operate effectively, sickness remains low and attendance continues to be monitored. The Command having effectively implemented new and virtual practices, including use of videoconferencing and Microsoft Teams, enabling staff to carry out daily business whilst keeping themselves and the public safe. Teams such as the DBS Unit have continued with recruitment processes, this has included conducting virtual interviews and undertaking socially distanced training of the 12 new DBS starters in small groups. Partner meetings are also able to continue using video conferencing. The mission and purpose of C&PP remains: Help people; Keep people safe; Catch criminals. In accordance with the Force Plan, the Command continues to focus the main effort on victims, vulnerability, violence and visibility.

### **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 a decrease of 17.9% (107 offences) in the number of investigations compared to Q1 of 2019/20.

CAIT have seen a decrease of 23% (206 offences) in the number of investigations compared to Q1 2019/20.

MOSOVO have seen a decrease of 14.7% (34 offences) in the number of investigations compared to Q1 2019/20.

POLIT have seen an increase of 40% (29 offences) in the number of investigations compared to Q1 2019/20.

## **6.3. Risks/Mitigation**

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

### **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. Consequently, 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.

As set out above, the number of POLIT referrals have increased since COVID-19 restrictions were put in place, it is believed this trajectory will continue. There are a small number of vacancies which contributes to the number of warrants and investigations the team can execute. Recruitment has taken place with eight vacancies filled. The NCA estimated all forces will see an increase in Online Child Abuse Activist Group (OCAAG) activity. The Athena Investigation Group recently approved the use of an Athena tag to capture investigation reports generated from OCAAGs, to identify and track activity.

The DFU continues to recruit, however, delays due to COVID-19 has resulted in matters being escalated to Serious Crime Directorate (SCD) to request support for prioritisation.

### **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. Create a mentoring programme to identify officers who have the potential to perform a detective role. This is currently being progressed through a review of the Investigative Development Module (IDM).

Current strength is 15.33 officers under and 10.15 police staff under. It has been agreed that officers will be posted to teams in July and August 2020, however, demand in this area has receded due to lockdown. The Force is still managing business as usual activity and has seen improvement in clearing the backlog of investigations. Recent promotion processes and short-term posting postponements due to COVID-19 now resuming mean that all ranks other than constable will be at full establishment.

### **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 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. 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

Established Command and Force frameworks are in place to monitor performance. Access to a barrister to provide training to officers across the PPIU hubs and to review cases for further improvements in quality of cases leading to an increase in charges has been approved. NPCC Released Under Investigation (RUI) Guidance is now being adopted

across all ongoing investigations. Alongside which a revised Standard Operating Procedure (SOP) is being drafted to include review requirements to ensure consistent prioritisation. An improvement with police staff establishment figures is currently manageable, with a vacancy level at 7%. Work has commenced with the Media Department to incorporate rape victim accounts into training and CPD.

#### **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 C&PP teams for information held locally.

#### **8.0. Actions for Improvement**

##### **PPIU**

The Case Progression Team based at headquarters will take a wider scope of cases, aimed at reducing demand in ASAIT and providing resource to progress protracted or complex cases. The team will focus on improving the quality of files presented to the CPS and will maintain and improve working relationships with other agencies. The activity of the Case Progression Team will ultimately seek to reduce offending and repeat victimisation resulting in better outcomes for complainants and access to justice.

##### **MOSOVO**

MOSOVO are increasing the Forces technological capability by training staff to complete router downloads, whilst also having sourced stand-alone laptops to enable this function to be performed. A trial of triage equipment has commenced, triage equipment can be plugged into devices conduct a search to establish if suspects and offenders are looking at indecent images of children.

##### **POLIT**

The re-location of POLIT to Chelmsford Police Station is anticipated for 2021. Discussions are underway regarding specific security measures and accommodation for the specialist equipment. Due to the size and complexities of relocating POLIT they will be the last team to move into Chelmsford Police Station following all other moves being completed.

In the interim, a breakout room for POLIT officers has been created at Tilbury using funding from the Police Benevolent Fund. The breakout room is intended to enable officers and staff to take a break when they have been viewing indecent images of children. This forms part of wider ongoing work focussing on the welfare of staff.

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

### **PPIU**

The Force, with CJ partners will be implementing Section 28 of the Youth Justice and Criminal Evidence Act 1999 (YJCEA) from August 2020, following pilots in Leeds, Liverpool and Kingston-upon-Thames Crown Courts for child witnesses under the age of 16 and those eligible for assistance by reason of disability. This allows all vulnerable and intimidated witnesses who have given their evidence by way of Achieving Best Evidence (ABE) interview to video record their cross-examination before trial. Section 28 is the last in the range of existing special measures available to support vulnerable or intimidated victims and witnesses to be implemented. Process development and training is underway to be achieved prior to go-live on 24<sup>th</sup> August 2020.

### **MOSOVO**

MOSOVO are working with the Serious Crime Directorate (SCD) to determine solutions that will enable partners to access information on Athena in a safe manner, reducing the number of resources required to share information with partners. The exploration and development of any solution is also being highlighted through the Athena Board.

### **Operations Centre**

The safeguarding initiative 'Street-Weeks' will return 16<sup>th</sup> – 22<sup>nd</sup> November 2020 in Thurrock. The community engagement activities see the Force work with partners and volunteers to 'proactively' engage face-to-face with local residents, identifying hidden harm, local vulnerabilities, and, adults and children at risk. Enabling a joined-up approach to their safeguarding and support needs. An internal and external media campaign to accompany the 'Street-Weeks' activity will also coincide with National Safeguarding Adults Week 2020.

Op Innerste is a national programme aimed at delivering a multi-agency response to the complex issues surrounding missing unaccompanied Migrant Children. A local tactical plan is being developed with the intention of Essex adopting this operation. Support from all three Children's Services has been received and a briefing is taking place at the end of July 2020 to progress the proposal, with anticipated go live end August 2020.

Following the update last quarter around the establishment of a Project Papillion working group to develop a proposal for use of Conditional Cautions for Domestic Abuse, a paper has been drafted which is subject to agreement from the Chief Constable and the Director



of Public Prosecutions (DPP) to launch a pilot North Essex. Discussions are also underway with partners in respect of the £20,000 funding required to run the pilot.

The CRU will become the centrally depository for all high-risk DA secondary DASH risk assessments for the Force (following confirmation of CRU training and governance requirements). A proposal will then seek ratification through the DA Governance Board with an intended pilot to be run for the North LPA if agreed in August 2020. This will ensure greater consistency of secondary risk DASH assessments, alongside enabling more timely assessments, reducing delays and enabling faster safeguarding measures to be applied.

### **CSE Investigation Team**

The CSE Investigation Team went live 13<sup>th</sup> July 2020, with an establishment of one Police Staff Manager as team Senior Investigation Officer (SIO), one Detective Sergeant and nine Constables. The purpose of the team is to investigate the most serious, complex and organised Child Sexual Exploitation (CSE). Proactively targeting suspects who are prolific abusers and protecting victims. The CSE Investigation Team will identify and develop proactive opportunities where victim led investigations cannot be progressed and work alongside multi-agency partners to mitigate the risks to victims and develop a safeguarding framework. The team will also utilise preventive orders to protect victims and restrict the criminality of offenders. Ongoing development of staff will include participation in multi-agency and internal training in relation to Child Sexual Exploitation mitigation & disruption.

### **Strategic Centre**

The Strategic Centre are coordinating the delivery of training in August 2020 to 300 officers and staff from not only the C&PP Command but also including CID, DAIT and CYP officers across the Force. The training will be delivered by The Children's Society focussing on supporting young BAME people.